

AGREEMENT

**by and
between**

SUFFOLK COUNTY WATER AUTHORITY

and

**UTILITY WORKERS' UNION
OF AMERICA
A.F.L. - C.I.O., LOCAL 393**

**Effective Period
July 1, 2009 through June 30, 2013**

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Agreement By and Between
Suffolk County Water Authority

and

Utility Workers' Union of America
A.F.L. – C.I.O., Local 393

AGREEMENT ENTERED INTO AS OF JULY 1, 2009, BY AND BETWEEN SUFFOLK COUNTY WATER AUTHORITY (hereinafter called the "Authority") having its principal office in Oakdale, Long Island, LOCAL 393 (hereinafter called the "Union") having its office at 20 Medford Ave., Suite 105, Patchogue, NY 11772.

WITNESSETH:

Whereas the Authority is engaged in furnishing an essential public service vital to the health, safety, and comfort of the population of the communities which the Authority serves; and

Whereas the Authority has a high degree of responsibility to the public in so serving the public without interruption of this essential service; and

Whereas the Authority cannot meet this responsibility unless it has the conscientious cooperation of its employees; and

Whereas it is therefore essential to the harmonious labor relationship of the Authority and its employees that disputes arising between the Authority and its employees be adjusted and settled in an orderly manner without interruption of service; and

Whereas both parties recognize the mutual responsibility of service to the public;

It is, in consideration of the premises and the mutual agreements and promises hereinafter contained, agreed as follows:

Article I: General Provisions

Section 1. In furtherance of harmonious relations among employees, management, and the public, and in full recognition by the Union of the pertinent provisions of law which prohibit strikes by employees of an Authority, it is mutually agreed that there shall be no strikes and on the part of the Authority that there shall be no lockouts.

Section 2. It is not the intent that any provisions of this contract shall violate any act, statute, or law which may be pertinent thereto.

Section 3. The Union recognizes that the supervision and control of all operations and the direction of all working forces are vested exclusively in the Authority, and the Union recognizes the right to the Authority to hire, discharge, lay off, suspend, discipline, promote, demote, or transfer any employee or employees of the Authority. Such right is subject to the limitations hereinafter imposed by this Agreement. The exercise of such rights and powers shall not be arbitrary or unfair as to any employee, and they shall not be exercised so as to violate any provision of this Agreement.

Section 4. The Union recognizes that the Authority is a public benefit corporation; that it was created and exists by virtue of statutory enactments; that it is in the nature of a political subdivision; and that its operations are for the public benefit. By reason thereof, the Union acknowledges that the power of the Authority to enter into this Agreement or any of the provisions thereof is or may be subject to legal limitations, and in the event all or any part of this Agreement contravenes any statutory or legal requirements or exceeds the lawful powers of the Authority, then, to the extent of such contravention, this Agreement or such of its provisions as are legally objectionable shall be null and void. The parties mutually agree that the nullity of any provision shall not void the remainder of this Agreement, provided however that such provision can be severed from the Agreement without substantially affecting the whole thereof. The parties further agree that if any provision shall be found to be null and void, they will meet to negotiate a provision which shall be comparable and within the law.

Article II: Recognition

Section 1. The Authority hereby recognizes the Union as the sole and exclusive bargaining agency in all matters pertaining to wages, hours, and working and employment conditions for all classifications of employees, as set forth under Schedule 1 annexed hereto, excluding engineers, inspectors, draftspersons other than in CM Department, laboratory technicians and helpers, executives, confidential employees, department heads, and non-working forepersons and supervisors who have the right to recommend discharge. The

Authority agrees to negotiate with the accredited representatives of the Union as chosen by its members for the purpose of determining any disputes which may arise concerning wages, hours, working conditions, and all other conditions of employment.

Section 2. Any employee who shall be promoted to a position excluded by Section 1 above, and who shall return to a position covered by Section 1 within one (1) year after said promotion, shall be credited with past seniority (as defined under Article V) including the period of time outside the bargaining unit resulting from said promotion. Promotion shall not be compulsory.

Article III: Hiring of New Employees

Section 1. The management of the Authority shall be the final judge of a new employee's qualifications for employment.

Section 2. The Authority may avail itself of the facilities afforded by the Union of a list of competent workers to fill any positions under Union jurisdiction. Such a list shall be prepared by the Regional Managers, department heads, designated representatives of the Union and shall be added to from time to time. Neither party shall arbitrarily withhold consent to the placing of any name on such list.

Section 3. Within one (1) week after hiring any new employee, the Authority shall notify the Union of the employee's name, position, department, and residence address. Each employee covered by this Agreement shall become a member of the Union thirty (30) days after such hiring or the effective date of this Section of this Article, whichever is later, as a condition of the employee's continued employment. The first one hundred twenty (120) working days of employment shall be a probationary period for new employees. Absence from work shall not be considered as a working day with reference to the computation of the above one hundred twenty (120) working days. During the probationary period of a new Utility Person, the Senior General Utility and General Utility Person will assist the Authority in the evaluation of each Utility Person by completing forms provided by the Authority covering the work performance of each Utility Person. The Authority shall have the right to discharge any employee during the employee's probationary period, and such discharge shall not be subjected to arbitration.

Section 4. Each new employee shall be paid for the first one hundred twenty (120) days of the respective probationary period at the rate of not less than seventy-five (75) percent of the wage scale for the position being filled as provided in Article XI.

Article IV: Union Shop

Section 1. All employees now members of this Union and/or under the jurisdiction of the Union, and all employees who become members pursuant to Article III, Section 3, shall continue to remain members of the Union in good standing for the duration of the Agreement as a term and condition of continued employment; the Authority shall not continue to employ any employee filling a position under the jurisdiction of the Union unless such employee is a Union member in good standing. The foregoing provisions shall not apply to office workers who are not members of the Union as of the effective date of this Agreement unless such employees shall become members during the term of this Agreement, but such provisions shall apply to any replacement of such an employee.

Section 2. The Authority shall deduct on each Thursday of each week per annum (except where a holiday occurs on a Thursday, in which case the deduction shall be made on Friday) from the wages of each employee who is a member of the Union, and who signs a written authorization in form conforming to law, said employee's dues for that week owed the Union (as such dues shall be prescribed by the Union's Constitution and Bylaws) and shall turn over to the Treasurer of the Union the total sum so collected forthwith – along with a list of all employees from whom the deductions have been made, their job title, marital status, rate of pay, classification (general or clerical), area of work, and current address.

Section 3. The classification of work listed under Schedule 1 hereto annexed shall be considered areas of work under the jurisdiction of the Union. New positions created in any Department which are not now excluded from the bargaining unit under the provisions of Article II, Section 1, shall be considered as positions under the jurisdiction of the Union.

Section 4. The Union shall have the privilege of maintaining bulletin boards for notices to members under its jurisdiction.

Section 5. The Authority shall not interfere with, restrain, or coerce employees because of membership or lawful activity in the Union and shall not directly or by indirection discriminate against, interfere with, coerce, demote, transfer, or discharge any employee because of Union membership. Neither party will apply or interpret the provisions of this Agreement contrary to any applicable law pertaining to equal employment opportunity and non-discrimination policy.

Section 6. The Union and/or its officers, agents, or members shall not unlawfully intimidate or coerce any employee in respect to the employee's right to

work or the employee's tenure of employment.

Article V: Seniority

Section 1. Seniority is the right accruing to employees of the Authority whose jobs are listed in the Agreement, through length of service, which entitles them to preference in promotions (subject to provisions of this Article, Section 7), transfers, vacations, layoffs, and rehiring. However, seniority does not mean that an employee may take the position filled by another employee before the position has become vacant except in the case of layoff.

Section 2. Seniority shall be by service with the Authority. In determining length of service, recognition shall be given to employment under predecessors of the Authority. In the event of any acquisitions by the Authority of other entities where the employees of such entity occupy jobs similar to the jobs covered by Section 1 herein, then and in such event employees shall also be covered by this Agreement. At the time of such acquisition the Authority and Union shall agree on one of the following alternatives concerning the status of such employees: either (a) such employees shall carry over their seniority and length of service accrued with the acquired entity or (b) such employees shall not carry over such seniority and length of service. The seniority list of all present employees is annexed hereto and made a part hereof as Appendix A. In cases of transfer from one location to another by reason of seniority, the Authority may delay the transfer, if necessary, for the purposes of breaking in a new employee to fill the vacated position, except that if the transfer is delayed more than twenty-one (21) days, then the transferee shall receive the rate of pay of the new position beginning at the end of the twenty-one (21) day period.

Section 3. Any employee who has less than five (5) years of continuous service with the Authority and who is promoted to a higher job classification shall be considered on probation for a period of not more than six (6) months after the promotion, unless in the sole opinion of the Authority the employee is fully qualified or becomes fully qualified during such period to perform all the functions of the job to which the employee has been promoted, in which case the employee may in the Authority's discretion immediately receive the full rate for the higher classification. In any event, the employee shall receive the full rate for the higher classification not more than ninety (90) days after the promotion even though still on probation. An employee assigned to a higher classification on probation shall be required to perform all of the functions of the higher classification during the probationary period. The rate of pay for an employee on probation shall be the regular hourly rate for the employee's prior job title plus fifty (50%) percent of the difference between that rate and the regular hourly rate for the classification to which the employee has been promoted for up to ninety (90) days. At the end of six (6) months, if in the opinion of the Authority the employee is fully qualified for

the higher classification, the employee shall be permanently assigned to that classification. When an employee with five (5) or more years of service with the Authority successfully bids on a job that has a progression rate and such employee's rate of pay falls within the progression schedule, such employee shall not receive a rate of pay in such progression schedule less than the rate of pay the employee receives prior to the change of classification.

Section 4. Employees will be permitted a transfer from one job assignment to another which does not involve an increase in wages only when the new assignment is at a location nearer the employee's residence, so as to reduce the traveling time to and from work, or when, in the opinion of the Authority and the Union, there is some other compelling reason for the transfer. Except when the new assignment is at a location nearer the employee's residence, so as to reduce the traveling time to and from work, no employee will be permitted a transfer from one job assignment to another which does not involve an increase in wages within one (1) year from the date of a prior award for a job assignment which did not involve an increase in wages. A temporary employee who has obtained a transfer to a job assignment which does not involve an increase in wages shall not thereafter be permitted to transfer to a job assignment which does not involve an increase in wages within one (1) year from the date of the prior award of the job assignment which does not involve an increase in wages, without any exception.

Section 5. An employee promoted to a higher category of work who is incapable of holding the new position shall be returned to the employee's former position without loss of rights, privileges, or seniority.

