COLLECTIVE BARGAINING AGREEMENT

BETWEEN

TOWN OF TRUMBULL

AND

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 30

RE: TRUMBULL (NON-SUPERVISORY) HIGHWAY & PARKS EMPLOYEES UNION

TERM OF AGREEMENT

JULY 1, 2025, TO JUNE 30, 2029

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AGREEMENT

This Agreement is between the Town of Trumbull, Fairfield County, Connecticut, hereinafter referred to as the "Town" and the International Union of Operating Engineers, Local 30, Trumbull Highway & Parks Employees, hereinafter referred to as the "Union."

PREAMBLE

The welfare of the Town of Trumbull and its employees is dependent upon the service the Town renders the public. Improvements in this service and economy in operating and maintaining expenses are promoted by willing cooperation between the Town management and the voluntary organization of its employees. An obligation rests upon the management upon the Union and upon each employee to render honest, efficient, and economical service. The spirit of cooperation between the management and the Union and the employees represented thereby, being essential to efficient operations, all parties will so conduct themselves to promote this spirit.

ARTICLE I MANAGEMENT RIGHTS

Section 1.1:
There are no provisions in this Agreement that shall be deemed to limit or curtail the Town in any way in the exercise of the rights. Powers, and authority which the Town had prior to the effective date of this contract unless and only to the extent that provisions of this Agreement specifically curtail or limit such rights, powers and authority. The Union recognizes that the Town's rights, powers and authority include but are not limited to the right to manage its operation; to contract or subcontract services provided such decision does not cause a reduction in force; direct, select, decrease, and increase the work force, including hiring, promotion, demotions, transfer, suspension, discharge, or layoff; the right to make all plans and decisions on all matters involving its operations, the extent to which the facilities of any department thereof shall be operated, additional hereto, replacements, curtailments, or transfers thereof, removal of equipment, outside purchases of products or services, the scheduling of operations, means and processes of operations, the materials to be used, and to change existing methods and facilities; to maintain discipline and efficiency of employees, to prescribe rules to that effect; to establish and change production standards and quality standards, determine the qualifications of employees, regulate quality and quantity of productions and to run the department.

ARTICLE II RECOGNITION

Section 2.1:
The Town hereby recognizes the Union as the sole and exclusive representative of all eligible non-supervisory employees in the Highway, Maintenance. and Parks divisions of the Department of Public Works. including mechanics and road foreman, for bargaining with

respect to wages, hours of work, and conditions of work (as specified in CSLRB Case No. ME-35167 of Labor Relations decision and certification dated February 8, 2024, Decision No 5307.

ARTICLE III UNION SECURITY AND DUES CHECK OFF

Section 3.1:
The Union, its officers, and members shall not intimidate or coerce employees into joining the Union.

Section 3.2:
The Town will deduct from the wages of each employee who individually and voluntarily authorizes in writing such deduction a sum equal to the monthly dues or service fees levied by the Union in accordance with its constitution and by-laws. Such authorization shall be effective the month received by the Town. Such deductions shall be made on a regular payday and sent to the Union, no later than the end of the calendar month in which the deductions were made. The Town will submit to the Union a monthly record of those employees from whom deductions have been made, together with the amount of such deductions.

Section 3.3:
The Union agrees to indemnify the Town for any loss or damages arising from the operation of this Article. It is also agreed that neither any employee nor the Union shall have any claims against the Town for any deductions made or not made, as the case may be, unless a claim of error is made in writing to the Town within thirty (30) calendar days after the date such deductions were or should have been made.

Section 3.4
The Town shall provide the union representation in writing via email within ten (10) business days the following information as it relates to new hires: 1) first and last name; 2) available contact information and 3) rate of pay.

Section 3.5
The union shall be provided an opportunity to meet with new employees during the course of any employment orientation program for new employees. Where such an orientation program does not exist, the Union shall be provided an opportunity to meet new employees during the first month of a new hire's appointment either on employee time or for such new employees who have a paid lunch, at a convenient time during the workday, but not to exceed thirty (30) minutes.

ARTICLE IV SENIORITY

Section 4.1:
Seniority is determined as an employee's most recent period of continuous service within the certified unit. Seniority in another Town of Trumbull union shall be credited for vacation and sick leave purposes provided it is continuous in nature. The concept of seniority will be

considered for job assignments within job classifications but will not interfere with management rights on assignments including but not limited to training, scheduling and operational efficiency.

Section 4.2:
An employee's seniority will be broken and cease when he:

a) quits;
b) retires;
c) is discharged for cause;
d) obtains a leave of absence by false or misleading statements;
e) utilizes a leave of absence for any other purpose than for which it was granted;
f) is absent from work three (3) consecutive working days without acceptable reason or without giving notice to his supervisor;
g) exceeds a leave of absence without a satisfactory explanation to the Town;
h) fails to report to work within ten (10) working days after notice of recall;
i) accepts employment elsewhere while on leave of absence; or
j) is laid off for a consecutive period equal to his seniority at the time of such layoff but in no event to exceed twelve (12) months.

Section 4.3:
New employees (non-seasonal) shall have a probationary period of one hundred eighty (180) days after which they shall be classified as permanent employees. The probationary period shall be counted as part of their seniority once the employee is considered permanent. An employee will not be eligible for any benefits until the ninety-first (91st) day of his probationary period, except for health and life insurance, for which the employee shall become eligible on the first day of the month following that in which he commences employment. During said probationary period, the employee will receive up to three evaluations, typically every two months in duration, with a copy to the Union Steward upon request. New employees on probation will be at-will employees and may be discharged, with or without just cause by the town with no right of appeal.

Discipline
Section 4.4:
No permanent employee shall be disciplined except for just cause. The Union shall be provided a copy of the discipline indicating the reasons for such discipline.

All disciplinary actions shall be applied in a fair manner and shall not be inconsistent with the infraction for which disciplinary action is being applied.

Progressive disciplinary process shall normally follow:

1. a verbal warning, supported by written verification;
2. a written warning;
3. suspension without pay;
4. discharge.

Progressive discipline is not applicable in every instance where disciplinary action is warranted. Specifically, if an employee's violation of work rules or policies involves gross misconduct (such as actions which involve the violation of state or federal laws, actions involving workplace violence, public intoxication and/or disorderly conduct, etc), the employee may not be eligible for progressive discipline and instead will be subject to more serious disciplinary action, up to and including immediate termination.

Verbal warnings shall be valid for twelve (12) months provided no disciplinary action of a related nature has taken place during that period. Written warnings shall be valid for eighteen (18) months provided no further discipline of a similar nature has occurred during that period.

