



AGREEMENT BETWEEN THE

CUMBERLAND COUNTY UTILITIES AUTHORITY

AND

THE COMMUNICATIONS WORKERS OF AMERICA, LOCAL 1085

SUPERVISORY UNIT

January 1, 2021 through December 31, 2023

TABLE OF CONTENTS

Preamble	1
Article 1 Recognition	1
Article 2 Management Right	1
Article 3 Responsible Union – Employer Relationship	2
Article 4 Non-Discrimination/Non-Retaliation.....	3
Article 5 Deduction of Union Dues and Union Rights	3
Article 6 Maintenance of Work Operations	4
Article 7 Hours of Work.....	5
Article 8 Overtime	5
Article 9 Clothing, Tools, and Safety Apparel.....	6
Article 10 Salaries and Wages.....	6
Article 11 New Employees.....	7
Article 12 Payment for Licenses	8
Article 13 Shift Differential/Out of Title	9
Article 14 Education and Membership Reimbursement	9
Article 15 Evaluations	10
Article 16 Mileage Reimbursement	10
Article 17 Inclement Weather	10
Article 18 Seniority and Breaks in Service	10
Article 19 Retirement	11
Article 20 Miscellaneous Paid Leave.....	11
Article 21 Sick Leave	12
Article 22 Vacation.....	13
Article 23 Health Insurance.....	14
Article 24 Disability Leave	14
Article 25 Unpaid Leaves of Absence.....	15
Article 26 Military Leave	15
Article 27 Holidays.....	15
Article 28 Discipline.....	16
Article 29 Grievance Procedure	16

Article 30	Personnel Records	18
Article 31	Job Openings	19
Article 32	Layoffs.....	19
Article 33	Health and Safety	19
Article 34	Labor – Management Liaison	19
Article 35	Indemnification	20
Article 36	Severability.....	20
Article 37	Fully – Bargained Clause	20
Article 38	Term of Agreement	20
Appendix I	Salary Schedule	22

PREAMBLE

This Agreement is entered into by and between the CUMBERLAND COUNTY UTILITIES AUTHORITY (the Employer, CCUA), and the COMMUNICATIONS WORKERS OF AMERICA (the Union), for the purpose of establishing wages, hours, benefits, and other terms and conditions of employment, together with procedures for the fair and amicable resolution of disputes and grievances pertaining thereto.

Now, therefore, inconsideration of the mutual covenants and understandings expressed herein, the parties agree as follow.

ARTICLE 1 RECOGNITION

1.1 Bargaining units: The Employer hereby recognizes the Union as the exclusive representative for the purpose of collective bargaining with respect to rates of pay, wages, hours, and other terms and conditions of employment for all regularly employed supervisory employees. Part-time employees who work an average of more than eight (8) hours per week as defined above will also be included in the bargaining unit. Excluded from the bargaining unit are managerial executives and confidential employees within the meaning of the Act; nonsupervisory employees; craft employees, professional employees, police, casual employees; and all other employees.

1.2 Use of Titles: Whenever titles are used in this Agreement, they shall be understood to include the plural as well as the singular and to include all genders.

ARTICLE 2 MANAGEMENT RIGHTS

2.1 Rights Reserved: The Authority hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon it and vested in it by the laws and Constitution of the State of New Jersey and the United States of America; except as may be specifically modified by this Agreement. These rights will include, but not be limited to, full operating efficiency and productivity in the direction of the work force. All of the terms and conditions of employment not specifically set forth herein or not specifically covered by existing statutes are hereby reserved by the Authority as its management prerogatives and rights. Without limiting the generality of the foregoing, examples of management rights include:

- a. To determine the standards of service to be offered by the employees.
- b. To determine the standards of selection of employment.
- c. To hire, discipline, discharge, assign, promote, or transfer employees.
- d. The management and administrative control of the Utilities Authority and its properties, facilities, and activities of its employees by utilizing personnel, methods, and means of the

most appropriate and efficient manner possible as may from time to time be determined by the Employer.

e. To determine the content of work assignments.

f. To determine the hours of operation of the Authority's facilities.

g. To determine the amount of maintenance and repair of equipment and property that may be necessary from time to time.

h. To determine the machinery, tools, and equipment requirements, together with the selection procurement, designing, engineering, and the control of equipment and materials.

i. The right to of the Employer to make, maintain, and amend such reasonable rules and regulations as it may from time to time deem best for the purpose of maintaining order, safety, and/or the effective operation of the Authority. Absent emergencies and/or emergent circumstances, any change in the Employer's personnel policies and procedures shall be presented to the Union at least ten (10) days prior to the effective date of the modified and/or new policy.

j. To lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive or for other legitimate.

2.2 Limitations: In the exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Employer, the adoption of policies, rules, regulations, and practices and the furtherance thereof, and the use of the judgement and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States.

2.3 Statutory Rights: Nothing contained herein shall be construed to deny or restrict the Employer of its rights, responsibilities, and authority under any national, state, county, or local laws or regulations.

ARTICLE 3 RESPONSIBLE UNION-EMPLOYER RELATIONSHIP

3.1 Mutual Dealings: The Employer and the Union recognize that it is the best interest of the parties, the employees, and the public that all dealings between them continue to be characterized by mutual responsibility and respect. To ensure that this relationship continues and improves, the Employer and the Union and their respective representatives at all levels will apply the terms of this contract fairly in accord with its intent and meaning and consistent with the Union's status as exclusive bargaining representative of all employees covered by this contract.

3.2 Respectful Treatment: It is understood that every employee, supervisor, and manager shall be treated in accordance with accepted standards of decency, courtesy, and respect.

3.3 Use of Employer Equipment: Union representatives will be entitled to use the Employer's telephones, fax machines, and email system to communicate with employees in carrying out the Union's representational duties. Employees will likewise be permitted to use such equipment to contact their Union representatives in regard to matters of representation. It is understood that such use shall be reasonable and shall not interfere with work operations, shall be consistent with the Employer's

personnel policies, and shall be limited to lunch breaks, other break times, and/or before or after working hours.

ARTICLE 4

NON-DISCRIMINATION / NON-RETALIATION

4.1 Discrimination and Retaliation: In accordance with and to the extent of New Jersey state and federal statutes, laws and regulations, no employee shall be discriminated against on the basis of race, creed, color, national origin, sex, marital status, age, religious opinions or affiliation, sexual or affectional orientation, nationality, domestic partnership or civil union partnership, pregnancy, gender identity or expression, disability, liability for military service, atypical cellular or blood trait, genetic information, or legal participation or non-participation in Union activities. Nor shall any employee suffer retaliation and/or an adverse employment action for engaging in protected activity under federal and New Jersey laws and regulations.