Section 6. Only continuous service without a break of more than one (1) year shall be considered for seniority except as otherwise herein provided. Notwithstanding the provisions of this Section, an employee who resigns or who is discharged for just cause shall lose the employee's seniority rights. If any employee fails to return to work within three (3) working days after the employee has been notified by certified mail to return to work and does not give a satisfactory reason, after investigation by the Authority and the Union, for the employee's failure to return within said three (3) working days, any seniority record theretofore established shall be broken, and such seniority record shall thereupon be considered nil.

Section 7. It is mutually understood and agreed by all parties hereto that, because of the Authority's responsibility hereinbefore mentioned, the management must and shall be the judge of an employee's qualifications for promotion, provided that such judgment shall not be exercised arbitrarily or capriciously.

Section 8. Where there is a vacancy in a position listed under Schedule 1, or where a position is established which must, by virtue of the duties involved, be added to Schedule 1, such vacancy or new position, if such vacancy or new position is to be filled, must be posted for bid in each department and location throughout the Authority. All employees shall have the right to bid on each such position. An employee may not withdraw a bid once the bid is closed. An employee may withdraw a bid after sixty (60) days have elapsed from the date of the award if the transfer has not been effected at that time. Copies of all job bids shall be sent to the Human Resources Department and the President of the Union. The Authority must award a position within 21 calendar days of the posting and must transfer the successful bidder within 21 calendar days of the date of the award or pay the new job rate starting the 22nd day after the award. Employees who bid for two (2) positions simultaneously, or for a second position before the first is awarded, must indicate preference for one position on the job bid form at the time the bid is submitted. When a position is awarded, a copy of the letter of award will be forwarded to the successful bidder as well as to the Union President and National Representative. If the Authority intends to award a position to anyone other than the senior bidder, such an award shall be transmitted to the Union President two (2) days prior to the release of the award letter.

Section 9. Awards to all positions listed in note (n) of Schedule 1 will be based on seniority alone, provided that the employee bidding for the position has more than five (5) years of service with the Authority.

Section 10. Employees upon completion of ten (10) years of service shall receive a longevity payment of two hundred dollars (\$200) per year, fifteen (15) years of service will receive four hundred (\$400) dollars per year, twenty (20) years of service will receive five hundred fifty (\$550) dollars. Longevity pay shall be paid on or before December 31 of each year by separate check. An employee shall earn said payments on December 31 of the year the employee completes his tenth, fifteenth and twentieth year respectively.

Section 11. The Authority will maintain a level of twenty-six (26) Senior Clerks for the term of this Agreement. Senior Clerks as of the date of this Agreement shall maintain their Senior Clerk positions. New Senior Clerk positions shall be based upon seniority. The position of Chief Clerk is eliminated. There shall no longer be any Senior Clerk to Clerk ratio requirement, and Senior Clerk upgrades are eliminated. The Senior Clerk position shall have a one-year progression as set forth in Schedule I.

Article VI: Leave of Absence

Section 1. Employees, upon written request, shall be permitted to be absent from work for a period of up to nine (9) months. During this period of

absence without pay, an employee may elect to use accumulated sick leave and vacation credits to supplement statutorily available short-term disability benefits (NYS Disability Benefits Law). At the point that the employee is no longer on the payroll (receiving sick leave or vacation payments) and after Family Medical Leave Act benefits expire said employee shall be responsible for the payment of medical, dental and vision premiums. Premium payment shall commence on the 1st of the month following the time at which the leave began.

A leave of absence will be normally granted for the birth of a child, adoption, or to care for a seriously ill parent, child or spouse or as stated in Section 3, 4 and 5 of this Article.

Application for a family leave shall be made at least 30 days prior to the commencement of the planned absence, except in the case of an emergency, and shall be made to Human Resources. The Union president (or his/her designate) shall be advised of all approved family leaves by the Human Resources Department.

The Authority, however, need not grant a leave of absence to permit an employee to take other full-time employment. If an employee during such leave of absence takes other full time employment, then the employee shall be subject to automatic discharge.

Section 2. Employees granted leaves of absence under Section 1 above shall not suffer break in seniority and shall be entitled to return to work at their former status with all rights and privileges.

Section 3. Any member of the Union elected to an office in the Union requiring the employee's absence from duty, or selected as a delegate for specific activities for or on behalf of the AFL-CIO or its affiliates, which necessitates the employee's absence from the employee's regular work, shall upon written request therefore be granted a leave of absence without pay for such time as the employee holds such office.

Section 4. Employees granted leaves of absence under Section 3 above shall not suffer a break in seniority and shall be entitled to return to work at their former status with all rights and privileges, provided such employees have the physical fitness and ability to perform the work.

Section 5. Members of the Grievance Committee and the Departmental or Local Stewards shall be given reasonable time off with pay to discuss grievances of employees on Authority time and on Authority property, with Authority representatives, pursuant to the grievance procedure provided in Article IX hereof. In addition, the President of the Union will be permitted 16 hours per

week, time off, with full pay and benefits to administer the collective bargaining agreement or to perform other valid Union business provided however that (i) the Union President notifies the Authority 48 hours in advance of the day(s) to be taken off, (ii) only full days are to be taken, (iii) the 16 hours are not assignable and (iv) the Union President may choose not to utilize the 16 hour per week in any one week and may bank up to 24 hours for use subject to the conditions described in the paragraph.

Section 6. Employees may not go without pay for time not worked if they have accrued vacation, personal or sick time unless they are on a leave of absence approved in accordance with this Article or it is otherwise prohibited by law. Accrued vacation, personal and sick time shall be charged for any time not worked, and the employee shall be paid for such time accordingly. Notwithstanding the foregoing, employees may keep up to two weeks of vacation banked during the calendar year and go without pay. Each employee must notify his or her supervisor by the end of the pay period of the desire to bank such vacation time and go without pay.

Article VII: Strikes and Lockouts

Section 1. In furtherance of the general policy referred to in Article I of this Agreement, the Union agrees that there shall be no strike, walkout, stoppage, slow down, or cessation of work at any time, and the Authority agrees that there shall be no lockout at any time. In lieu thereof, the grievance procedure prescribed by this Agreement shall be followed in all cases where applicable, and the parties shall abide by the results of arbitration whenever same is used.

Section 2. Neither the Union nor the Authority shall engage in subterfuge for the purpose of defeating or abating any of the provisions of this Agreement.

Article VIII: Security of Tenure

Section 1. No employee shall be discharged without good and sufficient cause except as provided in Article III, Section 3. In the event an employee is discharged, the Union shall be immediately notified in writing. Should the Union deem the discharge not without good and sufficient cause, it shall file a grievance and proceed in accordance with Article X, Section 7.

Section 2. All employees, excepting temporary employees, hired prior to May 31, 1951, shall not be laid off except in cases where shortage of materials or rulings of governmental or administrative agencies warrant reduction of personnel. In any such case, the Authority will continue the policy of making another position available, if possible, for an employee whose position has been abolished.

Section 3. If, in the opinion of the Authority, it becomes necessary to lay off any employee, such layoff will be made on the basis of seniority, excepting that the Authority will not be required to retain an employee who does not have the ability to perform work available to the employee. In the case of employees with ten (10) or more years of service with the Authority, such employees will be trained for a position where training has been given in the past prior to laying off such an employee. In such a case, seniority will prevail as to the employee or employees to be trained or laid off.

Article IX: Grievances

Section 1. The Union shall furnish the Authority with the names of its officers, departmental representatives, and the members of its three-person (3) Grievance Committee.

Section 2. A national representative of the Union, duly designated for the purpose, may participate in all negotiations with the Authority as a member of the Grievance Committee.

Section 3. Any Union representative designated under Article IX, Section 1, hereof, any aggrieved person or persons, if required, who shall leave the employee's work in order to meet with Authority representatives in negotiation for adjustment of differences or grievances shall receive the employee's regular pay while so engaged during the employee's normal hours of work. Such representative shall give the employee's immediate superior sufficient notice prior to said meeting so that arrangements may be made to relieve the former from duty, due consideration being given to the operational needs of the Authority. Except as otherwise provided herein, there shall be no meeting or meetings pertaining to Union business on Authority property and during working hours unless agreed by the Authority.

Section 4. Any Union representative, designated under Section 1 or 2 hereof, shall be permitted to enter on the Authority's property at all reasonable times for the purpose of making investigation of any grievance arising between the members of the Union and the Authority, provided however the Supervisor or Foreperson in charge of the department shall first be notified.

Section 5. Any dispute or disagreement between the parties to the meaning or the application of the terms of this Agreement, or as to any facts calling for the application thereof, shall be subject to adjustment as provided in this Article and/or to arbitration, as provided in Article X.

Section 6. Any dispute or disagreement as contemplated under Section 5 hereof, shall be brought to the attention of an appropriate supervisor by the shop

steward in the department where the dispute or disagreement took place within three (3) working days after an affected employee becomes aware or should have become aware of the dispute or disagreement. Within a reasonable time thereafter, but no later than five (5) working days, a meeting shall take place between the supervisor, shop steward and the affected Union person or persons for the purpose of attempting to informally resolve the said dispute or disagreement.

Section 7. In the event a dispute or disagreement is not resolved within five (5) working days after use of the informal mechanism, the Union shall within five (5) working days thereafter, file a written grievance with the appropriate department head, and therein provide the complete factual background as then known and any contract provisions claimed violated. The department head or designees shall thereafter and within five (5) working days meet with the shop steward and grievance chairman in an attempt to resolve the grievance.

Section 8. If there is no resolution within ten (10) working days thereafter, a final meeting shall be scheduled with the grievance committee and the Chairman of the Authority or his designee. Prior to such meeting, the Union and the Authority may request to receive such information within the control of the other party which is relevant to a full discussion, and so as to enable either side to fully and completely set forth its position as to the merits of the Union's claim. The parties recognize and agree that it is contemplated that multiple grievances will be heard at the final meeting. Accordingly, there is no specific time requirement to hold such meeting. Nonetheless, both sides understand the importance of expeditiously resolving grievances, and accordingly, final grievance meetings should be held approximately every eight (8) weeks. The Authority shall provide the Union with its answer to the final step meeting within ten (10) working days after the meeting takes place.

Section 9. If no satisfactory settlement is reached under Section 8, then either of the parties may submit the difference or dispute to arbitration provided such submission is made within thirty (30) working days following receipt of the answer of the Authority.

Section 10. A grievance must be filed within ten (10) working days after the employee became aware of the grievance, or should have become aware of the grievance, or such grievance will be considered not to exist.

Article X: Arbitration

Section 1. In the event there is no satisfactory resolution of a grievance, either party shall have the right to request arbitration by giving written notice to the other party within fifteen (15) working days after receipt of the Authority's

answer following the final step meeting.