Suspensions shall be valid for a period of forty-eight (48) months provided no further discipline of a related nature has taken place during that period.

Section 4.5:
A personal leave of absence shall not break an employee's seniority, but the period of absence shall not be part of his accumulated service for seniority. An employee shall not accrue or receive benefits while on leave.

Layoff
Section 4.6:
When the work force is to be reduced, the least senior employee in the classification being reduced shall be laid off first and shall receive two (2) weeks notice of said layoff. Upon layoff, such employee(s) shall be entitled to any available job opening in the same or lower classification, provided he/she can perform that work. If there are no vacancies the employee so laid off shall bump the least senior, junior employee in any lower classification in the department providing he/she can perform the work. Such least senior employee who is so displaced shall have the same bumping rights as a laid off employee. If any employee does not have greater seniority than any employee, he/she shall be laid off from employment with the Town.

Any other provision of this Agreement notwithstanding, no bargaining unit work shall be performed by non-bargaining unit employees, outside contractors or volunteers, until all qualified employees on recall status have been offered said work assignment. This provision shall not apply if said work affecting any individual job classification is not in excess of thirty (30) working days throughout the fiscal year.

Section 4.7:
Recall shall be in order of seniority. Employees will have recall rights for eighteen (18) months following the date of layoff. Recall will have classification, that is, employees will be recalled at the classification(s) from which they were laid off providing they can perform the work. The Town is entitled to rely on the last address and email address furnished to the town in writing by the employee. Employees must report to work within Two (2) weeks following the date on which the recall notice is mailed and emailed.

ARTICLE V HIRING AND PROMOTION

Section 5.1:
Upon request, the Town shall prepare a list of permanent employees within the bargaining unit showing their seniority in time of service with the Town and deliver the same to the Union Business Representative.

Section 5.2:
When a vacancy exists after the Civil Service Board approves the posting, the town will provide notice via e-mail to the union dispatcher at email address dispatcher@iuoelocal30.org and business representative, the procedure for selecting an applicant shall be as set forth in the Civil Service Board Rules dated January 1, 1993, except that if two or more of the highest scoring applicants receive identical scores, the job vacancy will be offered to the one with the greatest seniority. The town will make every effort to fill the bargaining unit vacancies within 180 days. In the event a bargaining unit position isn't filled by the Town within 180 days, the Town shall consult with the union.

ARTICLE VI HOURS OF WORK

Section 6.1:
Regular hours of employment for all employees in the bargaining unit shall be forty (40) hours per week divided over five (5) consecutive working days of eight (8) hours each, Monday through Friday, 6:30 a.m. - 3:00 p.m. with a one-half(½) hour unpaid lunch.

Section 6.2:
Each employee shall be entitled to one (1) fifteen (15) minute paid coffee break in the morning, one fifteen (15) minute paid coffee break in the afternoon, a thirty (30) minute unpaid lunch break, and fifteen (15) minutes at the end of the day to clean up, if needed.

Section 6.3:
Hours worked in excess of eight (8) per day, Monday to Friday, inclusive or in excess of forty (40) hours per week shall be compensated at time and one-half of the regular rate.

Section 6.4:
Employees called back to work after their regular workday shall be paid from the time they are notified to report to work, provided they report to work no later than one hour after such notification. Any employee so recalled shall be guaranteed three (3) hours paid at the applicable premium rate.

Section 6.5:
Any work performed on a Saturday as such shall be compensated at time and one-half of the regular with a guaranteed minimum of three (3) hours paid at the premium rate.

Section 6.6:
Any work performed on an agreed holiday as such, shall be compensated at double time the regular rate plus holiday pay with a minimum of three (3) hours paid at the premium rate.

Section 6.7:

Any work performed on a Sunday as such shall be compensated at double time of the regular rate with a guaranteed minimum of three (3) hours paid at the premium rate.

Section 6.8:
Employees shall be required to work overtime when ordered unless excused by the supervisor. Proffered overtime shall be charged to the overtime limit. At the employee's discretion, he/she may elect to receive, in lieu of overtime payments, compensatory time off at the same rates as described for overtime payments in Section 5.4 through 5.8 supra. Said compensatory time shall be used in a minimum of at least an hour at the beginning or end of a shift and is limited to forty (40) hours of accumulation per year from October 1 to September 30. Said compensatory time shall be used at a mutually agreed time. If time is not used by September 30, such time will be paid out by the Town as soon as practicable after that date.

Section 6.9.1:

The following procedures shall be followed for all overtime worked:

A. All overtime is intended to be equalized over the fiscal year by classification among qualified employees who volunteer. A volunteer overtime list shall be maintained by the Town.

1. An employee shall be charged on the overtime list when:

   (a) He works overtime;

   (b) The employee is asked and cannot work due to:

      (i) being sick the day of the overtime opportunity;
      (ii) personal reasons;
      (iii) refusal;
      (iv) leaves work voluntarily while on overtime.

   (c) The Town is unable to contact him at the phone number supplied by the employee, and management is kept aware of updated number.

   (d) The employee shall be charged overtime from the time employee is contacted by supervisor.

2. All voluntary snow overtime, i.e., not an all-out storm (plowing and sanding), will be assigned as one category. The employee on the voluntary list with the least amount of time, regardless of job classification, is to be asked first.

3. An employee that is on the voluntary list and is excused from work for being on workers' compensation will be taken off said list. When the employee returns to work his overtime charges shall be deemed to be equal to the average for his job category.

4. The voluntary overtime list will run from July 1 to June 30 of each year. An employee may request that he be removed from the list. If an employee wishes to be added to the list after the beginning of the year, he shall be deemed to have the highest amount of overtime in his classification as of his date of entry.

Voluntary list will be started with seniority and any event of equal time will be decided on seniority.

5. Overtime list to be updated per incident, but not more than once per day.

6. Hours charged on overtime list do not have to match hours paid or unpaid.

7. The employee with the least hours charged within his classification will normally be called first.

8. The list shall be prominently posted, management and hourly employees to be made aware of it. The Town shall provide a copy of the list to the Unit President on a weekly basis. Such list shall include the hours charged to each employee.

9. Any Maintainer I-IV in the highway division on the voluntary overtime list shall be entitled to work the voluntary overtime at the Transfer Station.

10. If there is an error in the distribution of overtime, the employee who should have been called to work but was not called will be offered the next available overtime opportunity. This shall be the exclusive remedy for a violation of overtime distribution procedures.

11. Three (3) weeks after the commencement of the leaf pick up season, the Town may require mandatory overtime. In this circumstance, employees with a hardship may request to be excused from mandatory overtime and such request shall not be unreasonably denied.