ARTICLE 5

DEDUCTION OF UNION DUES AND UNION RIGHTS

5.1 Dues Checkoff: The Employer agrees to make payroll deductions of Union dues when authorized to do so by the employee on the appropriate form. The amount of such deductions shall be certified by the Secretary-Treasurer of the Union. The Employer shall remit the dues to the Union by the last day of the month following the calendar month in which such deductions are made (or earlier, if reasonably possible), together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the Local President. Dues deductions for employees in the bargaining unit shall not be made for any other employee organization.

5.2 Withdrawal of Dues Checkoff: In the event any employee withdraws his or her authorization for dues deduction by notice to the Employer, such dues shall be halted as of July 1 next or within 30 days of the employees' anniversary of hire date, whichever comes first, following the date on which notice of withdrawal was filed, pursuant to the New Jersey Workforce Democracy Act.

5.3 Hold Harmless: It is agreed that the Employer shall have no other obligation or liability, financial or otherwise (other than set forth herein), because of actions arising out of the understanding expressed in the language of this section. It is further understood that once the funds deducted are remitted to the Union, the disposition of such funds shall be the sole and exclusive responsibility of the Union. The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits, or other forms of liability including reasonable legal and/or representation fees resulting from any of the provisions of this Article or in reliance on any list, notice, or assignment furnished under this section.

5.4 Access to Workplace: Union representatives shall have access to employee work areas to investigate grievances and for other purposes related to Union representation, with advance written permission of the Employer or designee, whose approval shall not be unreasonably denied.

5.5 Union Bulletin Boards: The Employer will provide a bulletin board in each building where employees report or clock in for work, to be used by the Union for notices and other information for employees.

5.6 Furnishing of Personal Information: During the first week of each quarter, the Employer will furnish to the Local President a list of new hires, separations, and title changes within the bargaining unit during the previous calendar month. Home addresses for new hires will be included. In addition, updated home addresses, job titles, and salary data will be furnished periodically, upon request, for employees represented by the Union.

5.7 Leave for Union Business: Upon official request from the Local President, full and part-time employees shall be permitted to take time off without pay to attend conferences, meetings, workshops, or other activities related to Union representation, subject to the reasonable operational requirements and prior approval of the Employer. In addition, any employee who is elected or appointed to an office in the Union may, in the sole discretion of the Employer, be granted an unpaid leave of absence with no benefits to serve in such office. Request for Union leave shall not be unreasonably denied, and it is understood that requests for Union leave are to be made at least three business days in advance. Employees who are on unpaid leave for Union Business will not accrue paid time off. In addition, said employees will be responsible for reimbursing their regular healthcare contribution premium to maintain medical benefits while out on leave. Specific arrangements as to payment of medical benefit contributions will be arranged by the Authority and the employee as a part of the leave request process. Employees who do not remit their regular healthcare contribution payment within thirty (30) days of when reported due shall risk such benefits being terminated.

ARTICLE 6

MAINTENANCE OF WORK OPERATIONS

6.1 No Strike: The Union hereby covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty or absence in whole or in part from the full, faithful, and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-out, or other illegal job action against the Employer. The Union agrees that such action would constitute a material breach of this Agreement.

6.2 In the event of a strike, slowdown, walkout, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the Grievance Procedure contained herein. The Union further agrees that it will immediately notify all employees in the bargaining unit that any such action is not sanctioned by the Union and that the Union joins with the Authority in insisting that all employees cease and desist immediately.

6.3 The Union acknowledges that the employees represented by the Union are public employees within the meaning of Article 1, Paragraph 19 of the New Jersey Constitution (1947) and, while entitled to the rights and privileges guaranteed public employees under the law, such employees are subject to the limitations upon their rights established by law.

6.4 Nothing contained in this agreement shall be construed to limit or restrict the Authority in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Union or its members.

6.5 The Authority agrees that there shall be no lockout for the term of this Agreement.

6.6 The Union shall not be liable for damages caused by unauthorized job actions of employees covered by this Agreement.

6.7 This Article is not intended to limit the freedom of speech of the Union or its members.

ARTICLE 7 HOURS OF WORK

7.1 Maintenance of Working Hours: The current hours of work, including meals and breaks, shall continue, except as may be provided otherwise by agreement of the parties. Full-time workweeks shall consist of 40 hours. The work week is defined as beginning 11:00pm Sunday and ending at 10:59pm the following Sunday.

- a. Licensed Shift Operators shall work rotating 8-hour shifts of 7AM-3PM, 3PM-11PM, and 11PM-7AM. Each shift will include a paid 30-minute meal break and two 15-minute paid rest breaks.
- b. All other blue-collar titles will work 7AM-3PM, Monday-Friday. Each shift will include a paid 30-minute meal break, and two 15-minute paid rest breaks.
- c. All clerical and secretarial employees will work 8AM-4PM Monday-Friday. Each shift will include a paid 30-minute meal break, and two 15-minute paid rest breaks.
- d. All Lab Technicians shall work 7AM-3PM Monday-Friday. Each shift will include a paid 30-minute meal break, and two 15-minute paid rest breaks.

See Side Bar Agreement regarding grandfathering of lab technician presently working 6AM-2PM.

7.2 Part-Time Employees: Part-time employees will be assigned to work a portion of the full-time workweek established for their job classification and department. Schedules for part-time employees will be flexible and average at least eight (8) hours per pay period.

7.3 Schedule Deviations: Notwithstanding the established work schedules, individual employees may be permitted to deviate from their assigned work schedule in order to accommodate family obligations or other documented hardships on a temporary basis, upon approval of the Employer. Employees deviating from their regular schedule shall not be eligible for any shift differentials associated with in this Agreement.

ARTICLE 8 OVERTIME

8.1 Overtime Pay: All blue- and white-collar employees are to be compensated in either cash or compensatory time off, at the employee's option, at the rate of time-and-a-half for all hours worked in excess of forty (40) hours weekly. Except in an emergency, employees will be given a 24-hour notice to work overtime. It is understood that employees called into work for an emergency will begin pay status as soon as they are called and accept the overtime assignment. It is understood that compensatory time is to be used within twelve (12) months after the date in which it was earned. All holidays, vacation, and personal time shall count as hours worked.

8.2 Eligibility for Overtime: Overtime work shall be offered as equitably as possible to employees in the appropriate job functions, utilizing a rotating overtime list whenever practicable. It is understood that the qualifications for performing the overtime work are to be determined solely by the Employer, and where necessary all employees may be required to work a reasonable amount of overtime. Overtime records shall be made available to the Union upon reasonable request.