Section 2. When a request for arbitration is received, the Union and the Authority or their designees shall contact the next scheduled Arbitrator on the arbitration panel for purposes of scheduling the matter.

Section 3. The panel of arbitrators is listed on a separate schedule maintained by the Authority and the Union.

Section 4. The initial panel shall be utilized in the order of their numbered appearance on this list. In the event an Arbitrator is unable to serve for any reason whatsoever, the next available Arbitrator on the list shall be contacted.

Section 5. The initial list shall remain in place for a period of twelve (12) months. Thereafter, either side may request the removal of one (1) Arbitrator and propose a replacement. No replacement shall be put on the list without the consent of the other side; whose consent shall not be unreasonably withheld. No replacement may be removed until they have served at least twelve (12) months, unless both sides agree.

Section 6. Hearings shall be held at a site in Suffolk County to be mutually agreed upon between the parties. Both sides shall share all expenses associated with arbitration, except that late cancellation fees shall be paid by the party requesting the cancellation.

Section 7. When the grievance involves a discharge of an employee, the Union may request arbitration without the requirement of prior meetings. Nonetheless, all discharges shall be heard at the next scheduled final meeting following the discharge, with all of the parties rights and obligations to provide information to the other side intact.

Section 8. The Award of an Arbitrator shall be final and binding upon the parties hereto except that no Arbitrator shall have the right or authority to add to, amend, change or alter the terms and provisions of this Agreement.

Section 9. The aggrieved person or persons and the local Union president shall receive regular pay while engaged in arbitration. The expenses and fees of an arbitrator shall be shared equally by the parties.

Article XI: Wages

Section 1.(a) During the term of this Agreement, the wages for all positions covered hereunder shall be as listed in Schedule 1, hereto annexed and made a part hereof, subject, however, to the provisions of Section 3 of this Article

as hereinafter set forth.

Section 1.(b) A lump sum payment of 1.25% of base salary as of July 1, 2009 shall be made to each employee on the active payroll as of July 1, 2009 (including retirees and deceased employees on the active payroll as of July 1, 2009). Effective July 1, 2010, each employee on the payroll as of that date shall be entitled to a retroactive wage increase of 2.0% on the employee's basic hourly rate. Effective July 1, 2011, each employee on the payroll as of that date shall be entitled to a wage increase of 2.0% on the employee's basic hourly rate. Effective July 1, 2012, each employee on the payroll as of that date shall be entitled to a wage increase of 2.0% on the employee's basic hourly rate.

Section 2.(a) Such pay shall be paid weekly by check at the place where the employee reports for work during regular working hours on every Thursday for the week ending and including the previous Monday at midnight, or the end of the last shift prior to Monday at midnight. If Thursday is a legal holiday, the wages due shall be payable on the following day.

Section 2.(b) Effective July 11, 1989, it is hereby agreed that the employees of the Suffolk County Water Authority are permitted to participate on a voluntary basis in Direct Deposit of Payroll, as provided under the Authority's current program.

Section 3.(a) The Authority shall reserve the right to slot new Clerks within the range of the progression plan, based on previous experience, but shall be the sole judge of the value to the Authority of such experience.

Section 3.(b) Effective July 11, 1989 clerks who the Authority has designated to use stenography skills and who currently utilize said skills shall receive an additional twenty-five cents (\$.25) per hour compensation upon attaining the top rate of the clerk's progression. All future bid sheets which are designated with a Clerk/Stenographer title shall also receive the twenty-five cent (\$.25) differential.

Article XII: Overtime

Section 1. Any work performed in excess of the normal work day or the normal work week, as defined in Article XIX, Section 2 hereof, shall be considered overtime and shall be paid for at the rate of one and one-half (1 ½) times the regular rate; except that any work performed in excess of twelve (12) consecutive hours and any work in excess of sixteen (16) hours in a twenty-four (24) hour period from 8:00 a.m. shall be paid at the rate of two (2) times the regular rate; provided that no employee shall be paid both daily and weekly overtime on account of the same hours of overtime work.

Section 2. Any employee whose regular work shift includes a Sunday shall receive the employee's regular day's pay or regular hourly rate for the time worked, but no additional compensation. Any employee scheduled to work on Easter Sunday, shall be paid at the rate of double time the employee's regular rate for hours worked on said day.

Section 3. Any employee whose regular work shift includes a holiday as specified herein shall receive compensation at the rate of one and one-half (1 ½) times the regular rate for hours worked and, in addition, shall receive the employee's regular day's pay for the holiday.

Section 4. Employees who are not scheduled to work and who are called in for emergency work on a Sunday shall receive compensation at the rate of two (2) times the regular rate for the hours worked, which shall be considered overtime compensation, but in no case for less than four (4) hours at two (2) times the regular hourly rate. In the case of two (2) or more call-outs within the same (4) hour period, the employee shall not be entitled to more than one (1) minimum of four (4) hours, and will be paid for the time actually worked on the additional call-outs at two (2) times the regular hourly rate.

Section 5. Employees who are not scheduled to work and who are called in for emergency work on a holiday shall receive compensation at the rate of two (2) times the regular rate for the hours worked, which shall be considered overtime compensation, but in no case for less than four (4) hours at two (2) times the regular hourly rate, in addition to employee's regular holiday pay. In the case of two (2) or more call-outs within the same four (4) hour period, the employee shall not be entitled to more than one (1) minimum of four (4) hours, and will be paid for the time actually worked on the additional call-outs at two (2) times the regular hourly rate.

Section 6. Employees who are given advance notice to report for extra work on Saturday shall receive compensation at the rate of one and one-half (1 ½) times the regular rate for the hours worked, but in no case for less than two (2) hours at one and one-half (1 ½) times the regular hourly rate.

Section 7. Overtime work in any department shall be equalized among the departmental employees as far as is practicable. Lists for overtime shall be maintained by the department on a weekly basis in a conspicuous place near work stations or time clocks, and overtime status shall be based on hours paid and not hours worked. Procedures for equalization of overtime shall be in accordance with existing updated Memorandum of Agreement dated July 14, 1992. However, said lists shall be maintained at six month intervals and shall be restarted with zero balances on the first Tuesday of January and July of each year.

1(a) The Authority will maintain a weekly list of the employees at appropriate locations within the Authority, upon which the employees shall indicate at the beginning of such week as to whether they are not available for call-out or other type of overtime work on any particular day of the week. This non-availability list will be for the period from 4:30 p.m. to 12:00 a.m. the following day on normal workdays; the other times this list will be for the period from 12:00 a.m. to 12:00 a.m. the following day. It is understood that every employee is available for such overtime work unless the employee advises he is not available on any particular day.

1(b) When an employee is on vacation, it is the responsibility of said employee to notify his supervisor, in writing, prior to leaving for vacation, that he wishes to be called for overtime after regular working hours. A pre-printed form will be available for the employees to fill out and submit prior to his leaving for vacation. The supervisor will make such changes on the call-out sheets so as to eliminate reference to vacation.

II The provisions of Article XII, Section 9, pertaining to overtime work beyond the end of the employee's regular work day shall remain in full force and effect.

III Distribution of overtime in the Construction and Maintenance Department shall be handled as follows:

A. Particular Work Project

1. When a particular work project requires continuity of work beyond the end of an employee's workday, the employee or employees working on such work project prior to the end of the workday shall be assigned to work the overtime required on said project on said day.
2. When the particular work project does not involve continuity of a work project, then the Authority shall assign such over time as described below:

B. Call Outs and Scheduled Overtime

1. Maintenance Division

- a. Large Maintenance Crews Overtime shall be equalized as far as practicable within each classification, i.e., among Senior General Utility Persons as one (1) group, and among General Utility Personal "A:" (Caulker) as another group. The Utility Persons on

these crews will be included with all other Utility Persons in the Maintenance Division as one (1) group.

b. Small Maintenance Crews

Overtime shall be equalized as far as practicable among the General Utility Persons "A" on these crews. The Utility Persons will be included in the Utility Persons group above.

c. Chlorinating Crews

Overtime shall be equalized as far as practicable among the General Utility Persons "A" on these crews as one (1) group. The Utility Persons on these crews will be included in the Utility Persons group described above.

d. Hydrant Mechanics

Overtime shall be equalized as far as practicable among the General Utility Persons "A" on these crews as one (1) group.

e. Hydrant Inspection

Overtime shall be equalized as far as practicable among the General Utility Persons "B" on these crews as one (1) group.

f. Storeroom

Storekeeper "A" and Storekeeper "B" shall be treated as one (1) group, and Storekeeper "C" shall be treated as one (1) group. The individual holding the back-up Storekeeper position, which has already been established, shall be used for substitution purposes.

2. Service Division

Overtime shall be equalized as far as practicable among General Utility Persons "B" on these crews, as one (1) group. Utility Persons will be included as one (1) group.

*** C. Tuesday-Saturday Crews

1. If the Authority is advised, whenever possible, prior to the end of work on Friday that any employee in a particular classification will be absent from work on Saturday, and the Authority determines to operate with a

full crew, then the Authority will assign another employee within the classification group (for example, Senior General Utility Person) for such Saturday work.

2. If the Authority is advised, whenever possible, prior to the end of work on Friday that any employee in a particular classification will be absent from work on Saturday, and if the Authority determines to operate with less than a full crew on Saturday, then the other employees on the regular crew shall be upgraded where applicable.
3. If an employee on the regular Tuesday-Saturday crew does not report to work on Saturday without prior notice as provided above, then the Authority will upgrade within the crew, where applicable, and call out a Utility Person, who will not be upgraded, regardless of seniority, if such a call out is deemed necessary.
4. Where less than the regular Tuesday-Saturday crew reports for work on a Saturday, and when no upgrading is required in view of the work assignments made, and where thereafter an emergency arises requiring the call out of additional employees to perform the emergency work, such call out will be on the basis of classification.

D. Meter Mechanics, Field Operator (including Relief Operators), Plant Operators, Electricians, and Pump Station Mechanics

The same procedure will apply to the above categories as applies in the Service Maintenance Divisions. More specifically, each of the above categories consists of various classifications (for example, Senior Electrician, Electrician, Assistant Electrician, Meter Mechanic Grade 1, Meter Mechanic Grade II, Senior Mechanic, Pump Station Mechanic "A", Pump Station Mechanic "B" and Assistant Pump Station Mechanic). Overtime shall be equalized as far as practicable within each classification, i.e., each classification shall be considered as a separate group.

E. Regional Centers (Customer Service): General Utility Person "A", General Utility Person "B", Senior Meter Reader and Collector (including Meter Reader and Reader and Utility Person), Utility Person, Field Operator (including Relief

Operator and Utility Person).

The same procedure will apply to the above categories as applies in the Service and Maintenance Divisions. Overtime shall be equalized as far as practical within each classification, i.e., each classification shall be considered as a separate group.