12. Employees on preapproved vacation will not be asked to fill overtime opportunities while they are on vacation and until they return to work except in the event of an all out storm / emergency situation which they have not already been excused from by submitting the department waiver form.

A. In the event an emergency exists, no employee may refuse to work overtime. For purposes of this Article, "emergency" shall mean any situation that poses an immediate threat to public safety.

B. When a non-emergency overtime opportunity exists, the Town shall first seek volunteers from qualified employees in the appropriate classifications on the volunteer list. At the Town's discretion, if the Town fails to secure sufficient volunteers after three attempts, the Town may mandate any employee at the applicable classification to fill the assignment Volunteers for non-emergency overtime shall be guaranteed a minimum of one (1) hour.

C. Any mandated employee who refuses to work, or employee who volunteers to work then refuses or otherwise fails to work overtime, in addition to being charged for the hours, shall be subject to discipline pursuant to Section 5.9.2.

D. The Town may mandate any employee to work up to one hour beyond the end of the regular workday for purposes of completing that day's work. Any employee who refuses or otherwise fails to do so, and is not excused by his supervisor for good cause, shall be subject to disciplinary action pursuant to Section 5.9.2. This subparagraph D shall not apply to the mechanics classification.

Section 6.9.2:
Any employee who fails to respond to an overtime call in an emergency situation or to comply with a directive to work overtime as required under Section 5.9.1., in addition to being "charged," then such employee may be subject to the following disciplinary procedures:
First violation ---written warning
Second violation ---one-day suspension
Third violation ---five-day suspension
Fourth violation ---discharge

Section 6.9.3:
Any discipline received in item 5.9.2 above shall remain active in the employee's record for at least one (l) year and will not be used for purposes of progressive discipline after eighteen months (18) from the date of the most recent discipline at which time the employee's record shall be cleared.

Section 6.9.4:
In those emergency overtime situations dealing with snow removal the may use town parks department employees as drivers on Public Works/Highway vehicles utilized or snow removal whether it be in a working or training capacity.

Section 6.9.5:
Subject to the restrictions of Section 5.9.9, overtime shall be equalized within classifications wherever practicable. Employees shall furnish the Town with a telephone number at which they may be contacted for emergency overtime. In addition, when notified by the Town that they may be requested to work overtime, they shall keep the Town notified of their whereabouts, if it is different from the telephone number regularly provided. The Union will be given a weekly list of employees who worked overtime hours during the previous week. Proffered overtime shall be charged to the overtime list.

Section 6.9.6:
Employees of the Department may be placed on standby status for possible emergency overtime. This standby status shall not exceed four (4) hours in any twenty-four (24) hour period. Any employee placed on standby status shall be compensated at their regular hourly rate for all hours on said standby status, in addition to any other earnings.

Section 6.9.7:
An assignment of overtime work, other than emergencies, shall be made if possible at least four (4) hours in advance by the employee's supervisor except in any emergency or to complete jobs which, once started, must be completed for economic or safety reasons. If the 4-hour notice is not provided the employee shall not be charged on the overtime list.

Section 6.9.8:
Employees will remain on the clock during lunch period of overtime work for any hours of work after 4:30 p.m. or during unscheduled OT on Saturday Sunday or town paid holidays.

Section 6.9.9:
There shall be no pyramiding of overtime.

ARTICLE VII WAGE AND BENEFITS

Section 7.1:
For the contract year commencing and retroactive to July l, 2025 and ending June 30, 2026, the wage schedule in effect on June 30, 2025, shall be increased by 1.75% (one and seventy five percent).

Section 7.2:
For the contract year commencing to July l, 2026 and ending June 30, 2027, the wage schedule in effect on June 30, 2026, shall be increased by shall be increased 2.5% (two and one half percent).

Section 7.3:
For the contract year commencing and retroactive to July l, 2027 and ending June 30, 2028, the wage schedule in effect on June 30, 2027, shall be increased by shall be increased 2.75% (two and seventy five percent).

Section 7.4
For the contract year commencing to July l, 2028 and ending June 30, 2029, the wage schedule in effect on June 30, 2028, shall be increased by shall be increased 2.75% (two and seventy five percent).

Section 7.5:
Annually, on July 1, all permanent employees on the active payroll shall receive a clothing allowance reimbursement up to the amount of one hundred seventy-five ($175.00) dollars and boot allowance reimbursement up to in the amount of two hundred seventy-five ($200.00). Any newly hired employee shall, upon successful completion of his/her probationary period, receive a clothing allowance reimbursement up to one hundred and seventy-five ($175.00) dollars and boot allowance reimbursement up to in the amount of two hundred ($200.00). Any permanent employee not on the active payroll on July 1st shall receive a clothing allowance in the amount of one hundred fifty ($150.00) dollars and boot allowance in the amount of one hundred seventy-five ($175.00). upon his/her return to active status within the fiscal year.

Section 7.6:
Workers will remain in the division to which they are assigned on the effective date of this Agreement, however, interdivisional assignments may be made depending upon departmental needs.

Section 7.7:
Employees shall advance from Step 1 to Step 2 on the one-year anniversary in their position. Promoted employees shall be placed on the corresponding step they were on prior to the promotion. The Town shall provide the promoted employees with a congratulatory letter, or for those denied a promotion a letter explaining the town's decision.

Employees shall move to Step 3 of the wage schedule upon reaching their tenth (10th) anniversary. Employees will move to Step 4 of the wage schedule upon reaching their fifteenth (15th) anniversary.

Section 7.8:

Each employee in the above classifications will receive the pay rate indicated in the pay scale.

Each employee shall receive his or her deposit advice via email. All employees shall be paid only via direct deposit.

Section 7.9:
Each employee shall be given a copy of his evaluation report. Such employee shall have the right to grieve such report, if adverse.

Section 7.10:
An employee designated to perform the assignment of mason or work in an aerial lift shall be paid at the rate of two dollars and twenty five cents ($2.25) per hour in addition to his/her regular hourly rate for all hours assigned and worked as a mason or work in an aerial lift. In order to receive mason's pay an employee that is not a maintainer III must be qualified to receive the pay. An employee is qualified when they have 150 hours of town overseen, training and the employee passes a practical proficiency test administered by a labor management committee. Current maintainer II's as of the signing of the agreement with more than 5 years of seniority are considered qualified.

Section 7.11:
An employee below the classification of Junior Equipment Operator required to perform duties requiring a Class A license shall be paid at the minimum rate for the Junior Equipment Operator classification for all hours actually worked in said assignment.