8.3 Overtime Work Performed: All employees called back to work after their regular shift, including weekends, will only be required to work the time necessary to complete the job he or she was called in to complete. It is understood that under no circumstances will an employee called in to work will receive less than four (4) hours minimum overtime compensation as defined under Article 8.1.

ARTICLE 9 CLOTHING, TOOLS, AND SAFETY APPAREL

9.1 Uniforms: The Authority shall provide employees with the following uniform items on an annual basis: twelve (12) Carhartt standard jeans; twelve (12) Carhartt tradesman shirts; two (2) lined service jackets; and two (2) Carhartt coveralls.

9.2 Tools: The Employer will provide the basic tools for the job. Employees shall be responsible for any tools issued to the individual employee. If an employee damages a personal tool while performing services for the Authority, and the manufacturer of such tool(s) does not replace same, the employee shall submit a request for reimbursement of the cost of said tool(s), subject to approval by the Authority. Approvals shall not be unreasonably denied.

9.3 Safety Shoes: The Employer will continue to provide all white-collar supervisory employees with two pairs of safety shoes per year. The dollar limit per pair of shoes shall not exceed \$200.

9.4 Safety Equipment: The Employer will continue to provide all safety equipment necessary for employees to complete their assigned tasks. Safety equipment must be OSHA compliant and include, but not limited to, the following: safety goggles, dual cartridge respirators, lab garments, hard hats, safety cones, and proper DOT road signage for street usage, as determined by the position and safety needs associated with said duties.

9.5 Safety Jackets and Vests: The Employer agrees to provide employees with safety jackets and safety vests that include all proper Federal, State, County, and Municipality DOT striping, as determined by the position and safety needs associated with said duties.

ARTICLE 10 SALARIES AND WAGES

10.1 Salary Payments: The present weekly schedule of paydays shall remain unchanged. Across-the-board adjustments shall be granted as follows:

- a. Following ratification of this Agreement, each employee currently on payroll will receive a 2.0% salary increase to their revised base salary noted within Appendix A, retroactive to February 1, 2021. Retroactive salary compensation for all wages earned retroactive to February 1, 2021 shall be issued to each employee within 30 days following approval of this Agreement by the Board of Commissioners. The Agreement shall be subject to ratification by the Union prior to presentation to the Commissioners for approval.
- b. As of January 1, 2022, each employee will receive a 2.25% salary increase to their base salary.
- c. As of January 1, 2023, each employee will receive a 2.25% salary increase to their base salary.

10.2 Longevity: Longevity increase will be added to the employee's hourly rate of January 1 of each calendar year as follows. For 2021, such longevity shall be retroactive to February 1, 2021:

- (a) Years of service 5 through 9 \$0.30/hour above base rate
- (b) Years of service 10 through 14 \$0.45/hour above base rate
- (c) Years of service 15 through 19 \$0.60/hour above base rate
- (d) Years of service 20 plus \$0.75/hour above base rate

ARTICLE 11 NEW EMPLOYEES

11.1 Probationary Period: During the first three (3) months of continuous employment, an employee shall be considered a newly hired probationary employee, and the Authority may terminate his/her employment within that time without resort to the grievance procedure. This newly hired probationary period may be extended upon notice to the Union by one (1) additional thirty (30) day period. Evaluations will be a review of the employee's work and include any corrective action the new hire needs to take to improve their performance. If the new hire's work is satisfactory at the end of their probationary period, the Authority will determine if the new hire attains regular full-time status. If the new hire's work is unsatisfactory, their employment may be terminated by the Authority. Once a new employee passes his newly hired probationary period, he/she shall not be discharged without just cause.

11.2 Paid Time for Probationary Employees: Probationary employees will be entitled to any paid holidays that occur during their probationary period. Probationary employees will also be entitled to any accrued sick leave as required by New Jersey state law.

11.3 Pay Steps for New Employees:

- a. **Step 1:** Upon successful completion of the ninety (90) day probationary period, the employee shall be granted fringe benefits, as applicable, retroactive to the first day of employment, with the exception to vacation time.
- b. **Step 2:** Ninety (90) days after obtaining regular status or a change in Title/Classification and upon completion of a satisfactory supervisory review, the employee will receive a

wage increase to 85% of the max rate of that title as noted within Appendix A. An unsatisfactory review will result in up to a two-month delay in the wage increase, which will be contingent on a satisfactory review.

- c. **Step 3:** Six months after completion of Step 2, and upon a satisfactory review by the applicable supervisor, the employee will receive a wage increase to 90% of the max rate of that title as noted within Appendix A. An unsatisfactory review will result in up to a two-month delay in the wage increase, which will be contingent on a satisfactory review.
- d. **Step 4:** Six months after completion of Step 3, and upon satisfactory review by the applicable supervisor, the employee will receive a wage increase to 95% of the max rate of that title as noted within Appendix A. An unsatisfactory review will result in up to a two-month delay in the wage increase, which will be contingent on a satisfactory review.
- e. **Step 5:** Six months after completion of Step 4, and upon satisfactory review by the applicable supervisor, the employee will be moved up to the maximum rate for his/her title as noted within Appendix A. An unsatisfactory review will result in up to a two-month delay in the wage increase, which will be contingent on a satisfactory review.
- f. Any two consecutive unsatisfactory performance evaluations will result in termination of employment.

ARTICLE 12 PAYMENT FOR LICENSES

12.1 Payment: Any employee who has obtained or acquires a Sewage Treatment Plant Operator's License (S-1 thru S-4) and/or a Collection Systems Operator's License (C-1 thru C-4) will receive additional compensation as follows: Salaried Employees – Annual Bonus payable January 1st of each year. Hourly Employees: Added to base hourly rate effective January 1st of each year (for 2021, retroactive to February 1, 2021):

S-1: Hourly \$0.25 / Salary Bonus \$525.00	C-1: Hourly \$0.25 / Salary Bonus \$525.00
S-2: Hourly \$0.55 / Salary Bonus \$1,150.00	C-2: Hourly \$0.55 / Salary Bonus \$1,150.00
S-3: Hourly \$0.76 / Salary Bonus \$1,575.00	C-3: Hourly \$0.76 / Salary Bonus \$1,575.00
S-4: Hourly \$1.01 / Salary Bonus \$2,100.00	C-4: Hourly \$1.01 / Salary Bonus \$2,100.00

Backflow Preventer License: Hourly \$0.25 / Salary Bonus \$525.00

Electrical: Hourly \$0.55 / Salary Bonus \$1,150.00

For S-1 through S-4 and C-1 through C-4 licenses, employees shall only receive the annual bonus representing the highest classification possessed. The various classifications under the S and C licenses are not cumulative.