F. Clerical Staff – all offices

Overtime shall be equalized as far as practicable within the clerical staff of each office. Senior Clerks and Clerks shall be joined for purpose of overtime.

G. Temporary Employees

Temporary employees in each work location will not be called for overtime unless all permanent employees in a particular classification at that work location are unavailable.

The same procedure will apply to the above categories as applies in the Service and Maintenance Divisions. Overtime shall be equalized as far as practicable within each classification, i.e., each classification shall be considered as a separate group.

IV. In addition to the above procedure for equalization of overtime, when the Authority needs to fill a position for an overtime call out, all people in that classification at the particular location will be called first. If the Authority is unable to fill the position from those employees, the following procedure will be used:

- A. Filling SENIOR GENERAL position
1. General "A" from large maintenance
 2. General "A" from small maintenance
 3. Reasonably qualified person from the Utility Person Pool by seniority

If none available from the subject location, refer to the overtime list of the location identified on Back-Up Call-Out Boundary Map for:

1. Senior General
2. General "A" large maintenance

3. General "A" small maintenance
- B. Filling GENERAL "A" – LARGE MAINTENANCE Position
1. General "A" small maintenance
 2. General "A" chlorinator
 3. Reasonably qualified person from the Utility Person Pool by seniority

If none available from the subject location, refer to the overtime list of the location identified on Back-Up Call-Out Boundary Map for:

1. General "A" large maintenance
2. General "A" small maintenance
3. Reasonably qualified person from the Utility Person Pool by seniority

- C. Filling GENERAL "A" – SMALL MAINTENANCE POSITION
1. General "A" large maintenance
 2. General "A" chlorinator
 3. Reasonably qualified person from the Utility Person Pool by seniority

If none available from the subject location, refer to the overtime list of the location identified on Back-Up Call-Out Boundary Map for:

1. General "A" small maintenance
2. General "A" large maintenance
3. Reasonably qualified person from the Utility Person Pool by seniority

(SATURDAY)

Repairs of main or service leaks that occur prior to 8:00 a.m. on Saturday and that must be repaired immediately, thus requiring overtime be given out, will be assigned to the appropriate office that normally covers the area where the leak occurred.

Repair work that is held over, and any new leaks that are reported between 8:00 a.m. and 10:00 a.m. on Saturday can be made by a large maintenance crew from any office whose normal work week includes Saturday.

Section 8. If an employee is required to remain at the employee's home

for emergency calls on workdays, the employee shall be paid at half (1/2) time for the time subject to call, whether called or not. On Sundays or holidays, straight time shall be paid.

Section 9. If an employee notifies the employee's supervisor before quitting time on the employee's previous workday, unless such notice cannot be given due to an emergency or other cause acceptable to the Authority, that the employee is unable to work overtime the next day because of personal reasons, the Authority will return the employee to the employee's normal station at the end of the employee's regular work day unless the Authority is unable to do so because of a condition such as an emergency or because the absence of the employee will prevent the completion of the job.

Section 10. Any employee whose regular work shift does not include a Sunday, but who is required to work on a Sunday, shall receive compensation at the rate of two (2) times the regular rate for hours worked (this shall also cover employees whose scheduled second day off is a day other than Sunday).

Any employee whose regular work shift does not require work on a holiday, but who does work on a holiday, shall receive compensation rate of two (2) times the regular rate for hours worked, in addition to regular holiday pay.

Article XIII: Holidays

Section 1. The following days shall be deemed to be paid holidays for all employees whose jobs are listed in this Agreement:

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

*Last regular work day before Christmas Day

Section 2. If any of the above holidays fall on a Sunday, then the following Monday shall for all purposes be deemed a holiday. If any of the above holidays fall on an employee's regularly scheduled second day off, the employee shall have the option of receiving an extra day's pay or an extra day off with pay. If any of the above holidays fall on a Saturday, all employees not regularly scheduled to work on Saturday will receive an extra day's pay.

Section 3. Temporary employees shall not be entitled to be paid for holidays until they have been employed for more than three (3) months and only for such holidays as occur thereafter.

Article XIV: Vacations

Section 1.(a) Vacations may be taken throughout the year in accordance with Section 1(c) herein and consistent with past practice procedures and will be scheduled by each department. The employee will be informed of the vacation entitlement in January.

Section 1.(b) All employees with at least six (6) months of service by December 31st of the current year, shall receive one (1) week vacation with pay. Employees having at least one (1) year of service by December 31st of the current year shall receive two (2) weeks vacation with pay. Employees with a total of five (5) years of service by December 31st of the current year will be entitled to three (3) weeks vacation with pay. Employees with a total of twelve (12) years of service by December 31st of the current year will be entitled to four (4) weeks vacation with pay. Employees with a total of nineteen (19) years of service by December 31st of the current will be entitled to five (5) weeks vacation with pay. Employees with a total of twenty-four (24) years of service by December 31st of the current year will be entitled to five (5) weeks plus one (1) day vacation with pay. Employees with a total of twenty-five (25) years of service by December 31st of the current year will be entitled to five (5) weeks plus two (2) days vacation with pay. Employees with a total of twenty-six (26) years of service by December 31st of the current year will be entitled to five(5) weeks plus three days vacation with pay. Employees with a total of twenty-seven (27) years of service by December 31st of the current year will be entitled to five (5) weeks plus four (4) days vacation with pay. Employees with a total of twenty-eight (28) years of service by December 31st of the current year will be entitled to six (6) weeks vacation with pay.

Section 1.(c) Vacation sign up sheets will be provided by October 1 and must be completed and returned by November 31 for the following year's vacation. After a review by Authority officials, if a conflict exists between the employees for the same vacation period, seniority will prevail provided that all of the affected employees bid for vacation within the established time. The Authority will buy back accumulated vacation time in excess of three weeks in December of each year for any employee who so elects.

In lieu of the fourth, fifth and up to six weeks, the Authority may elect to require the employee to work part or all of the scheduled days and hours of the fourth, fifth or up to six (6) weeks of vacation and pay the employee twice the employee's regular rate of compensation for such time actually worked.

Section 2. Weekly vacation pay shall be at the rate of forty (40) times the regular hourly wage for general workers and thirty-seven and one-half (37 ½) times the regular hourly wage for office workers.

Section 3. Vacations will be granted on the basis of departmental seniority, at the time desired by the employee, except that the orderly operation of the Authority shall be secured. Each department shall establish its own separate vacation schedule.

Section 4. The vacation period of an employee shall be extended by one (1) day for each holiday which falls within the period of the employee's vacation.

Section 5. Vacation schedules for the time already earned shall be established not later than May 1 of each year except when changed by mutual agreement. An employee leaving the employment of the Authority before May 1 shall not be entitled to vacation pay; an employee leaving the employment of the Authority after May 1, but before the employee's vacation is scheduled to begin, shall be entitled to vacation pay.

Section 6. In the event an employee is absent in excess of three (3) consecutive months during the calendar year on a disability, the employee's vacation entitlement shall be adjusted by a pro-rated deduction based upon the length of absence in excess of three (3) consecutive months.

Section 7. All vacation earned in the calendar year must be used by December 31st of that year, or it will be forfeited. Employees shall be permitted to convert up to five (5) vacation days to sick days at the end of the year.

Article XV: Illness and Accident

Section 1. By illness is meant physical inability to work for a cause not covered under the Workman's Compensation Act, whether due to sickness, accident, or otherwise. By accident is meant physical inability to work for a cause covered by the Workmen's Compensation Act.

Section 2. All employees excepting temporary employees will be given leave for illness of one (1) day with pay for each month's service accumulated as a permanent employee and this shall be cumulative. Employees who have completed five (5) years or more of service with the Authority at the time of a serious illness of their own, and who during such illness may exhaust their cumulative sick-leave time, may apply to the Authority for an extension of sick-leave time with pay, and the Authority agrees that it will give consideration to such requests, but will decide each case on its own merits. Basis of pay shall be the same as in the case of vacations. The Authority and/or the Union shall have

the right in all cases where sick leave is claimed or granted to make an investigation, including physical examination by a competent physician, as is deemed necessary.

All employees are expected to call their supervisors, within a reasonable time prior to their scheduled starting time, when not reporting for work because of illness; all shift employees should call within a reasonable time prior to the shift time. Failure to notify the Authority within a reasonable time prior to starting time shall result in loss of sick pay, unless such failure is due to an emergency or other cause acceptable to the Authority. However, the Authority shall not act in an arbitrary or capricious manner in exercising its determination as to the acceptability of the cause offered.

The Authority shall have the right to require an employee to furnish, before payment, satisfactory evidence (including a doctor's certificate, if required by the Authority) that the employee's illness or accident is bona fide and that the employee is unable to work. Should the illness be protracted, the Authority shall have the further right to make such additional investigation, including physical examination by a competent physician, as it deems necessary before making payment; provided, however, that any investigation provided for herein shall be made with reasonable dispatch. In the event investigation discloses sick leave to have been unnecessary, the obligation of the Authority to pay compensation shall terminate and any amounts theretofore paid to which the employee was not entitled, as hereinabove provided, shall be returned by the employee to the Authority.

Section 3. In case of a job-related injury, the Authority shall pay to the employee the difference between 75% of the employee's regular salary and the maximum allowable statutory benefit as defined by the New York Workers Compensation Law (currently \$80/day or \$400/week). The foregoing seventy-five (75%) shall change to one hundred (100%) percent within three (3) years of retirement eligibility. In the case of a disability retirement, yearly supplemental payments will be made to the employee in an amount so that the amount of pension benefit the employee receives and the amount of supplemental payment shall equal the amount of pension benefit the employee would have received had he received one hundred (100%) percent of his salary for three (3) years prior to retirement. Where possible, such employee shall be required to return to work on a limited basis.

Notwithstanding the above, employees who are out on Workers' Compensation and are approved for Social Security Disability Benefits after February 24, 1998, will have their Water Authority supplemental payment reduced, so that in total they receive a maximum of 100% of salary; except that the reduction will not apply within three (3) years of the an employee's eligibility

for regular retirement; i.e. age 55.

The first five (5) days of each Workers' Compensation application or leave per injury will be chargeable to accrued time or without pay if no accrued time is available.

Thereafter, statutory benefits will be provided through the Authority's Workers' Compensation carrier after three (3) weeks of advancement of benefits by the Authority, subject to repayment by the employee directly or through accrued time.

To help expedite the claims process, the Authority shall provide administrative assistance to employees filing for Workers' Compensation benefits with the Authority's Workers' Compensation carrier through an individual within the Authority's Human Resources department. However, employees filing for Workers' Compensation benefits have an affirmative responsibility to file claims in a timely manner, attend hearings and medical examinations as scheduled, and to provide all requested documentation and reports as requested by the Workers' Compensation carrier or Workers' Compensation Board in a timely manner.