Section 7.12:
When an employee is designated to work with a certified carpenter, electrician, painter, mason plumber or mechanic and is assigned to perform the work normally performed by these tradespeople, he/she shall be paid an additional one dollar and twenty five cents ($1.25) cents per hour over his/her regular rate for all hours actually worked in said assignment, provided that his total rate does not exceed the maximum rate for the maintenance-tradesman classification.

**MOU TO REVIEW CLASSIFICATION STEPS AT LABOR MANAGEMENT MEETING

Section 7.13:
Insurance

Medical, Dental, Vision and Life Insurance Coverage for Eligible Employees

a. All full-time bargaining members will be eligible to enroll in the IUOE Local 30 Benefits Fund, and thus will not be eligible for the group medical, dental, and vision insurance coverages offered by the Town.

b. The Town shall pay to IUOE Local 30 Benefits Fund the agreed upon contribution rate, as detailed in the side letter between the parties for all eligible bargaining unit employee who elects coverage so they can access the Union's medical, dental, vision and life insurance benefits. The Town shall combine the above weekly contributions owed to the IUOE Local 30 Benefits Fund into one (1) monthly payment and submit the same to the Local 30 All Funds account, 16-16 Whitestone Expressway, Whitestone, NY 11357, on or before the 15th day of the month following the month for which contributions are to be made, together with the names, social security numbers, and rates of pay of all employees for whom

payments are made.

c. Employees may elect to waive all group health coverage. Notice of intent to elect the waiver must be filed during. The waiver shall remain in effect until the employee files a written request for reinstatement of insurance.

Waivers under this Section must be permitted by the applicable insurance companies and policies. Employees whose spouse may also be an employee of the Town, or the Trumbull Board of Education shall be ineligible for the insurance waiver.
This waiver option is not available to any employee whose alternative coverage does not meet the standards of the ACA. The employee seeking the waiver must show proof of the components of the alternate plan.

Section 7.14:

The parties agree to meet and confer during the term of the agreement regarding the feasibility of the Town of Trumbull participating in the Local 30 pension plan.

Employees shall be covered by the Town Pension Plan as provided for in said Plan. Employee contributions towards the pension plan shall increase as follows:

June 30, 2016: 6.0%

The Town shall provide each employee with a copy of the Plan.

Employees hired before January 1, 2015, shall remain covered under the Town of Trumbull Retirement Plan (Defined Benefit Pension Plan). Employees hired on or after January 1, 2015, shall not be eligible to participate in the Town Defined Benefit Pension Plan; rather, they shall be eligible to participate in the Town Defined Contribution Retirement Plan. The Town will match employee contributions in the Defined Contribution Plan at 7 % of base pay. The Town shall provide or make available a copy of the Defined Contribution or Defined Benefit Plan as applicable. Contributions shall commence on the first of the month following hire.
The following shall apply to the Town's Defined Contribution Plan:

- Employee participation is mandatory.
- Employees must contribute a minimum of seven percent (7%) of base pay.
- Vesting of Employer contributions shall be as follows:
  - Year 1 = 20%
  - Year 2 = 40%
  - Year 3 = 60%
  - Year4=80%
  - Year 5 = 100%
- No personal loans.
- Normal retirement is Age 62.

- All other terms as per the Town's Defined Contribution Plan dated February 15, 2012, except employee and Town's contributions shall start upon date of hire.

The Town will provide the Union with at least one hundred twenty (120) days' notice of any change

to the plan administrator and allow the Union the opportunity to discuss the change.

The town and the Union will discuss military buyback with labor and management, understanding that the pension board governs and controls.

Tool Allowance
Section 7.15:
Any employee required by the Town to provide his/her own tools shall receive an annual tool allowance in the amount of three hundred ($300.00) dollars.

In addition to the above referenced allowance, any employee who has his/her tool(s) stolen as a result of force entry shall have these tools replaced by the Town, providing said tools are on an inventory approved by the Supervisor.
Employees that utilize the tool allowance reimbursement must provide the Director of Public Works with an appropriate receipt.

Workers' Compensation
Section 7.16:
Commencing on the fifth (5th) day and continuing up to a maximum of six (6) months, an employee on Workers' Compensation benefits for wage replacement may utilize sick time to make up the difference between the employee's regular net pay and the amount of their workers' compensation benefits. In no event, can the result be that the employee receives more on workers compensation leave then working their regular assignment. If that occurs, sick leave may not be utilized as a supplement.

Retiree Insurance
Section 7.17:
Upon retirement under the Town pension plan, employees may elect to purchase at their own expense, the medical, hospitalization, vision and prescription coverage then in effect and provided to bargaining unit employees through the Town at group rates. Employees so electing shall make payments for said insurance in the manner specified by the Town. Employees must be between the ages of sixty-two and sixty-four, inclusive in order to purchase such benefits. Upon reaching Medicare age, employees shall be entitled to purchase through the Town group rate, Medicare Supplemental insurance and supplemental drug rider.

Disability
Section 7.18:
The Town shall provide, at no expense to employees disability insurance which will provide sixty six and two-third percent (66.66%) replacement income for twenty-six weeks after the fifteenth day of absence for any non-work related illness or injury.

The following shall apply for purposes of the interpretation and application of the above referenced:

1. The definition of "disability" shall be serious illness or disability which prohibits the employee from performing their usual and customary job with the Town and from engaging in other gainful employment. Notwithstanding, the employee may earn an amount not to exceed the differential between his/her normal rate of pay and the 66-2/3 % salary continuation provided for hereunder.

2. There shall be a fifteen (15) workday waiting period. The workday shall be those days which are the normal workdays for the employee (usually Monday through Friday). A holiday falling during any waiting period shall be paid at full pay and considered as part of the 15-day period. During the 15-day waiting period, employees may utilize any accrued paid leave such as sick leave, vacation or personal days and/or compensatory time. The STD benefit begins after employees accrued sick leave is exhausted except employees may retain a certain number of accrued sick days, as follows: employees hired prior to 11/1/13 may keep 60 sick days. Employees hired on or after 11/1/13 may keep 30 days.

3. The maximum duration of the disability period shall be 26 weeks. The 26-week period shall begin upon the first workday after the 15 workday waiting period has been satisfied, meaning the employee receives six (6) full months of disability coverage.