12.2 Commercial Driver's License: Any employee who possesses a commercial driver's license (CDL) and uses it for the benefit of the Employer will receive the following compensation effective and/or made payable no later than January 1st of each year as follows: Hourly \$0.25/Salary Bonus \$525.00. Payment stops when the license is no longer valid or used by the Authority.

12.3 License Renewal: Annual license renewal of any type of license is the employee's responsibility and will not be reimbursed or paid for by the Authority.

ARTICLE 13 SHIFT DIFFERENTIAL / OUT OF TITLE

13.1 Rates: Any employee working the 3 pm to 11 pm shift will receive a shift differential of \$0.75 per hour. Any employee working the 11 pm to 7 am shift will receive a shift differential of \$0.85 per hour. (Retroactive to February 1, 2021).

13.2 Out of Title Pay: An employee working out of title shall be compensated at a step above their present hourly rate under the title the employee is working in, or \$0.50 per hour, whichever is greater. (Retroactive to February 1, 2021).

ARTICLE 14 EDUCATION AND MEMBERSHIP REIMBURSEMENT

14.1 Tuition Reimbursement: The Employer agrees to pay employees for the cost of tuition and books for any pre-approved course taken by the employee. Proof of a passing grade shall be provided to the Employer upon completion of the course and failure to do so will result in the employee having to reimburse the Employer for all costs.

14.2 Seminars and Conferences: The Employer agrees to pay the cost for all pre-approved seminars and conferences, including registration, lodging, travel reimbursements, and appropriate meal purchases if applicable. It is understood that if the employee does not attend without approval of the Employer, the employee will be responsible for reimbursing the Employer for all costs incurred. Should the Employer provide transportation for the employee to attend any conference or seminar, there will be no travel reimbursement paid to the employee.

14.3 Pay for Courses, Seminars, and Conferences: The employee will receive their regular rate of pay for attending any course, seminar, or conference that takes place during an employee's regularly scheduled shift. In the event the employee cannot attend due to sickness, emergency, etc., the employee must notify his/her supervisor prior to the normal starting time and will be charged sick time or other applicable paid time off for such absence.

14.4 Tests and Exams: Upon pre-approval of the Director or his/her designee, the Employer agrees to allow an employee to schedule vacation time for the purpose of taking a work-related test or exam during work hours. Upon proof that the employee received a passing grade for the test/exam, the Employer agrees to restore the used vacation time back to the employee's time bank.

14.5 Eligibility for attendance: Should more than one employee request to attend a course, seminar, or conference, the operational needs of the Authority will take precedent and the Director or his/her designee will decide the number of employees who may attend and grant attendance in order of when the requests were received.

14.6 Membership Dues: The Employer agrees to pay for the basic annual WEF Membership dues for each employee holding such license.

ARTICLE 15 EVALUATIONS

15.1 Evaluations: Each employee may be evaluated in writing at least once a year by the Employer. Employees will be advised in writing of the criteria for any yearly evaluation and any subsequent changes in the criteria. The completed evaluation will be shown to the employee for review, and the employee will sign that they have received said evaluation; however, such signature will neither be an acceptance or disagreement of the evaluation itself. The employee will receive a copy of the evaluation. If the employee disagrees with the evaluation, he/she may note their exceptions on the official record.

ARTICLE 16 MILEAGE REIMBURSEMENT

16.1 Reimbursement: Any employee required to use their personal vehicle for Authority business will be reimbursed according to the standard I.R.S. rate in effect at the time of usage. The employee will be required to submit a voucher describing the reason for the reimbursement, the miles traveled, and include any receipts for tolls or parking. Reimbursement is subject to approval upon review of the voucher submitted.

ARTICLE 17 INCLEMENT WEATHER

17.1 Reporting to Work: Employees are required to report to work under all conditions. Should an employee be unable to commute safely to work because of weather conditions, they will be required to immediately contact their supervisor and inform them they are unable to report to work. Any employee who cannot report to work because of severe weather conditions will be allowed to utilize personal, vacation, or sick time. Should an employee not have any accrued time left in their time bank, they will not be paid for the day(s) missed, but it will be understood that any unpaid day(s) missed because of inclement weather will not be used for discipline against the employee.

17.2 State of Emergency: Should the Cumberland County Commissioners and/or Governor of the State of New Jersey declare a state of emergency in the Cumberland, Gloucester, Atlantic or Salem County area where an employee lives, any employee reporting to work under those conditions will be granted an extra vacation day for every day the employee reports to work during the declared emergency.

ARTICLE 18 SENIORITY AND BREAKS IN SERVICE

18.1 Resignations: Employees who resign their employment from the Authority will give two weeks written notice. The Employer may consent to a shorter notice if circumstances reasonably prevent the employee from giving the required notice. Any employee shall be permitted to rescind their resignation until formal acceptance by the Executive Director. Employees are not permitted to rescind their resignation once accepted by the Executive Director.

18.2 Seniority Defined: Seniority will be defined as length of employment for the Authority beginning with the employee's date of hire, without interruption due to resignation, retirement, or removal. Employees who resign in good standing but are rehired within sixty (60) days will be considered to have no interruption in continuous service. Temporary employees are not eligible to seniority status and are excluded from the seniority list.

ARTICLE 19 RETIREMENT

19.1 Payment upon Retirement: Upon retiring on pension as defined by the employee's defined tier under the New Jersey Public Employees Retirement System, the employee will receive a onetime cash payment based upon their number of unused sick days at retirement. It is understood that this payment cannot exceed \$15,000. The employer agrees to pay out unused sick time in checks not to exceed the equivalent of 40 hours a week in payment in each check.

19.2 Health Benefits at Retirement: Employees who retire from the Authority with 25 years of service (including any prior service with the Bridgeton Wastewater Treatment Facility) and 25 years of service with PERS, or on disability, shall continue to be provided for his/her health insurance and prescription benefits.

19.3 Reimbursement for Medicare Part B: The employer agrees to reimburse all employees and spouses eligible for health benefits at retirement for costs of Medicare Part B when the employee/spouse reaches the age of 65.

ARTICLE 20 MISCELLANEOUS PAID LEAVE

20.1 Personal Leave: Employees will be granted three (3) personal leave days which can be used in whole or half days. Employees are to submit requests at least twenty-four (24) hours prior to requested date. It is understood that personal days are subject to management's legitimate operational needs. Personal leave days will be granted on January 1 of each year and must be used by the end of the calendar year.

20.2 Jury Leave: Employees who are summoned for jury duty shall be excused from work without loss of pay for such time as needed. In the case of shift workers, paid time off shall be granted for the shift immediately preceding or immediately following the affected day shift. If an employee is dismissed from jury duty before the end of his or her shift, the employee shall be expected to return to work, unless expressly excused by the appropriate supervisor.