Section 4. An employee absent because of illness or accident shall be entitled to resume the employee's regular duties upon recovery at the employee's former status, with all rights and privileges and without loss of seniority, provided the employee returns to work within a reasonable period of time. Where, consistent with efficient operations such employee shall be permitted to return to work on a limited basis.

Section 5. When there is a death of an employee's father, mother, brothers, sisters, father-in-law, mother-in-law, or any other relative who resides in the employee's immediate household, the employee shall be given sufficient time off with pay between the occurrence of the death and the burial, such time off not to exceed four (4) calendar days and shall include the regular days for which the employee is not scheduled to work.

When death of a relative occurs outside the immediate family of the employee, then the employee shall be given time off, without deduction in pay, to attend the funeral, but such time off shall not exceed one (1) day (including a day that the employee is scheduled to work). Relatives referred to in this paragraph are defined as grandmother, grandfather, grandchild, aunt, or uncle who do not reside in the household of the employee.

When there is a death of an employee's spouse, child or step child, or if an employee is single, then in the case of such employee's parent's death, the employee shall be given time off with pay not to exceed four (4) work days.

Section 6. It is agreed between the parties hereto that the Authority shall continue its sickness and disability insurance plan in accordance with the minimum requirements of the New York State law requiring such sickness and disability insurance. The Authority will pay the employee's present cost for coverage under the New York State Disability Insurance Law.

The existence of the sickness and disability insurance plan will not affect the operation of Section 2 of this Article, except that such benefits as are received by the employees under the sickness and disability plan shall be deductible from the amount of sick-leave benefit payments required to be made by the Authority under the provision of this Article. It is the intention of the parties that the Authority will be required to pay only the difference between the amount of sick-leave benefit payments under this Article and the amount of insurance benefit payments which the employee is entitled to receive under the sickness and disability insurance plan established pursuant to this section.

It is further agreed that the provisions of this Agreement providing for sick leave with full pay will operate on a dollar-for-dollar basis as to all current sick leave for the current year. The difference paid between the sickness and disability insurance plan benefit and the basic daily salary shall be charged against accumulated sick leave. The initial charges against accumulated sick leave shall be first applied against current accumulated sick leave (sick leave earned during the immediate twelve-month (12) period prior to the current sickness, less sick leave taken during this period). Thereafter, charges will be applied against any remaining unused sick leave accumulated prior to the current twelve-month (12) period.

Section 7. All employees excepting temporary employees will be given leave for personal purposes of not more than three (3) days each year (non-cumulative) with pay, provided, however, that no leave for personal purposes shall be available to employees who have continuous permanent employment of less than one (1) year. Personal days cannot be added to vacation time. Personal days cannot be taken either the work day before or the work day following a holiday. Personal days not used by the end of the calendar year will be transferred to the employee's accumulated sick leave.

Personal leave shall be granted only when the employee notifies his supervisor before quitting time on his previous work day unless such notice cannot be given due to an emergency or other cause acceptable to the Authority. However, the Authority shall not act in an arbitrary or capricious manner in exercising its determination as to the acceptability of the cause offered.

An illness of an employee's spouse or children that results in the absence of the employee may be charged against the employee's sick leave, but such

absence shall not exceed twelve (12) days during any calendar year. The Authority shall have the right to require an employee to furnish, before payment, satisfactory evidence (including a doctor's certificate, if required by the Authority) that the illness or accident of his spouse or children is bona fide.

Section 8. Employees eligible for benefits under the New York State Disability Insurance Law shall receive their full salary from the Authority, except as may be otherwise limited herein, the Authority to be reimbursed by its carrier.

Employees injured while at work for the Authority have an affirmative obligation to seek medical attention within three (3) calendar days of the date of the injury. Medical documentation must be provided to the Authority within six (6) calendar days after the injury. Workers' Compensation payments may be withheld if said documentation is not provided.

When documentation is provided the employee shall receive his payments retroactively. Failure to seek timely medical attention as set forth above may result in the Authority ordering an employee to an Authority designated physician to document said injury. Injured employees have a continuing obligation to provide the Authority with updated medical information while out of work on a job related injury. Any employee who fails to attend a medical examination and/or Workers' Compensation hearing, without good cause, will have his/her supplemental benefits suspended. The supplemental benefit will resume after the employee has attended the necessary medical examination and/or Workers' Compensation hearing.

The Authority will adopt a priority medical referral system for immediate consultation on particular claims.

The Authority will require updated medical reports every four (4) weeks from any employee receiving the Workers' Compensation benefit or on light duty.

The Authority will not permit portions of a day to be charged as excused time for medical treatment except if the medical treatment is scheduled during the last two hours of a normal workday and the medical treatment is not available at any other time. In addition, the Authority, upon application to the Human Resources Department, may permit employees to charge portions of a day for medical treatment. Requests shall not be unreasonably denied.

Section 9. The Authority will pay the cost of the New York State Employee's Health Insurance Program as determined by Article II of the New York State Civil Service Law for those employees who retire with a minimum of five (5) years of continuous service with the Authority and a total of ten (10) years within the Program and who are working for the Authority at time of retirement

and will also pay sixty (60%) percent of such employee's accumulated unused sick leave at the time of retirement. The Authority will also pay employees with ten (10) or more years of continuous service with the Authority at time of termination, sixty (60%) percent of the value of the employee's accumulated sick leave.

Section 10. When a conflict arises between the Authority and an employee based upon a medical report of a duly licensed physician as to whether an employee may return to work on a light-duty basis, the Authority shall notify the Union as to its belief that an employee may return to work on light duty, and the status quo shall prevail pending the following procedures:

1. The Authority will notify the employee and Union, by certified mail, of the existence of the conflict.
2. The services of the Crossland Medical Review Services, Inc., hereinafter referred to as "Crossland", designated by the parties as an independent medical facility, shall be utilized to resolve the above dispute. The above facility shall serve as the independent medical facility for the term of the Collective Bargaining Agreement. Either party shall have the option of proposing a different facility which would replace Crossland if the parties mutually agree.
3. The employee will execute a General Medical Release authorizing the release and transmittal of any and all medical reports by his personal physician and by a physician selected by the Authority to Crossland. Crossland shall be provided by the Authority, Union and employee with all available, (but only medical reports and documentation) and shall be advised by the Authority, in writing, as the specific light-duty task available for such employee, with a copy of said letter forwarded to the Union. All medical reports and documentation sent to Crossland shall be exchanged between the Authority and the Union.
4. The employee must undergo a physical examination relating to his injuries, including diagnostic testing as determined by Crossland (except for invasive or other dangerous procedures which may be undertaken only with the consent of the employee), as scheduled by the Authority. Any request by an employee for a

rescheduling of an examination shall be done only with the consent of the Authority, which consent shall not be unreasonably withheld. The willful failure of an employee to undergo such examination shall result in the termination of wages and an employee will be required to utilize unused sick-leave time until such time is exhausted.

5. Crossland shall examine the employee, issue an appropriate medical report and make a determination as to whether the employee is able to return to work on light duty and, if so, for what periods of time. Such reports shall be forwarded to the Union and the Authority simultaneously.
6. The expenses of Crossland shall be shared equally by the parties.
7. Crossland determines that an employee can return to work, the employee shall be required to return to work, with duties consistent with the determination, within three (3) days of receipt of written notice, such notice to be sent by certified mail, return receipt requested, with a copy of such written notice to be simultaneously forwarded to the Union. After such time, the employee shall not be entitled to further compensation until said employee returns to work.
8. An employee who returns to light-duty work shall be placed on light duty under the following provisions:
 - (a) The employee shall receive full salary, wages, and benefits for the first three months of light duty work, regardless of whether the employee works a full day and/or full week. After three (3) months, the employee's base hourly rate will be reduced by 5% of his/her base hourly rate. After six (6) months, there will be an additional 5% reduction to the base hourly rate or a reduction to the rate of pay for the position held, whichever is lower. Notwithstanding the foregoing, light duty employees who continue to complete their job duties as set forth in their job title descriptions will not be subject to a reduction in salary. Light duty

employees who are within three years of retirement eligibility may continue to receive their full rate of pay without reduction provided that he/she submits a "Letter of Intent to Retire Within Three Years For Purposes of Securing a Full Rate of Pay While on Light Duty". The Letter of Intent shall indicate that the employee intends to retire within three years and the date upon which the light duty employees want to begin receiving a full rate of pay while on light duty. The employee shall then be entitled to his/her full rate of pay for a three-year period from the beginning date indicated in the Letter of Intent and ending three (3) years thereafter. The employee shall be entitled to his/her full rate of pay for any light duty work during the three-year period. In the event the employee does not retire after the three-year period, his/her rate of pay for light duty work shall be reduced by 10% of the employee's base hourly rate or to the rate of pay for the position then held, whichever is lower.

- (b) Light-duty assignments shall be consistent with Crossland's report.
- (c) During light duty, there shall be no restriction on bidding for positions if the bidder is qualified to perform the job duties of the new position as determined by the SCWA physician.
- (d) If no light-duty work is available at an employee's normal work location, the Authority may reassign the employee to light-duty work elsewhere. Before making such a reassignment, the Authority shall discuss the proposed reassignment with the Union. Such reassignment shall not work to the detriment of any employee regularly assigned to that work location with respect to overtime and upgrading.
- (e) Should a reassignment for light-duty purposes involve additional travel time and/or mileage, an employee shall be compensated for the difference in accordance with Article XVIII, Section 2.

- (f) When an employee is able to resume full-duty status, the employee shall be returned to the employee's normal work duties and locations as existed prior to sustaining the injury.
9. If Crossland recommends a return to work on light duty, the employee returns to work on light duty but thereafter is re-injured or has his or her injury aggravated in the process of working, the employee may be required to return to Crossland for reevaluation of status and condition.

Section 11. If an employee is absent from work in excess of five (5) consecutive months due to a job-related injury which is covered under the Workmen's Compensation Act such employee will be required to apply for Social Security disability benefits. The determination made by the Social Security Administration at any level, and any reports or documents forming the basis of such determination, may not be used against the employee in any manner by the Authority, except as described in Section 3 herein.

Section 12. In the event an employee initiates any action or proceeding against a third party on the basis of an injury for a cause covered by the Workmen's Compensation Act, the Authority shall have a lien against and is entitled to be reimbursed for any monies which have been paid to the employee as the difference between the employee's compensation benefits and the employee's regular salary from that portion of a judgment which reflects loss of earnings of wages.