4. The 66-2/3% of base pay shall be computed before taxes and shall be taxable as wages.

5. In the event the Town, in good faith, challenges whether an employee is disabled within the meaning of the definition, the Town has the right to send the employee for evaluation by its own physician. In the event that the evaluation of the physician differs from the employees' physician, the two physicians shall appoint a third physician to examine the employee and make a final and binding determination with respect to the issue of whether the employee is disabled from performing their job due to a serious illness or disability. The Town will not send the employee to a physician outside a 20 mile radius. If there are no qualified physicians in a given specialty within a 20 mile radius, then the Town's physician shall be located as close to this 20 mile radius as possible. In the event the disabled employee is confined to bed, not ambulatory or cannot be transported by normal means or non-medical vehicles, special arrangements shall be made and paid for by the Town for the examination of the disabled employee, i.e., send physician to patient's location, provide ambulance or other medical-type transportation.

6. Employees shall be entitled to one disability leave of absence per occurrence per serious illness or disability, however, any employee returning to work who is still disabled shall not be penalized, i.e., if they are required to go back out on leave, it will still be considered as out on leave (another 15-day waiting period would not be required). By way of example, if an employee were out for 20 weeks, came back to work for a week, then as a result of the same occurrence needed to go back out, he/she would be entitled to an additional six (6) weeks of paid disability leave. Likewise, an employee returning to work part-time will not be penalized. The employee will be paid regular pay for the time worked and 66-2/3% pay for the time not worked. The hours not worked will be charged against the 26-week period.

   If there is a position available which the employee can perform, and the appropriate physicians agree pursuant to the procedure set forth in paragraph 5, at the Town's discretion it may require the individual to perform said available work at the applicable rate for that job, and the Town shall pay 2/3rd of any pay differential, if applicable, which shall be charged against the 26 week period on a prorated basis.

7. Benefits: Employees out on disability:

A. Shall receive full base pay pension credit. However, the employee on disability must continue to contribute their share to the Town. As it applies to this provision, affected employees may

opt to make additional contributions to the Town and receive full pension credit.

B. Employees will not be denied earning normal personal time provided under contract.

C. Employees will continue to accrue vacation time at an adjusted rate of 66 2/3 %.

D. The employee will accrue one (1) sick day for the month in which the disability leave commences; however, he/she shall not accrue sick leave in any subsequent month of the disability leave.

8. The employee shall not be entitled to use accumulated sick leave to augment disability pay that will equal 100% of employee's base pay.

9. Union dues and all other legal deductions shall continue during the disability period. Optional deductions. credit union, Christmas Club, etc., shall continue, or at the option of the employee, be discontinued upon written notification to the Town.

10. Medical, dental, life and all other insurances shall continue during the disability period. The employee will continue to contribute to these insurances at the same rate they were currently contributing at the time of the disability. For example, if they were contributing 1 % of their annual salary towards medical insurance, they will contribute 1 % computed at their disability salary (66.6%). Continuation of insurance hereunder shall be counted towards the twelve weeks of eligibility under the Family Medical Leave Act.

11. Any Leave, including disability, with an FMLA qualifying reason under the CBA will count towards the employee's 12-weeks of eligibility under FMLA. Unpaid leaves will be granted at the sole discretion of the town in accordance with the law.

ARTICLE VIII JOB CLASSIFICATIONS

Section 8.1:
Upon request, a copy of his classification, job description, and current wage scale shall be given to each employee.

Section 8.2:
Employees assigned work in a higher classification shall receive the wages of that classification for all hours worked at the corresponding step, provided is not acting in a training or helper capacity pursuant to Section 6.10 or 6.12. that all training and helper opportunities will be scheduled by the start of the shift when practicable, assigned by management and communicated to the senior bargaining unit employees. The above notice language is not intended to prevent additional training opportunities during the shift which will be assigned by management and communicated to the senior bargaining unit employees.

Section 8.3:
Any change in job classification or content as it relates to job duties shall be brought to the attention of the Union. In the event there is a substantial material change in the position's job responsibilities then the parties will negotiate over the impact of those changes.

Section 8.4:
Any acting foreman or lead man shall be paid at the rate for the road foreman or lead man's classification (as applicable), which provides the working-out-of classification employee with at least one full step, or an additional one dollar and fifty cents ($1.50) per hour, whichever is greater.

Effective 7/1/17, the position for Park Leadman shall receive a one dollar and fifty cents ($1.50) per hour increase provided the employee has obtained the necessary certification in pool maintenance.

ARTICLE VX HOLIDAYS

Section 9.1:
The following holidays shall be recognized as paid holidays:

New Year's Day
Martin Luther King Day
Presidents' Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day
Veterans' Day
Thanksgiving
Day After Thanksgiving
Christmas
Floating Holiday

Section 9.2:
The floating holiday shall be selected by the Town, provided however, that such floating holiday shall either precede or follow one of the agreed holidays above, or shall either precede or follow a regular weekend.

Section 9.3:
If a holiday falls on a Sunday, the following Monday shall be considered the holiday. If a holiday falls on a Saturday, the holiday shall be observed on the Friday preceding the holiday.

Section 9.4:
In order to be eligible for holiday pay, employees must work their regular work schedule the last scheduled workday prior to and the next scheduled workday after such holiday.

Section 9.5:
An employee will be relieved of the obligation to comply with the conditions of Section 8.4 above if such absence is caused by such employee's bona fide injury or illness which is verified upon request.

ARTICLE X VACATIONS

Section 10.1:
All full-time permanent employees shall be granted annual vacation leave as follows:

Upon hire (granted) Earned Vacation:	10 days*
Upon hire but less than 5 complete years of service	10 days
5 but less than 10 complete years of service	15 days
10 but less than 15 complete years of service	20 days
16 complete years of service	21 days
17 complete years of service	22 days
18 complete years of service	23 days
19 complete years of service	24 days
20 or More complete years of service	25 days

For payout purposes, except as noted herein, vacation leave shall be prorated for any partial years of employment.

Employees shall be credited with additional vacation beyond ten days upon completing their fifth, tenth and twentieth year of employment.

*The 10 days of vacation granted to new hires upon hire shall not be eligible for carryover or payout.

Section 10.2:
Employees may take vacations at half-day increments upon 24 hours' notice, subject to the needs of the department. Additionally. any request for· vacation time of less than one full week must be submitted in advance to the Department Head equal to the amount of vacation time requested.

Section 10.3:
Prorate vacation pay will be granted to employees who have more than one year of service, who voluntarily quit after giving two weeks' notice to the Town, or who are laid off or terminated for the convenience of the Town. However, it is understood and agreed that no prorated vacation pay will be granted to any employee who is discharged for cause.

Section 10.4:
Employees with at least two (2) weeks' vacation time shall be permitted to carryover, to the following year: one (1) week vacation time. Employees with at least three (3) weeks' vacation time shall be permitted to carryover, to the following year, two (2) weeks' vacation time. If the carried over time is not used the following year, the employee loses the time.