20.3 Bereavement Leave:

- (a) Employees shall suffer no loss of regular straight-time pay for absence due to a death in the employee's immediate family, up to five (5) days annually. Bereavement leave may be taken in whole or half day increments. Immediate family shall be defined as the following relatives of the employee or the employee's spouse or domestic partner: father, mother, step-father, step-mother, grandmother, grandfather, grandchild, spouse, child, foster child,

step-child, sister, brother, step-sister, step-brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law, niece, nephew, first cousin, aunt, uncle, or any relative or spouse residing in the employee's home.

- (b) Sick leave may be utilized for bereavement leave in excess of the bereavement leave provided in this Article. Should an employee be absent on approved sick, vacation, or personal leave and a death occurs in the employee's immediate family, bereavement leave may be substituted for all other pre-approved leave.
- (c) Reasonable documentation of a death in the employee's immediate family should be produced by the employee if requested by the Employer. Although failure to produce the documentation shall not be considered a disciplinary offense, it is understood that such failure may result in a denial of bereavement leave.

ARTICLE 21 SICK LEAVE

21.1 Use of Sick Leave: Sick leave may be used in whole days or increments of fifteen (15) minutes, at the employee's regular rate of straight-time pay, in case of personal illness, accident, exposure to contagious disease, or on a short-time basis to care for a member of the employee's immediately family. "Immediate family" shall consist of spouse or domestic partner, father, mother, step-father, step-mother, grandmother, grandfather, grandchild, child, foster child, step-child, sister, brother, step-sister, step-brother, sister-in-law, brother-in-law, son-in-law, daughter-in-law or any relative residing in the employee's home.

21.2 Sick Leave Accrual: The employee shall be granted ten (10) sick leave days on January 1 of each calendar year with the anticipation of the employee's continued employment, prorated during the first year of employment. If an employee resigns or otherwise separates from employment, he or she will be liable for any paid sick leave which has been used in excess of the pro-rata entitlement for the year.

21.3 Sick Leave Buyback: All employees shall be permitted to carry over up to 120 hours of sick time at the end of each calendar year. If an employee accrues more than 120 hours of unused sick leave at the end of the calendar year, the Authority shall pay out the amount of unused sick leave in excess of 120 hours. The payout shall be based on the employee's regular rate of pay earned at the time of the payout. The payout shall occur by the end of the calendar year issued in a separate check paid to the employee. This provision shall take effect beginning January 1 of the calendar year after the parties enter into an Agreement. Until such time, employees shall be permitted to carry over 160 hours of sick leave from 2021 to 2022 only.

21.4 Reporting of Sick Leave: All employees shall notify the Director or his/her designee if they are going to absent and require the use of sick time. Such notification shall be made prior to the employee's scheduled start time, and failure to notify the Employer may result in the denial of sick time and may constitute the cause for disciplinary action.

21.5 Medical Verification: An employee who is absent on sick leave for three (3) consecutive working days may be required to provide medical documentation to the Employer.

21.6 Sick Leave Payout Upon Retirement: Any employee who retires from the Employer shall be paid out his/her sick leave, capped at \$15,000.00.

21.7 Without Notice: Absence without notice for three (3) consecutive days shall constitute a resignation, not in good standing.

ARTICLE 22 VACATION

22.1 Vacation Accrual: Employees shall be credited with vacation leave on January 1 of each calendar year based on years of continuous service as follows. It is understood that vacation leave credited to employees will be given with the understanding of the employee's anticipated employment throughout the year. If an employee leaves the employment of the Employer prior to the end of the calendar year, the employee will owe back any used vacation time not yet accrued.

- A. Beginning with the employee's first year of service, the employee will accrue vacation leave at the rate of one (1) day per month. Such accruals shall not begin until after expiration of the employee's probationary period. Employees shall be permitted to use their vacation time once they begin accruing time.
- B. In years 1 through 4, employees will be credited with twelve (12) days of vacation leave.
- C. In years 5 through 9, employees will be credited with fifteen (15) days of vacation leave.
- D. In years 10 through 14, employees will be credited with twenty (20) days of vacation leave.
- E. In years 15 or more, employees will be credited with twenty-five (25) days of vacation leave.

22.2 Use of Vacation Leave: Employees may use vacation leave in whole days or increments of one (1) hour.

22.3 Vacation Carryover: Employees shall be permitted to carry over up to ten (10) vacation days to the next calendar year. All vacation leave carried over must be used in the succeeding calendar year or it will be lost. Vacation time carried over from the previous benefit year shall be utilized first for use in the succeeding year.

22.4 Payment upon Termination of Employment: Upon the death of an employee, any earned vacation leave not used shall be calculated and paid to the estate. Any employee retiring, or otherwise separating in good standing, shall be entitled to a pro-rated allowance for the current year in which the separation or retirement becomes effective. Any vacation leave which may have been carried over from the previous year will be included. It is understood that any payment of unused vacation time will be paid out by a separate check, not to exceed a cap of \$15,000.00.

22.5 Scheduling of Vacation: All vacation requests received prior to March 1 of each calendar year shall be scheduled by seniority. Management reserves the right to deny a vacation request based on the operational needs of the Authority. All vacation requests of one week or longer must be submitted at least two weeks in advance, and any vacation request less than one week may be granted by a supervisor with at least twenty-four (24) hour notice. Vacation requests submitted after March 1 of each calendar year shall be granted on a first come first serve basis.

ARTICLE 23 HEALTH INSURANCE

23.1 Health Plans and Coverage: The Employer shall provide all full-time employees, along with their spouses and dependents working thirty-five (35) hours or more per week, with healthcare coverage. Medical coverage will be in accordance with plans offered by the State Health Benefits Program.

23.2 Prescriptions: Prescription drug coverage will be in accordance with the Employee Prescription Drug Plan offered by the State Health Benefits Program to all employees along with their spouses and dependents.

23.3 Medical Reimbursement: The Authority shall continue providing employees with \$400 per year to cover the cost of co-pays and vision care.

23.4 Dental Insurance: The Employer will provide dental coverage to all employees and their dependents under a plan offered by the State Health Benefits program.

23.5 Premium Sharing: Employees will contribute toward the cost of health benefit coverage as required by law. Contributions will be made by payroll deduction on a pre-tax basis pursuant to a plan adopted under Section 125 of the Internal Revenue Code. Employees may choose to enroll in the following plans offered by the Authority under the State Health Benefits Plan at the Tier 4 Contribution levels under Chapter 78, P.L., 2011: NJ Direct 10; NJ Direct 15; NJ Direct 2019 (CWA Plan); and Horizon HMO.