Section 13. An employee must submit the applicable medical forms to the Authority within seventy-two (72) hours of a visit to the employee's doctor in order to be entitled to any monies; if such forms are submitted late, monies due will be paid retroactively.

Section 14. For job related injuries or illnesses incurred after February 24, 1998, employees out of work as the result of such injury or illness for six (6) consecutive months, shall cease to accrue sick, vacation and personal leave time until they return to work; such time to be prorated on a twelve-month basis.

Article XVI: Benefits

Section 1. The Authority will improve its group life insurance plan. Such plan will provide group life insurance which provides a death benefit equal to 1.5 times the employee's base annual salary, minimum of \$50,000 to maximum

death benefit of \$150,000. For employees hired after January 1, 1993, upon termination of employment (retirement, resignation, discharge) the benefit will end. Employees hired prior to January 1, 1993 shall have a one-time option to maintain their current \$50,000 death benefit plan or to elect the aforementioned plan.

When an employee is on temporary leave of absence, in accordance with the provisions of Article VI, Section 1, of this Agreement, the Authority will pay the premium for a period not to exceed six (6) months.

Section 2. The Authority will pay the entire cost of the Empire Plan of the New York State Employees' Health Insurance Program specified in Section 163 of the Civil Service law, as amended, for participants in the State Program.

Section 3. The Authority will continue to contribute the full premium for individual and family coverages for the Dental Program. Effective January 1, 2011, bargaining unit employees will be entitled to the same dental benefits as non-bargaining unit employees for the term of this agreement. The level of benefit will be the level received by non-bargaining employees as of August 20, 2010. The Authority reserves the right to change to a different plan with a comparable level of coverage and number of providers for all employees.

Section 4. The Authority will grant two (2) coffee breaks of ten (10) minutes duration each, one in the morning and one in the afternoon.

Section 5. The Authority will furnish in style, quality, and color, which it selects, suitable work clothing to all employees listed in Appendix A, excepting, however, office employees other than machine operators who shall be furnished up to ten (10) units of clothing (but no outdoor clothing) during any contract year. The Labor-Management Committee shall be given input as to style, quality, and colors prior to the selection made by the Authority of the work clothing.

The maximum amount of such clothing referred to above that the Authority shall be required to furnish to each employee during any contract year shall not exceed twenty (20) units, as selected by the employee. Units of clothing are as follows:

<u>Item</u>	<u>Unit</u>
Trousers	1
Summer Jacket	2
Winter Jacket	4*
Shirt-Winter	1 ½

Shirts, short sleeve – sport (For specified personnel only)	1
Tee Shirt	½
Overalls	1
Coveralls	1 ½
Coveralls, insulated	3
Cap	½
Insulated vest	1 ½
Insulated hooded sweatshirt	2

* Each employee shall be entitled to two (2) jackets the first year and one (1) thereafter**

** In exchange for worn jacket.

Effective August 24, 2010, the Authority shall contribute an amount not to exceed one hundred fifteen dollars (\$115) towards the cost of the first pair of work shoes purchased by an employee engaged in physical work, provided such shoes include a built-in steel safety toe plate. Payment of the contribution will be made to each employee upon the presentation of a receipt for the purchase of such pair of safety shoes. In consideration of this Agreement employees engaged in physical work shall wear only shoes that include the built-in safety toe plate and shall, at their expense, defray the cost of work shoes they require during each year of the contract, with the exception of the one hundred fifteen dollar (\$115) allowance by the Authority as stated above. The Authority will provide, at its expense, not in excess of two (2) pairs of work shoes per year [not to exceed one hundred fifteen dollars (\$115) per pair] following said allowance below for the following employees:

- (a) Field Operators
- (b) Relief Operator and Utility Person
- (c) General Utility Person "A" (Chlorination crew), C-M Department
- (d) Utility Person (Chlorination crew), C-M Department
- (e) Pump Station mechanics
- (f) Electricians

Said allowance shall increase to one hundred twenty dollars (\$120) effective July 5, 2011; and one hundred twenty-five dollars (\$125) effective July 3, 2012. The Authority, at its expense, will furnish to employees required to do physical work, with the exceptions noted hereinafter, work gloves during any contract year. Such gloves shall be canvas-backed with leather palms of reasonably good quality. The gloves shall be in addition to the clothing-unit limitation above stated. One pair of gloves will be issued at a time and as they

are worn out and turned in to the Authority, an additional pair of gloves will be issued. Such work gloves will not be issued to the following employees:

- (a) Customer Service Representatives
- (b) Field Operators
- (c) Operators
- (d) Senior Meter Readers and Meter Readers

The Authority will continue its present practice of providing special gloves to the Senior Electrician, Electrician, Assistant Electrician, Field Operators, Relief Operators, and Operators.

The Authority will provide cotton gloves for Senior Meter Reader, Meter Readers, and Senior General Utility Persons.

Clothing furnished to employees will be replaced by the Authority as provided hereinabove, when worn out or damaged beyond repair. This provision shall be strictly enforced with respect to the replacement of all clothing issued after the date of this Agreement.

Each employee who receives such work clothing from the Authority will be responsible for it and will maintain and keep the clothing clean and in good condition at the employee's own expense. All work clothing furnished shall remain the property of the Authority.

The Union agrees that each employee to whom work clothing is furnished will wear the uniform provided during all regular working hours, except when the type of work assigned would make such clothing unsuitable and except also on occasions when a proper excuse is submitted. The Union agrees that employees will not wear such work clothing for personal use or business.

The Authority will be issuing complete sets of individual safety equipment, together with carrying case, and a locker with lock. Locker is to be used for storage. Employee will be responsible for the maintenance and safeguarding of such safety gear while in their possession. Such gear will only be replaced for reason of normal wear at Authority expense, or due to damage or loss caused by circumstances beyond the employee's control. Employees will report to their normal work stations with appropriate individual safety equipment at the regular starting time of each day.

Section 6. The Authority will assume the tuition costs for courses for Electricians, as required by the Authority. These courses shall be taken outside working hours unless unavailable at such time.

Section 7. The Authority will pay the full premium of the Optical Plan. The Authority may change the provider so long as optical benefits are equal or better, with the approval of the Union, which shall not be unreasonably withheld. Effective March 1, 2001 the plan will provide annual eye examinations for dependents as defined by the plan.

Section 8. The Authority agrees to contribute one hundred dollars (\$100) per member to a Union administered prepaid legal plan. The Authority's contribution shall be based upon the total number of bargaining unit members as of July 11th of each year. Payment shall be paid to the Union's designated provider on pre-paid quarterly basis. The provider shall furnish a quarterly experience report to the Authority's counsel and shall further agree to cooperate with the Authority on any matter pertaining to legal service benefits. Said fund in support of the legal services plan may not be used to support or finance any grievance, action or lawsuit against the Authority.

Section 9. The Authority agrees to provide the option to all employees upon retirement, to receive full Dental and Optical benefits for themselves and their families provided the employee agrees to pay fifty percent (50%) of the current premium for said benefits.

Section 10. Effective July 13, 1993, the Authority shall offer to its employees a voluntary program of Health benefits Buy-back. The Authority will pay each employee and retiree who is willing to participate in the program, a total annual amount of Two Thousand Dollars (\$2,000) payable as follows:

One twelfth (1/12) of the annual buy-back amount for each complete month of non-coverage within the calendar year. Payment will be made on a semi-annual basis in late June and late December of each year.

Under this program, an employee can reinstate his health insurance coverage with the Authority on the first of the third month following the date of the employee's enrollment form. The employee's monthly benefit for health insurance buy-back will terminate in the month of reinstatement to the Health Insurance Program.

Article XVII: Employees in the U.S. Service

Section 1. Employees who are ordered or drafted into, or who enlist in, the military, navy, or related services of the United States or State of New York, whose service therein shall be for longer than three (3) months, shall at the expiration of the three (3) months be paid two (2) weeks wages if employed from six (6) months to one (1) year, or four (4) weeks wages if employed for over one (1) year.

Section 2. An employee who is ordered or transferred to other occupations by the Federal or State government to aid in war effort shall be deemed to be in United States Service, but shall not be entitled to the severance pay provided in Section 1 above if the employee's occupation pay is equal to or greater than the employee's compensation from the Authority.

Section 3. Any employee who during the term of this Agreement leaves the employ of the Authority to enter the Armed Forces of the United States shall on separation from service be entitled to re-employment, in accordance with and subject to the provisions of the Universal Military Training and Service Act, the Uniformed Services Employment and Reemployment Rights Act ("USERRA"), and any amendments thereof.

Section 4. The rights of employees who have served in the Armed Forces Reserve, the National Guard or other uniformed services, prior to their employment with the Authority, shall be protected as provided by USERRA.

Section 5. Any employee called into service as defined under Section 2 shall be given a leave of absence. At the end of such service the employee shall be reinstated at the employee's former status, with all rights and privileges and without loss of or break in seniority, provided that, however, the employee has been honorably discharged, is qualified to perform the duties of the employee's position, and makes application for reemployment within the time periods set forth in USERRA.

Section 6. Employees hired to replace those entering service as defined in Sections 1 and 3 are to be employed on a temporary basis with the explicit understanding that, if they prove satisfactory, their jobs will last only until the employees whose duties they have assumed return to work.

Article XVIII: Working Conditions

Section 1. The Authority and the Union agree to cooperate in effecting and maintaining safety rules and practices, and the Authority shall provide devices and equipment that will eliminate hazards and insure safe working conditions at all times.

Section 2. The Authority shall continue its practice of calling upon individual employees to perform temporary work of various kinds in order to best serve the public, provided, however, Union consent shall be necessary except in case of serious emergency. Union consent shall not be unreasonably withheld.

If an employee is temporarily transferred by the management for one (1) day or more to a job paying a higher wage rate and assumes the full duties of the

higher job classification, the employee shall receive such higher rate while so employed. If an employee is transferred to another job at the employee's own request, the employee shall receive the regular wage paid for the job classification.

When an employee is transferred temporarily to a job which requires more travel time and mileage than required on the employee's normal job, the employee shall be compensated for the difference in such travel time and mileage.

If an employee is temporarily assigned by management on an emergency call-out to perform the work of an employee with a higher wage classification, the employee will be paid the higher rate of pay while performing such work.

The Relief Operator employed in the P-C Department shall be upgraded whenever the employee substitutes for Operators having a higher wage rate.

Where a Draftsperson is temporarily assigned to perform pipe-inspection work, the employee shall receive fifteen cents (\$.15) per hour for such hours worked in excess of the employee's straight-time hourly rate as a Draftsperson.

Section 3. When an employee is called for jury duty, the employee shall immediately notify his/her supervisor or department manager. In the event the employee cannot be excused, the Authority shall pay the difference between the employee's jury duty service fee and the employee's regular wage rate.