ARTICLE XI LEAVE PROVISIONS

Sick Leave
Section 11.1:
Full-time permanent employees shall be granted paid sick leave on the basis of one day per month up to twelve (12) days per year.
Unused sick leave may be accumulated from year to year to a total of one hundred fifty (150) days.

Section 11.2:
Employees may be required to present a doctor's certificate for absences due to illness or injury of three (3) working days or more, and for each absence in the event of an employee who has six (6) or more absences in a rolling twelve (12) month period. It is understood and agreed that prior to the time than an employee returns to work from sick leave, the Town has the right to require that such employee submit to a physical examination by a doctor of the Town's choosing and at the Town's expense.

Section 11.3:
Employees on probation are not eligible to receive sick benefits until the ninety-first (91st) day of their probationary period but upon completion of ninety (90) days of the probationary period their sick benefits shall be credited retroactively from the date of employment.

Bereavement Leave
Section 11.4:
Each full-time permanent employee shall be granted five (5) paid days of bereavement leave for the death of the employee's spouse, child, stepchild, stepparent, mother or father, current mother-in-law, current father-in-law. Each full-time permanent employee shall be granted three (3) paid days of bereavement leave for the death of the employee's sister, brother, grandchild, current daughter-in-law, or current son-in-law. Each full-time permanent employee shall be granted one (1) paid day of bereavement leave for the death of the employee's grandmother, grandfather, niece, nephew, aunt, uncle, or current sister-in-law, or current brother-in-law.

Personal Leave
Section 11.5:
Three (3) personal days per year (noncumulative) shall be granted to permanent employees. Employees hired prior to July 1st shall, upon hire, receive three (3) personal days in their first year of employment. Employees hired on or after July 1st shall, upon hire, receive two (2) personal days. Personal time shall be used before the last pay period of the calendar year. Personal days may be used in increments of one-half day. Except for an emergency, employees shall provide the department head with at least forty-eight (48) hours' notice of use of personal days. Nothing herein shall require the Town to grant personal leave to more than two employees on a given day. Effective January 1, 2017, and each year thereafter, employees shall be credited and be able to use personal leave commencing the first full pay period of each calendar year.

Section 11.6:
Personal leave of absence without pay may be granted for thirty (30) days, renewable up to six (6) months upon the recommendation of the department head.

Section 11.7:
Personal leave of absence shall not be granted for taking or seeking other employment.

Section 11.8:
Employees on personal leave of absence shall be expected to reimburse the Town of Trumbull currently for the cost of any pension and insurance maintained during their absence.

Section 11.9:
Employees on personal leave of absence shall not be eligible for holiday pay, accumulation of sick

leave or other fringe benefits during this period.

Section 11.10:
Employees shall not accumulate seniority while on unpaid leaves of absence.

Accumulated Sick Leave
Section 11.11:
Each employee who terminates his/her employment with the Town of Trumbull following his/her normal retirement date, as defined in Section 1.2 of the "Town of Trumbull Retirement Plan" adopted April 12, 1976, shall be eligible to receive payment for unused accumulated sick leave. Such payment shall be made at the wage rate in effect on January 1 of the year in which the sick days are accumulated, representing fifty percent (50%) of unused accumulated sick leave, up to a maximum of seventy-five days.

In the event an employee who has reached his/her normal retirement date dies while still in the employ of the Town, his/her spouse or estate will be eligible to receive the payment.

Section 11.12:
If the department head believes that an employee has established a pattern of taking sick leave such as, but not limited to, a pattern of Monday/Friday absences or other such pattern, the department head may meet with the employee and the Union to discuss such findings. The employee may be subject to disciplinary action based on this pattern.

Cap on Leave
Section 11.13:
After eighteen (18) months of being out of work because of a work-related or non-work-related injury, illness or disability, the Town shall have the right to separate the employee from his or her position. At the end of the eighteen-month period, the Town, the Union and the employees will meet to discuss the employee's status. If there is evidence that the employee will likely return to their position in the near future, not to exceed ninety (90) calendar days, then the employee will not be separated. Absent such evidence, the employee will be separated after the eighteen (18) month period. If the employee was extended after the 18 months and does not return before the period expires, the Town will have the right to separate the employee. The leave period will not be broken for periods of restricted or modified duty, or periods of less than four weeks (28 days) of regular duty.

ARTICLE XII GRIEVANCE PROCEDURE

Section 12.1:
A grievance is defined as a dispute as to the interpretation or application of the specific provisions of this Agreement. The employee, the Union, and the Town have the right to file a grievance. Grievances as determined herein shall be settled promptly in the manner as hereinafter set forth.

Section 12.2:
Step I -Employee to Immediate Supervisor or Alternate-
The employee, and a union representative, as authorized by the employee, shall present to the employee's immediate supervisor or his alternate all facts pertaining to the problem or incident within ten (10) working days after the event giving rise to the grievance. The supervisor or his alternate shall

adjust the problem or notify the employee and/or his representative of his decision within ten (10) working days after the event giving rise to the grievance. The Town will reimburse the steward for reasonable time lost from his normal work schedule in this step provided the prior approval of the supervisor is obtained. The Union may escalate the grievance to the next step of the procedure if the supervisor fails to provide timely responses.

Section 12.3:
Step 2 -To the Department Head or Alternate-
If the employee or his representative feel there should be further review, the facts pertaining to the problem should be presented to the Department Head. or his alternate, in writing by the Union representative and signed by the employee or Union representative within ten (10) working days after the response at Step 1. The department head or his alternate shall review the problem and discuss it with the employee and representative and render his decision within ten (10) working days of receipt of the grievance at Step 2. The Town will reimburse the Chief Steward for reasonable time lost from work in this step provided the prior approval of the department head has been obtained. The union may escalate the grievance to the next step of the procedure if the department head fails to provide timely responses.

Section 12.4:
Step 3 -To the Human Resource Director or designee

If the Union still feels further review is necessary, the Union will request a hearing with the Human Resource Director or designee or his designee within fifteen (15) days after receipt of the response at Step 2. The administrator in this level shall convene a hearing within thirty days of receipt of the grievance and render a decision no later than ten (I 0) days after the closing of the hearing. The Town will reimburse the Union's representative (not to exceed two (2) in number) for time lost from work for processing this step, provided the prior approval of the Town has been obtained. The Union may escalate the grievance to the next step of the procedure if the HR Director or Alternate fails to provide timely responses.