23.6 Post Employment Coverage: An employee who resigns or is otherwise separated from employment, other than in retirement, shall maintain health benefits coverage in accordance with the State Health Benefits program.

23.7 Temporary Disability Benefits: The Employer shall provide disability coverage to all eligible employees under the State Temporary Disability Benefits Law. Coverage will be financed by employer-employee contributions as required by law.

23.8 CDL Testing: CDL drivers required to take DOT physical examinations in order to maintain their licenses will be fully reimbursed for the cost of said examination upon producing proof of the examination and passing certification.

ARTICLE 24 DISABILITY LEAVE

24.1 Disability Leave: In the case of disability due to injury or illness as a result of, or arising from, and employee's job, the employee may seek benefits through the New Jersey Temporary Disability Benefits Act, State mandated Workers' Compensation benefits as outlined under Title 34, or any other applicable leave available under State and Federal laws, including the Family Medical Leave Act.

24.2 Disability Leave Accrued Benefits: Employees who are on paid disability leave will accrue vacation and sick leave and will be covered by the health benefits covered in this Agreement.

ARTICLE 25 UNPAID LEAVES OF ABSENCE

25.1 Request for Leave: Upon written request and approval, an employee may be granted a leave of absence without pay for up to six (6) months for medical reasons, maternity or paternity, or for other reasons satisfactory to the Employer. Such leave may be extended for up to an additional six (6) months upon written request and approval.

25.2 Family and Medical Leave: All applicable requirements of the state Family Leave Act and the federal Family and Medical Leave Act shall be followed with respect to employees requesting qualifying leave under either Act.

25.3 Continuation of Health Benefits: All employees taking an unpaid leave of absence shall be permitted to continue his/her health benefit coverage after employer-paid coverage ends by the employee paying the monthly premiums prior to the coverage month. In addition, an eligible employee who takes leave qualifying under the state Family Leave Act or the federal Family and Medical Leave Act shall have coverage continued by the Employer during such leave.

ARTICLE 26 MILITARY LEAVE

26.1 Statutory Rights: Employees in the military service, including the New Jersey National Guard or United States Armed Forces Reserve, shall be entitled to such leave provisions as may be required by law.

ARTICLE 27 HOLIDAYS

27.1 Specified Holidays: There shall be fourteen (14) holidays per year in accordance with the schedule below:

Martin Luther King Day	President's Day	Lincoln's Birthday
Good Friday	Memorial Day	Juneteenth Day
Independence Day	Labor Day	Columbus Day
Day after Thanksgiving	Veteran's Day	Thanksgiving
Christmas	New Year's Day	

In addition to the listed holidays, employees will receive holiday pay for one-half (1/2) day on December 24 and one-half (1/2) day on December 31.

27.2 Observed Holidays: For all non-shift employees, holidays falling on a Saturday will be observed on the preceding Friday and holidays falling on a Sunday will be observed on the succeeding Monday. For all shift employees, Christmas Day will be observed on December 25, New Year's Day on January

1, Lincoln's Birthday on February 12, Veteran's Day on November 11, Independence Day on July 4, and the half-day holidays will be observed on December 24 and December 31. All other holidays will be observed in accordance with Article 27.1.

27.3 Holiday Pay Status: To be eligible for holiday pay, an employee must be on active pay status and have received payment for their last scheduled shift before the holiday and their first scheduled shift after the holiday.

27.4 Compensation for Holiday Pay: Work performed on holidays shall be compensated as follows:

- a. Employees who are required to work on a premium holiday (New Year's Day, Independence Day, Thanksgiving, Christmas) shall receive their regular pay plus two (2) times their regular rate of pay.
- b. Employees required to work on all remaining holidays shall receive their regular rate of pay plus one and one-half (1 1/2) times their regular rate of pay.

ARTICLE 28 DISCIPLINE

28.1 Just Cause: All disciplinary actions shall be for just cause. Penalties for misconduct may consist of verbal warning, written reprimands, suspensions, or discharge. Except in extreme cases of misconduct, discipline shall be intended as corrective and shall be progressive in nature.

28.2 Union Representation at Hearings: An employee is entitled to have Union-appointed representation at any disciplinary hearing. Employees who are required as witnesses at such hearings, as well as the Union representative, shall suffer no loss of pay, provided every effort is made to keep the loss of working time to a minimum.

28.3 Weingarten Rights: Any employee who reasonably believes that he or she may be subject to disciplinary action in connection with any questioning by the Employer shall be entitled to have a Union Representative present during such questioning. This shall not apply to interviews which are intended only to provide counseling, information, or instruction.

28.4 Notice to Union of Disciplinary Actions: The Union shall be notified via email to the Local President of all disciplinary actions involving written reprimands or greater for all employees.

ARTICLE 29 GRIEVANCE PROCEDURE

29.1 Purpose: The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment, consistent with applicable laws, regulations, contractual obligations, operational requirements, and standards of fairness. Nothing herein shall be construed as preventing an employee with a grievance from discussing the matter informally with any appropriate supervisor.

29.2 Definition: The term “grievance” as used herein shall mean an appeal of the interpretation, application, or violation of applicable written policies, written agreements, or administrative decisions affecting the terms and conditions of employment.

29.3 General Provisions:

- a. Election of Remedies: In the event a dispute is appealed to the Division of Civil Rights, courts, or other forum provided by law, the appellant (i.e., employee and/or Union) shall not be entitled to pursue the matter to arbitration by means of the grievance procedure set forth herein.
- b. Formal grievances shall be presented through the Union, and an aggrieved employee shall be represented at all stages of the grievance procedure by a steward or other designated Union representative. Notwithstanding this provision, if the Union declines to present a grievance on behalf of an employee, the employee may present the grievance himself or herself at the lowest applicable level of the grievance procedure.
- c. A grievance must be filed within 7 calendar days after the occurrence giving rise to the grievance. Failure to file or advance a grievance within the prescribed time limits shall constitute forfeiture. However, time limits for filing or responding to grievances at any step may be extended by consent of the parties.
- d. Union representatives shall be afforded reasonable opportunity to investigate and process grievances during working hours without loss of pay, provided that permission is obtained in advance from the appropriate supervisor if this should require the Union representative to be absent from the job or to be otherwise relieved of his or her regular responsibilities for a temporary period.
- e. Grievances shall be initiated at the lowest step of the grievance procedure in which the management representative has authority to adjust the matter. Steps may also be waived in appropriate circumstances by agreement of the parties.
- f. Grievances processed through the steps of the grievance procedure as provided herein shall be in writing and signed by the grievant or Union representative. Responses shall also be in writing.
- g. All parties shall provide discovery upon request, with reasonable promptness.