Section 4. It is agreed that, due to the nature of the business, employees will be called out for work on order of the Authority in the event of any emergency, and in such cases employees will be compensated for the time worked at the overtime rate of one and one-half (1 ½) times the regular hourly rate for time worked, but in no event for less than two (2) hours at one and one-half (1 ½) times the regular hourly rate. However, in the case of two (2) or more call-outs within the same two (2) hour period, the employee shall not be entitled to more than one (1) minimum of two (2) hours and will be paid for the time actually worked on additional call-outs at one and one-half (1 ½) times the regular hourly rate. Employees who are called out between the hours of 11:00 p.m. and 5:00 a.m. for emergency work will be paid in accordance with this provision for not less than four (4) hours. However, in the case of two (2) or more call-outs within the same four (4) hour period, the employee shall not be entitled to more than one (1) minimum of four (4) hours, and will be paid for the time actually worked on the additional call-outs at one and one-half (1 ½) times the regular hourly rate. In the case of any emergency call-out, the employee may be required to perform duties other than the duties for which the employee was called out following the completion of the duties for which the employee was called out, it being

understood that such other duties shall not extend beyond the work normally performed by such employee during the employee's regular work day.

An employee who works four (4) or more hours will be allowed to report to work late by the number of hours worked between midnight and 4:00 a.m. or will be excused early from work by the number hours worked between 4:00 a.m. and 8:00 a.m., unless the employee reports to work after 6:00 a.m. in which case the employee shall not be excused early from work. If such an employee commences work prior to 4:00 a.m. and continues beyond 4:00 a.m., and works four (4) or more hours, the employee will either be allowed to report to work late by the total number of hours worked or be excused early from work by the total number of hours worked, depending on whether the greater number of hours worked occurred prior to or after 4:00 a.m. If at the time such work terminates there are two (2) or fewer hours prior to the employee's normal starting time, then the employee shall continue to work such period at the employee's straight-time hourly rate and thereafter be excused from work for the balance of such day without loss of normal pay.

An employee called out for work as provided above, upon completion of such work, shall contact the employee's supervisor or the operation center to find out whether any other emergency work need be performed, and if there be no such work, the employee shall return home.

Employees who usually handle such emergency work or employees who are designated to receive emergency calls during any particular period will not be required to remain at home, but will make reasonable arrangements so that they can be reached by telephone if needed. In the event such employees expect to leave the community in which they are employed or otherwise be unavailable for emergency work, they shall give to the management reasonable notice of their absence. Such reasonable notice shall be construed to mean that the employee will give the employee's supervisor the earliest possible notice of the employee's intended absence with a minimum of two (2) hours, excepting that in case of personal emergency requiring the employee's immediate absence a shorter period will be acceptable. Such availability for work within the limits given above shall not be construed as working time.

Employees will be called for emergency work or other overtime work in such rotation as to equalize overtime hours among the employees in the department, it being understood that if the first employee called is not available, the Authority will call other employees in the department, and, if necessary, from other departments.

It is further agreed that the calling of employee by rotation for emergency work will be subject to the qualifications of the particular employee involved to

handle the emergency. It is not the intent of the Authority to use Field Operators so as to eliminate calls to employees who normally perform such work, except that Field Operators and Relief Operator-Utility Persons, who are normally assigned to work other hours than Monday through Friday between 8:00 a.m. and 4:30 p.m., when called upon during these other hours may be required to inspect water main breaks that are reported and check emergency problems outside of buildings. These persons will take immediate action by reporting the conditions they observe, putting up barricades and lights to protect the safety of the public and Authority interests.

A weekly list shall be maintained by the Authority which shall contain the names of employees who are available that week for emergency or other overtime work.

Section 5. Work that is ordinarily and customarily performed by the Authority's employees will not be let out on contract so as to cause a lay-off or reduction in the rate of pay by reason thereof. However, general main-extension work, the use of excavating and back-filling machinery on multiple service installations, the installation of new wells (including the pumping and control equipment thereof), the installation of hydrants on existing mains or in connection with the installations of new mains are not and shall not be deemed to be in the category of work ordinarily and customarily performed by the Authority's employees; provided, however, that in the event work ordinarily and customarily performed by maintenance crews so decreases as to cause lay-offs, the Authority will assign hydrant-installation work to said crews wherever such work is not otherwise committed. The installation of telemetering and chemical equipment shall be deemed work ordinarily and customarily performed by the Authority's employees.

The transporting of materials either to or from Authority properties or from Authority properties to job locations shall not be performed by non bargaining-unit employees except in the case of those materials not normally handled by bargaining-unit employees or in the case of extreme emergencies, or in cases where a tool, or a fitting under two-inches, is required for the completion of the work in progress, and the roundtrip travel time from a job site to the Authority property would exceed forty-five (45) minutes, and such transporting of materials is consistent with what has been done in the past; i.e., a tool has been left behind or is not on the vehicle.

Where a service has been previously staked out by a plumber or an employee in the bargaining unit, the contractor will be permitted to start digging before a bargaining-unit employee arrives on the job. If a service has not been staked out, the Authority will not permit a supervisor to give any measurements to an outside contractor, nor will the contractor be permitted to start digging until the

service has been staked out or located by the bargaining-unit employee.

The following conditions shall prevail with reference to the operation of the digging machine(s):

- (a) The Authority shall have the unilateral right to designate when and where the machine shall be used and to which crew it shall be assigned, provided that such machine shall not be used on multiple services where a machine belonging to an outside contractor is working in the immediate area for the Authority.
- (b) The operator of the machine shall be selected from the employees who bid for the job, provided the employee is qualified in the opinion of the Authority to be trained to operate the machine, and management shall be the sole judge of the employee's qualifications for this position. The operator shall perform minor maintenance work on the digging machine.
- (c) A back-up Equipment Operator shall be entitled to the rate of the operator of the digging machine when he substitutes for the Equipment Operator and takes the machine out on a job.
- (d) When not operating the digging machine the Equipment Operator shall perform work assigned to him by the Foreperson or by any person in charge of the work.
- (e) Except where the use of an alternate machine is appropriate, i.e., one-hole excavation or trench 10 feet or less in length such as a single hydrant valve replacement, sample line, or any repair requiring a one-hole opening, Equipment Operators will be assigned all daily pump station work first. If Allmands or similar sized equipment is utilized for certain work, the employee operating the equipment (except Equipment Operators) shall receive an additional \$1.25 per hour above the employee's base rate of pay for the day.

Section 6. New employees are to be hired as Utility Persons, not as Laborers, at the progression rate as listed in Schedule 1, Note (g).

Section 7. Effective August 24, 2010, the Authority will grant a meal allowance of \$12.00 to an employee required to continue on the job beyond the employee's normal quitting time for a period of two (2) hours or more without being allowed sufficient time away from the job to secure the employee's meals, and will make similar allowance at the end of each four (4) hour period thereafter.

Effective July 5, 2011, the Authority will grant a meal allowance of \$12.50 to an employee required to continue on the job beyond the employee's normal quitting time for a period of two (2) hours or more without being allowed sufficient time away from the job to secure the employee's meals, and will make similar allowance at the end of each four (4) hour period thereafter.

Effective July 3, 2012, the Authority will grant a meal allowance of \$13.00 to an employee required to continue on the job beyond the employee's normal quitting time for a period of two (2) hours or more without being allowed sufficient time away from the job to secure the employee's meals, and will make similar allowance at the end of each four (4) hour period thereafter.

An employee who is called in for emergency work on the employee's day off and works four (4) or more hours shall receive an allowance for the employee's meal as described above, provided the time worked includes the period between noon and 1:00 pm; and a similar meal allowance if the time worked includes the period between 5:30 and 6:30 pm; and a similar allowance every four (4) hours thereafter until quitting time. The Authority will also grant a meal allowance, as described above, to an employee who is required to report to work at or prior to 5:00 am, provided the time worked includes the period between 7:00 am and 8:00 am.

An employee who is called in or reports for overtime work on a normal day, or who is called in or reports for overtime work on a day off and after 6:30 pm, shall receive the above meal allowance provided the employee works four (4) or more hours.

*** Section 8. The work responsibilities of said employees in addition to their normal job assignments shall include the use of equipment to perform the following work:

- A. Cut pipe to repair universal pipe joint leak; and
- B. Cut bead off a fire hydrant branch; and
- C. Cut dead men; and
- D. General cutting of pipe in Oakdale yard.

Small Maintenance Crew working on a hydrant will be allowed to install one (1) fitting (bell and spigot reducer only) without adding any pipe.

When the equipment is utilized to perform the above-referenced task a third person shall be assigned to the truck.

A two man crew will be used to cut pipe on main breaks on all tours on twelve (12) inch diameter breaks with pipe no more than four (4) feet in length. If

requested and necessary, a third person will be provided and such requests will not be unreasonably denied.

The Senior General Utility Person shall be responsible for the direction of the large crew(s) to which he or she is assigned, shall perform physical work as needed and shall complete appropriate paperwork as required. The Authority agrees to maintain a minimum of three large maintenance crews (4-man); to provide training for the Senior General to complete the necessary paperwork and to provide additional compensation as per Schedule 1.

Section 9. With the restructuring of the CM Department, the following guidelines will apply:

A. Small Maintenance General Utility "A" and Service General Utility "A" will be merged into one group. This will apply for work assignment and for overtime.

B. Senior General, Large Maintenance, General Utility "A", Hydrant Mechanic, Chlorinator, General Utility "B" and Hydrant Inspector positions will remain unchanged. For overtime purposes, Senior General, Large Maintenance, and General Utility "A" will be grouped with General Utility "A" and Service General Utility "A" as merged in one group. On occasion as feasible the Authority will assign the General Utility "A" to do the work of General Utility "B". The Authority will not be arbitrary or capricious in such assignment.

C. Existing Utility Person(s) on the Large Maintenance Crews will work on those crews as much as practicable. They will, at times, including when other Utility Persons are being trained on the Large Crew, work on crews other than Large Maintenance. Any upgrade during the normal workday on the Large Maintenance Crew will be handled the same as current practice.

D. Existing Utility Person(s) in the Service Department will work as Utility Person(s) on the Service Installation Crews as much as practicable. They will, at times, including periods of training, work on crews other than Service Installation. Any upgrade during the normal workday will be the same as current practice.

E. For overtime, the Utility Person Pool in the CM Department will consist of all Utility Persons and General Utility Persons "B", except hydrant inspectors. Any upgrade after normal working hours will come from that Pool going by seniority with qualifications.

F. Existing Utility Person is defined for this agreement as someone who is in that position as of the date of the execution of this Agreement.

G. All future bids for Utility Person positions will cover all work in CM. They will work on any crew as required and will be eligible for an upgrade in any work area along with any existing Utility Person in that area based on seniority with qualifications.