Section 12.5:
In the event that the grievance is not resolved by the answer above, the union must notify the Town of its intent to submit the matter to mediation within fifteen (15) days from the date of the response at Step 3, under the voluntary labor arbitration rules of the American Arbitration Association or any other mutually agreeable arbitrator or agency (which issue shall not be subject to arbitration) such as SMBA. If the issue remains unresolved after one session of mediation, then either party may submit the matter to arbitration within 15 days following the date of mediation. The arbitrator shall be empowered to hear and determine the issues by interpreting the provisions of this agreement and shall not have the power to add to, subtract from, alter, modify, or amend any provisions of this agreement. In the event that back pay, or any other money damages are an issue, the arbitrator may not award any such back pay or other money changes retroactively from the date that the grievance is first reduced to writing and presented to the other party as set forth in Step 2 above. The decision of the arbitrator shall be final and binding on the parties.

ARTICLE XIII SAFETY AND HEALTH

Section 13.1:
The Town agrees to provide a work environment free of hazardous situations.

Section 13.2:
Should an employee complain that his work requires him to be in situations unsafe or unhealthy, in violation of acceptable safety rules, the matter shall be considered immediately and corrected by representatives of the Town providing his claim has merit.

Section 13.3:
Helmets shall be furnished to employees on jobs wherever overhead hazards are present and foul weather gear and gloves shall be furnished whenever situations warrant it. Failure to wear protective equipment when instructed shall be cause for discipline, up to and including dismissal.

Section 13.4:
The Town will put into effect a system whereas employees who use motorized equipment will be required to complete a safety check list and submit same to the Foreman on a daily basis.

Section 13.5:
The Town shall provide to the employee annually a voucher to be redeemed at supplier designated by the Town for the purpose of obtaining safety shoes pursuant to the current departmental practice.

Section 13.6:
The Town may require any employee who it has reasonable suspicion to believe is under the influence of drugs or alcohol to submit to an alcohol/drug test. In the case of any drug test, the Town shall comply with Section 31-51 of the General Statutes of Connecticut (as amended from time to time). When testing, the Town shall take all reasonable steps to ensure the privacy and dignity of the employee.

Section 13.7:
The Town will establish a Safety Committee that will meet regularly to discuss Health and Safety concerns of the Town. The Committee will include at least two bargaining unit members.

Section 13.8:
Effective July 1, 2017, the Town shall designate a facility where, employees required to maintain a COL can, on an every other year basis, obtain a COL physical at no cost to the employee. Employees not utilizing the designated facility will not be reimbursed for the cost of the physical. Town agrees to reimburse for required DO physical if not able to be performed by the town provider.

Section 13.9
The Parties recognize that snow removal operations may require extended work periods with minimal rest. In the event a driver feels fatigued, he shall contact a supervisor and request a mutual agreed upon rest period. The Town may notify all employees to take an additional rest period or rotate employees on rest breaks to ensure adequate staffing availability and address possible fatigue. In the event employees are required to work an extended period of time prior to their normal workday, employees may request time off with short notice and the Town will consider allowing additional staff off on vacation, personal or compensatory time off.

ARTICLE XIV NO STRIKE/NO LOCKOUT

Section 14.1:
During the life of this Agreement, there shall be no strike, slowdown, or stoppage of work by employees or the employer, nor shall there be any lockout by the Town in any part of the Town's operation.

Section 14.2:
Participation by any employee in an act violating this Article in any way will be complete cause for immediate discharge.

ARTICLE XV SUPERSENIORITY

Section 15.1:
Officers and stewards of the Union shall have superseniority in the event of layoff, in their same or lower classification to the extent permitted by law.

ARTICLE XVI PRIOR PRACTICES

Section 16.1:
Nothing in this Agreement shall be construed as abridging any right, benefit or privilege that the employees have enjoyed heretofore.

ARTICLE XVII GENERAL

Section 17.1:
Absence for jury duty shall be granted when an employee is required to serve. Such employee will be compensated the difference between the amount he receives for jury duty and the amount he would normally earn for a regular workday (excluding overtime). Employees must notify the department head immediately upon receipt of jury notices.

Section 17.2:
A military leave of absence will be granted for a maximum of two (2) weeks whenever an employee who is a member of a reserve or National Guard unit is required to report for short- term training. He will be paid the difference between the total military pay received and his regular straight time earnings had he worked the period of time governing the tour of duty.

Section 17.3:

Neither the Town nor the Union shall discriminate against or in favor of any employee on account of race, color, creed, national origin, political affiliation, sex, age, marital status, handicapping condition, or union membership.

Section 17.4:
Effective January 1, 2010, the use of take-home vehicles by bargaining unit members shall be discontinued.

Section 17.5:
The Town shall post a copy of this Agreement on the Town's website and, upon request, provide a copy to any member.

Section 17.6:
No more than four (4) members of the Union plus the Unit President shall be on the Union's negotiating committee.

ARTICLE XVIII DURATION

Section 18.1:
This Agreement shall remain in full force and effect from July 1, 2025, through June 30, 2029, and negotiations for a successor agreement shall commence in accordance with the Municipal Employee Relations Act, as amended from time to time. Unless specifically identified as retroactive, any changes from the prior contract shall become effective upon execution of this Agreement.

ARTICLE XIX LABOR MANAGEMENT MEETINGS

Section 19.1:
Representatives of the Union, not to exceed five (5) in number and the Town Management and Division supervisors shall meet at mutually agreed upon times for up to one and one-half (1-½) hours to discuss matters of mutual concern relating to the interpretation, application, or administration of the Agreement, existing work rules, or issues of safety and health. Each party shall prepare and submit an agenda to the other party one (1) week prior to the scheduled meetings.

ARTICLE XX TRAINING

Section 20.1
The International Union of Operating Engineers has built a new advanced training center and is offering specialized training to all members at no cost to the members. The Union shall provide the list of courses available. Upon management's approval, bargaining unit employees shall be able to use comp time or vacation or personal time to attend training, contribution shall include five cents ($0.05) per hour to the International Union of Operating Engineers International Training Fund.

ARTICLE XIX ATTENDANCE

Section 21.1:
The parties agree to meet and confer over the potential implementation of an attendance policy.

IN WITNESS WHEREOF, the parties hereto have hereunder set their hands and seals the day and year first above written.