30.4 Steps:

Step 1. The grievance shall be taken to the appropriate supervisor who shall make every effort to resolve the problem and respond within seven (7) calendar days.

Step 2. If not resolved at the previous level, the grievance may be submitted within seven (7) calendar days to the Director or his/her designee, who shall render a written decision within seven (7) calendar days. A copy of the Step 1 filing, along with the Step 1 response, will be furnished to

the Director at his/her request. If requested by the Union, an informal hearing shall take place and the Director's written response will be due seven (7) days after said hearing.

Step 3. If the Union is not satisfied with the decision of the Director, the grievance may be appealed to the Cumberland County Utilities Authority Board within fourteen (14) days after receipt of the Step 2 decision. The Chairman of the CCUA Board shall consider the matter and issue a written decision within twenty-one (21) calendar days. If the Union requests a hearing in front of the CCUA Board, a written decision will be issued within twenty-one days after the date of the hearing.

Step 4. If the Union is not satisfied with the decision by the CCUA Board, demand for Arbitration may be made by the Union to the Public Employment Relations Commission within thirty (30) calendar days thereafter. Unless agreed otherwise by the parties, the arbitrator shall be selected pursuant to the procedures of the Public Employment Relations Commission.

- a. Arbitration shall be limited to grievances based upon the interpretation, application, or violation of an express provision of this Agreement.
- b. The Arbitrator shall not add to, subtract from, or modify the terms of this Agreement.
- c. No more than one grievance or issue may be submitted to a single arbitrator unless otherwise agreed to in writing by the parties.
- d. It is understood that arbitration is limited to the four corners of the Agreement and the arbitrator is not to consider any past practice precedent.
- e. The Arbitrator shall issue an award to the parties in writing which shall be final and binding.
- f. The cost for the services of the Arbitrator, including per diem expenses, if any, and actual and necessary travel, subsistence expenses, and the cost of the hearing room shall be borne equally by the Employer and the Union. Any other expenses shall be paid by the party incurring them.

ARTICLE 30 PERSONNEL RECORDS

30.1 Personnel Records: Upon reasonable prior request, the official personnel records of any employee shall be open to the inspection of the employee who shall be allowed to make copies of any of the content. The employee will be permitted to inspect the personnel records only with an official personnel records employee also present.

30.2 Disciplinary Records: An employee will be given a copy of any disciplinary document which is placed in the employee's official personnel file.

ARTICLE 31 JOB OPENINGS

31.1 Postings: All job openings shall be posted on an appropriate bulletin board for a period of at least five (5) working days prior to position being filled. Employees may apply for posted positions within the five (5) working day period.

31.2 Promotional Criteria: The Employer reserves the sole determination to make promotional appointments. In all instances, the employees promoted must possess the skill, knowledge, and potential ability to learn the job subject to a ninety (90) day promotional provisional period. Should the employee have an unsatisfactory review during the ninety-day period, the employee may be demoted back to their prior position. When qualifications are substantially equal, the Employer will consider seniority before making the appointment.

ARTICLE 32 LAYOFFS

32.1 Notice of Layoffs: The Employer agrees that the Union shall be given advance written notification of at least forty-five (45) days if layoffs are anticipated, stating the reason for such action. Temporary employees shall be subject to layoff before permanent employees. It is understood that layoffs of permanent employees will be done by a "last in, first out" process. In the event that openings become available, laid off employees will be eligible for recall in reverse order of layoff for a period of one (1) year before the position is made available to any other applicant.

ARTICLE 33 HEALTH & SAFETY

33.1 Legal Mandates: Legal mandates regarding occupational and environmental health and safety incumbent upon the Employer shall continue to be observed.

33.2 Information to be provided: Records of the Employer concerning chemicals used on the job by employees and the result of any chemical test upon employees in the possession of the Employer shall be available for inspection by the Union. In accordance with the law and upon reasonable request and notice to the Employer, the Employer will furnish to the Union health and accident information which may be required by the Union in order to perform its representational duties. Where necessary, the Union will secure appropriate releases from employees involved regarding information affecting them.

ARTICLE 34 LABOR-MANAGEMENT LIAISON

34.1 Meetings: Each party to this Agreement shall designate a representative to meet as necessary in order to promote harmonious labor relations by discussing and resolving problems of mutual concern. The representatives shall meet by request of either party, and such meetings shall be held outside of normal work hours unless mutually agreed to otherwise.

ARTICLE 35 INDEMNIFICATION

35.1 Tort Claims: The Employer will indemnify an employee for damages resulting from any tort claim or any civil violation of state or federal law arising out of the employee's job, if, in the opinion of the Employer, the acts committed by the employee upon which the damages are based did not constitute fraud, malice, willful misconduct, or intentional wrongdoing.

ARTICLE 36 SEVERABILITY

36.1 Severability and Savings: If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a court or other tribunal or competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE 37 FULLY-BARGAINED CLAUSE

37.1 Integration of Agreement: This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

37.2 Modification: This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE 38 TERM OF AGREEMENT

38.1 Effective Dates: This Agreement shall be effective immediately on the date of signing below (except that retroactive wage compensation as noted herein shall be effective February 1, 2021) and shall continue in full force and effect until midnight, December 31, 2023. The parties shall commence negotiations on a successor Agreement pursuant to regulations of the public Employment Relations Commission.

38.2 CCUA agrees that if it engages a vendor, firm, consultant or other entity to provide services identified in the scope of work in the RFQ dated June 15, 2021, or engages a vendor, firm, consultant, or other entity to provide services substantially similar to the scope of work contained in the RFQ, including, but not limited to, managing, operating, planning, financing, or constructing any wastewater treatment or other facilities currently managed and/or operated by CCUA, or monetizing CCUA assets, or arranging for the lease or purchase of CCUA assets, the work

currently performed by CCUA employees represented by CWA Local 1085, will continue to be performed by such negotiations unit employees of CCUA.

IN WITNESS WHEREOF the parties hereto have caused this Agreement to be signed by their respective representatives, attested by their respective secretaries, and their corporate seals to be placed on, all on the day and year first above written.