TOWN OF TRUMBULL

Vicki Tesoro 4/15/2026

Vicki Tesoro, First Selectman

4/15/2026

Thomas McCarthy, Director of HR

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 30

William Lynn, Business Manager

Dana Sanders, President

Kevin Cruse, Treasurer

Steve Broderick, Business Representative

APPENDIX A-1

Effective 7/1/24

Title	Step 1	Step 2	Step 3 (10yrs)	Step 4 (15 yrs)
HWM I	$25.98	$27.25	$27.52	$27.72
HWM II	$29.04	$30.47	$30.80	$30.93
HWM III	$29.75	$31.22	$31.58	$31.69
HWM IV	$30.07	$31.53	$31.91	$32.03
JR GRADE OP	$34.20	$35.98	$36.22	$36.40
WEIGHMASTER	$34.22	$36.00	$36.22	$36.40
ROAD FOREMAN	$34.49	$36.22	$36.54	$36.66
SR OP	$35.10	$36.85	$37.13	$37.27
SR OP/LEADMAN	$36.79	$38.65	$38.92	$39.07
GARAGE MECH	$29.54	$30.96	$31.29	$31.41
MOTOR EQUIP REP	$36.79	$38.65	$38.92	$39.07
SR MECH	$37.61	$39.52	$39.84	$39.96
PK-MECH	$31.04	$32.61	$32.86	$33.08
PK-LEAD	$34.12	$35.58	$35.83	$36.06
MAINT-TM	$36.79	$38.65	$38.92	$39.07
MAINT-LEAD	$40.24	$42.24	$42.56	$42.71
GARDENER	$31.68	$33.22	$33.48	$33.71

APPENDIX A-2

Effective 7/1/2025 retroactive 1.75%

Title	Step 1	Step 2	Step 3 (10yrs)	Step 4 (15 yrs)
HWM I	$26.43	$27.73	$28.00	$28.21
HWM II	$29.55	$31.00	$31.34	$31.47
HWM III	$30.27	$31.77	$32.13	$32.24
HWM IV	$30.60	$32.08	$32.47	$32.59
JR GRADE OP	$34.80	$36.61	$36.85	$37.04
WEIGHMASTER	$34.82	$36.63	$36.85	$37.04
ROAD FOREMAN	$35.09	$36.85	$37.18	$37.30
SR OP	$35.71	$37.49	$37.78	$37.92
SR OP/LEADMAN	$37.43	$39.33	$39.60	$39.75
GARAGE MECH	$30.06	$31.50	$31.84	$31.96
MOTOR EQUIP REP	$37.43	$39.33	$39.60	$39.75
SR MECH	$38.27	$40.21	$40.54	$40.66
PK-MECH	$31.58	$33.18	$33.44	$33.66
PK-LEAD	$34.72	$36.20	$36.46	$36.69
MAINT-TM	$37.43	$39.33	$39.60	$39.75
MAINT-LEAD	$40.94	$42.98	$43.30	$43.46
GARDENER	$32.23	$33.80	$34.07	$34.30

APPENDIX A-3

Effective 7/1/2026 retroactive 2.50%

Title	Step 1	Step 2	Step 3 (10yrs)	Step 4 (15 yrs)
HWM I	$27.10	$28.42	$28.70	$28.91
HWM II	$30.29	$31.78	$32.12	$32.26
HWM III	$31.03	$32.56	$32.94	$33.05
HWM IV	$31.36	$32.88	$33.28	$33.41
JR GRADE OP	$35.67	$37.52	$37.78	$37.96
WEIGHMASTER	$35.69	$37.55	$37.78	$37.96
ROAD FOREMAN	$35.97	$37.78	$38.11	$38.23
SR OP	$36.61	$38.43	$38.72	$38.87
SR OP/LEADMAN	$38.37	$40.31	$40.59	$40.75
GARAGE MECH	$30.81	$32.29	$32.63	$32.76
MOTOR EQUIP REP	$38.37	$40.31	$40.59	$40.75
SR MECH	$39.22	$41.22	$41.55	$41.68
PK-MECH	$32.37	$34.01	$34.27	$34.50
PK-LEAD	$35.59	$37.11	$37.37	$37.61
MAINT-TM	$38.37	$40.31	$40.59	$40.75
MAINT-LEAD	$41.97	$44.05	$44.39	$44.54
GARDENER	$33.04	$34.65	$34.92	$35.16

APPENDIX A-4

Effective 7/1/2027 retroactive 2.75%

Title	Step 1	Step 2	Step 3 (10yrs)	Step 4 (15 yrs)
HWM I	$27.84	$29.20	$29.49	$29.71
HWM II	$31.12	$32.65	$33.01	$33.15
HWM III	$31.88	$33.46	$33.84	$33.96
HWM IV	$32.22	$33.79	$34.20	$34.32
JR GRADE OP	$36.65	$38.56	$38.81	$39.01
WEIGHMASTER	$36.67	$38.58	$38.81	$39.01
ROAD FOREMAN	$36.96	$38.81	$39.16	$39.29
SR OP	$37.61	$39.49	$39.79	$39.94
SR OP/LEADMAN	$39.42	$41.42	$41.71	$41.87
GARAGE MECH	$31.66	$33.18	$33.53	$33.66
MOTOR EQUIP REP	$39.42	$41.42	$41.71	$41.87
SR MECH	$40.30	$42.35	$42.69	$42.82
PK-MECH	$33.26	$34.95	$35.21	$35.45
PK-LEAD	$36.56	$38.13	$38.40	$38.64
MAINT-TM	$39.42	$41.42	$41.71	$41.87
MAINT-LEAD	$43.12	$45.27	$45.61	$45.77
GARDENER	$33.95	$35.60	$35.88	$36.12

APPENDIX A-5

Effective 7/1/28 Retroactive 2.75%

Title	Step 1	Step 2	Step 3 (10yrs)	Step 4 (15 yrs)
HWM I	$28.61	$30.00	$30.30	$30.52
HWM II	$31.98	$33.55	$33.91	$34.06
HWM III	$32.76	$34.38	$34.77	$34.89
HWM IV	$33.11	$34.72	$35.14	$35.27
JR GRADE OP	$37.66	$39.62	$39.88	$40.08
WEIGHMASTER	$37.68	$39.64	$39.88	$40.08
ROAD FOREMAN	$37.98	$39.88	$40.23	$40.37
SR OP	$38.65	$40.58	$40.88	$41.04
SR OP/LEADMAN	$40.51	$42.56	$42.85	$43.02
GARAGE MECH	$32.53	$34.09	$34.45	$34.59
MOTOR EQUIP REP	$40.51	$42.56	$42.85	$43.02
SR MECH	$41.41	$43.51	$43.87	$44.00
PK-MECH	$34.18	$35.91	$36.18	$36.42
PK-LEAD	$37.57	$39.18	$39.45	$39.71
MAINT-TM	$40.51	$42.56	$42.85	$43.02
MAINT-LEAD	$44.31	$46.51	$46.86	$47.03
GARDENER	$34.88	$36.58	$36.86	$37.12

APPENDIX A-6