Cumberland County Utilities Authority

By: *[Signature]*
Print Name:
Title: *EXECUTIVE DIRECTOR*

Communication Workers of America

By: *[Signature]*
Print Name: *Michael Blaszczyk*
Title: *President*

By: *[Signature]*
Print Name: *Joseph H. Hiles*
Title: *Executive Vice President*

By: *[Signature]*
Print Name: *LEE WAYNE BURCHSR*
Title: *COLLECTION SYSTEM TECHNICIAN*

By: _____
Print Name:
Title:

Appendix I
Salary Schedule

Titles	2021				
	Step 1	Step 2	Step 3	Step 4	Step 5
Collection System Tech.	\$28.90	\$30.70	\$32.51	\$34.31	\$36.12
Electrician	\$28.26	\$30.03	\$31.80	\$33.56	\$35.33
Electrician Instrument Tech	\$29.74	\$31.60	\$33.46	\$35.32	\$37.18
Industrial Pretreatment Tech	\$28.57	\$30.35	\$32.14	\$33.92	\$35.71
Labor/Custodian	\$16.30	\$17.31	\$18.33	\$19.35	\$20.37
Laboratory Tech	\$26.13	\$27.76	\$29.39	\$31.03	\$32.66
Laboratory Tech in Training	\$19.34	\$20.54	\$21.75	\$22.96	\$24.17
Lead Maintenance Repairer	\$28.39	\$30.17	\$31.94	\$33.72	\$35.49
Lead Shift Operator	\$28.09	\$29.84	\$31.60	\$33.35	\$35.11
Licensed Shift Operator	\$27.05	\$28.74	\$30.43	\$32.12	\$33.81
Maintenance Repairer	\$27.07	\$28.76	\$30.46	\$32.15	\$33.84
Maintenance Repairer In Training	\$18.52	\$19.68	\$20.84	\$21.99	\$23.15
Maintenance Technician	\$27.51	\$29.23	\$30.95	\$32.67	\$34.39
Senior Laboratory Tech	\$27.70	\$29.43	\$31.16	\$32.89	\$34.62
Shift Operator	\$23.31	\$24.77	\$26.23	\$27.68	\$29.14
Shift Operator in Training	\$19.70	\$20.93	\$22.16	\$23.39	\$24.62
Solids Handling Driver / Labor	\$19.61	\$20.83	\$22.06	\$23.28	\$24.51
Solids Handling Licensed	\$28.09	\$29.84	\$31.60	\$33.35	\$35.11
Solids Handling Unlicensed	\$26.12	\$27.75	\$29.39	\$31.02	\$32.65
Maintenance Supervisor	\$36.82	\$39.13	\$41.43	\$43.73	\$46.03
Operations supervisor	\$33.45	\$35.54	\$37.63	\$39.72	\$41.81

Appendix I
Salary Schedule

Titles	2022				
	Step 1	Step 2	Step 3	Step 4	Step 5
Collection System Tech.	\$29.55	\$31.39	\$33.24	\$35.09	\$36.93
Electrician	\$28.90	\$30.71	\$32.51	\$34.32	\$36.12
Electrician Instrument Tech	\$30.41	\$32.31	\$34.21	\$36.12	\$38.02
Industrial Pretreatment Tech	\$29.21	\$31.04	\$32.86	\$34.69	\$36.51
Labor/Custodian	\$16.66	\$17.70	\$18.75	\$19.79	\$20.83
Laboratory Tech	\$26.72	\$28.39	\$30.06	\$31.73	\$33.39
Laboratory Tech in Training	\$19.77	\$21.01	\$22.24	\$23.48	\$24.71
Lead Maintenance Repairer	\$29.03	\$30.85	\$32.66	\$34.47	\$36.29
Lead Shift Operator	\$28.72	\$30.51	\$32.31	\$34.10	\$35.90
Licensed Shift Operator	\$27.66	\$29.39	\$31.11	\$32.84	\$34.57
Maintenance Repairer	\$27.68	\$29.41	\$31.14	\$32.87	\$34.60
Maintenance Repairer In Training	\$18.94	\$20.12	\$21.30	\$22.49	\$23.67
Maintenance Technician	\$28.13	\$29.89	\$31.65	\$33.41	\$35.16
Senior Laboratory Tech	\$28.32	\$30.09	\$31.86	\$33.63	\$35.40
Shift Operator	\$23.84	\$25.33	\$26.82	\$28.31	\$29.80
Shift Operator in Training	\$20.14	\$21.40	\$22.66	\$23.92	\$25.17
Solids Handling Driver / Labor	\$20.05	\$21.30	\$22.56	\$23.81	\$25.06
Solids Handling Licensed	\$28.72	\$30.51	\$32.31	\$34.10	\$35.90
Solids Handling Unlicensed	\$26.71	\$28.38	\$30.05	\$31.72	\$33.38
Maintenance Supervisor	\$37.65	\$40.01	\$42.36	\$44.71	\$47.07
Operations supervisor	\$34.20	\$36.34	\$38.48	\$40.61	\$42.75

Appendix I
Salary Schedule

Titles	2022				
	Step 1	Step 2	Step 3	Step 4	Step 5
Collection System Tech.	\$29.55	\$31.39	\$33.24	\$35.09	\$36.93
Electrician	\$28.90	\$30.71	\$32.51	\$34.32	\$36.12
Electrician Instrument Tech	\$30.41	\$32.31	\$34.21	\$36.12	\$38.02
Industrial Pretreatment Tech	\$29.21	\$31.04	\$32.86	\$34.69	\$36.51
Labor/Custodian	\$16.66	\$17.70	\$18.75	\$19.79	\$20.83
Laboratory Tech	\$26.72	\$28.39	\$30.06	\$31.73	\$33.39
Laboratory Tech in Training	\$19.77	\$21.01	\$22.24	\$23.48	\$24.71
Lead Maintenance Repairer	\$29.03	\$30.85	\$32.66	\$34.47	\$36.29
Lead Shift Operator	\$28.72	\$30.51	\$32.31	\$34.10	\$35.90
Licensed Shift Operator	\$27.66	\$29.39	\$31.11	\$32.84	\$34.57
Maintenance Repairer	\$27.68	\$29.41	\$31.14	\$32.87	\$34.60
Maintenance Repairer In Training	\$18.94	\$20.12	\$21.30	\$22.49	\$23.67
Maintenance Technician	\$28.13	\$29.89	\$31.65	\$33.41	\$35.16
Senior Laboratory Tech	\$28.32	\$30.09	\$31.86	\$33.63	\$35.40
Shift Operator	\$23.84	\$25.33	\$26.82	\$28.31	\$29.80
Shift Operator in Training	\$20.14	\$21.40	\$22.66	\$23.92	\$25.17
Solids Handling Driver / Labor	\$20.05	\$21.30	\$22.56	\$23.81	\$25.06
Solids Handling Licensed	\$28.72	\$30.51	\$32.31	\$34.10	\$35.90
Solids Handling Unlicensed	\$26.71	\$28.38	\$30.05	\$31.72	\$33.38
Maintenance Supervisor	\$37.65	\$40.01	\$42.36	\$44.71	\$47.07
Operations supervisor	\$34.20	\$36.34	\$38.48	\$40.61	\$42.75