H. The Service Division employees will be trained in the Maintenance work, where required. The training should be completed in a six-month period. All members of the newly formed group will be trained in all work performed by the group. Except as noted above, there will be no separation of work by Service or Maintenance. Additional equipment will be installed, as the budget allows, on trucks to handle work from the other area.

Section 10. Letters, memorandums or documents which are critical of the employees' work habits, attitudes or otherwise detrimental to the employee shall not be placed in the personnel file of the employee without the employee's prior notice that such action is being taken. In addition, a copy of such letter, memorandum or document shall be given to the employee at the time the original is placed in the employee's personnel file with a copy to the Union. In addition, an employee shall have the right to submit a rebuttal letter for placement in the employee's personnel file with a copy to the Union.

Section 11. Effective July 11, 1989, the Authority shall create three new customer relations positions to work at the Patchogue, Bay Shore and Babylon offices. The initial selection of customer relations personnel shall be from the most senior, General Utility "A" person at each of the Patchogue, Bay Shore and Babylon offices. All future vacancies in the Customer Relations Position shall be put up for bid and awarded to the most senior General Utility "A" person exclusively from the various district offices.

Customer Relations Positions will continue to wear work clothes and to perform the same work responsibilities as formerly performed as General Utility "A" person and shall continue to be eligible for the same overtime as the General Utility "A" person. Customer Relations Positions shall receive a twenty cent (\$.20) wage differential above that of a General Utility "A" person. The creation of these positions shall not result in the employment of additional employees.

Section 12. The Authority shall create a new Field Operator "A" position. Any Field Operator may voluntarily become a Field Operator "A" provided he/she (a) has been a Field Operator for a minimum of one year, (b) has a valid Water

Treatment Operator License, and (c) passes a practical, written and/or verbal test (test to be agreed upon as per the provisions of this Agreement). Field Operator may take the Field Operator "A" test once every six (6) months. The duties of Field Operator and Field Operator "A" positions will be those set forth in the Memorandum of Agreement dated August 12, 2010. Field Operator "A" shall be paid \$1.00 more per hour than Field Operator. Preference will be given to the Field Operator "A" position for promotion to the Assistant Mechanic/Field Operator "A" position.

Section 13. All Pump Station Mechanic "B"s as of the date of approval of this Agreement shall become Pump Station Mechanic "A"s. All future Pump Station Mechanic "A"s must start as Pump Station Mechanic "B"s. After eighteen (18) months as a Pump Station Mechanic "B", Pump Station Mechanic "B" may take a practical, written and/or verbal test to become a Pump Station Mechanic "A". Pump Station Mechanic "B" may take the Pump Station Mechanic "A" test once every six (6) months.

Section 14. Assistant Mechanics as of the date of approval of this Agreement shall continue to be Assistant Mechanics. Newly vacant Assistant Mechanic positions will be posted as Assistant Mechanic/Field Operator "A" positions. Preference will be given to Assistant Mechanic/Field Operator "A" position for promotion and upgrade to Mechanic position. Assistant Mechanic/Field Operator "A"s and Assistant Mechanics shall be paid \$1.05 more than Field Operators. Assistant Mechanic/Field Operator "A" will be placed at the bottom of the Field Operator and Assistant Mechanic's overtime list. There will continue to be a separate overtime list for Assistant Mechanic/Field Operator "A"s followed by Field Operator "A"s only.

Section 15. Fire Island Field Operator may report to Bay Shore and will be provided use of Authority vehicle for access to Fire Island to perform required duties as feasible. If access to Fire Island by Authority vehicle is not feasible, employee shall report directly to pump station on Fire Island to punch in and out after taking ferry, boat, or other type of transportation to Fire Island. A determination as to feasibility shall be communicated to Fire Island Field Operator by 10:00 a.m. the day before the scheduled work shift.

Article XIX: Normal Work Week

Section 1. The Authority agrees to maintain a normal workday and week as set forth below, the work week consisting of either a calendar week or any period of seven (7) consecutive days as indicated in each instance.

Section 2. All general employees shall work a normal work week of forty (40) hours consisting of five (5) days of eight (8) hours each from Monday

through Friday, subject, however, to the following supplemental provisions:

- (a) Employees assigned to plants requiring the daily inspection of pumping equipment shall, in addition to their regular work week, work two (2) hours on Saturdays, Sundays, and holidays for which they will be paid overtime rates applicable for working over and above the normal work week, it being understood and agreed that the conduct of the Authority's business requires the services of one of these persons at each such plant on Saturdays, Sundays, and holidays to continue the normal operation of the electric pumping equipment in the territories where they are employed. This overtime work can be dispensed with at anytime at the discretion of the Authority.

Employees at these plants shall be entitled to the following privileges each such employee may, in consultation with the employee's District Manager, arrange a schedule to provide for weekend leave one (1) week of each three (3).

- (b) Field Operators shall work a normal work week of five (5) days of eight (8) hours each, but for such shift operation regular working schedules will necessarily include Saturdays, Sundays, and holidays. Shifts will be arranged to give two (2) consecutive days off. Except where there is a transfer between shifts, no working schedule shall include more than one eight (8) hour day in a twenty-four (24) hour period. It is understood and agreed that shifts will be rotated in accordance with the wishes of the employees involved at each individual plant, as determined by majority vote.
- (c) As additional jobs are created, the Authority reserves the right to assign schedules of five (5) days of eight (8) hours each, other than normal work week as defined above, and such shift operations will necessarily include Saturday, Sunday, and holidays. Shifts will be arranged to give two (2) consecutive days off, except where there is a transfer between shifts.
- (d) In the event of a Monday-Friday job vacancy in any of the following classifications (Meter Reader & Collector, Meter Reader & Utility Person, Senior Meter Reader & Collector, Utility Person, General Utility Person B, General Utility Person A, Senior General Utility Person, and Store Keeper B), the Authority shall be entitled to post such a position for a Tuesday-Saturday work schedule.

- (e) In the event additional Electrician positions are established, greater than the current level of four (4), the Authority has the right to set new schedules as set forth in Section 2(c) of this Article.
- (f) In the event of a vacancy in an existing position or in the creation of a new position for General Utility Person "A" in a Customer Service Regional Center, the Authority shall be entitled to post such position with hours ending up to 8:00 p.m. Monday through Friday.

Section 3. Office employees shall work a normal work week of thirty-seven and one-half (37 ½) hours consisting of five (5) days of seven and one-half (7 ½) hours each day from Monday through Friday except the Customer Service Regional Centers which may include Saturday as a normal day until 5:00 p.m. and may include work until 8:00 p.m. on Monday through Friday subject to the following supplemental provisions:

- (a) In the event of a vacancy in an existing Clerk or Senior Clerk position in a Customer Service Regional Center, the Authority shall be entitled to post such a position with Saturday hours up to 5:00 p.m. and/or hours ending up to 8:00 p.m. Monday through Friday.
- (b) No female employee will be required to work regular time in a Customer Service Regional Center on Saturday or on Monday through Friday from 5:00 p.m. until 8:00 p.m. by herself.
- (c) Evening (until 8:00 p.m.) and Saturday hour positions in the Customer Service Regional Center shall be filled through new hires and/or new bidders. However, until such time as the Authority has sufficient temporaries, new hires and new bidders to cover said positions, the Authority may require up to six (6) of its least senior employees to accept said hours.
- (d) The work hours for Clerks in CM (Oakdale) shall be from 8:00 a.m. to 4:30 p.m. with one clerk available until 5:00 p.m.
- (e) The work hours for Clerks in the Meter Shop (Hauppauge) shall be from 8:00 a.m. to 4:30 p.m.

Section 4.

- (a) The work hours shall be from 8:00 a.m. to 4:30 p.m. with one-

half (1/2) hour for lunch for all but one (1) of the Draftspersons and from 8:30 a.m. to 5:00 p.m. with one-half (1/2) hour for lunch for the remaining Draftspersons, such assignments to be made on a rotating basis among the Draftspersons on a weekly basis, as elected by the employees.

- (b) Should the implementation of letter (a) above for any reason prove to be a hindrance to the Authority, then the Authority has the right to return the work hour schedule shown in Section 4 (a) of the contract dated July 11, 1989 through July 13, 1992.
- *** (c) In the event that the Drafting Supervisor is absent from work for a scheduled vacation or Authority business, the Draftsperson "A" must cover the span of both shifts. In addition, a second Draftsperson must work the 8:30 a.m. to 5:00 p.m. shift during this period. That person to be determined by the next in rotation. The Draftsperson "A" shall be compensated for the extra half-hour by means of overtime pay.
- (d) In the event that the Draftsperson next due to work 8:30 a.m. to 5:00 p.m. is scheduled for vacation, then the next Draftsperson in rotation moves into the vacationing Draftsperson spot, with the remainder of the staff rotation to continue as normal.
- (e) It is specifically agreed that in order to qualify for the position of Draftsperson of the Suffolk County Water Authority in the Construction and Maintenance Department, it will be necessary for the employee to meet the qualifications for the Draftsperson's position hereto imposed by the Authority in such hiring.

Section 5. It is understood and agreed that employees may be assigned to substitute for regular employees in other jobs, and in cases of such assignment employees may be required to work in accordance with the regular schedule of the employees for whom they are substituting.

Section 6. In the case of heavy snowstorms and hurricanes, an employee who reports to work within the allotted excused time shall be paid for the whole day; an employee who reports to work but not within the allotted excused time shall be paid for all time following arrival for work and for the period of the allotted excused time; (such employee shall be permitted to use any accrued sick, vacation, or personal time to achieve payment for the full day); and any employee

who does not report to work shall be permitted to use an accrued sick, vacation, or personal time to achieve pay for the full day. In the event an employee is unable to report to work, the employee shall communicate with the Authority during the day.

Section 7. Except in the case of an emergency, an employee should not be required to work in harsh, rough, and stormy weather where it affects the employee's safety. The decision by management for employees to work in harsh, rough, and stormy weather shall be made in the field.

Section 8. The Authority shall establish alternate shift work in the Production Control Department. All new bids for Senior Electrician, Senior Mechanic, Pump Station Mechanic "A", Pump Station Mechanic "B", and Assistant Pump Station Mechanic will have alternate shift work as a requirement in titled duties. The regular hours for alternate shift work shall be 4:00 a.m. to 12:30 p.m. Alternate shift work shall be limited to summer months (June, July and August). The Authority shall use only one person in each title at a time. No employee shall be required to work more than one month alternate shift work per year. Employees assigned alternate shift work will receive at least one week notice of shift change. Minimum shift work will be one week of consecutive days. The Authority will seek volunteers for alternate shift work one volunteer per title at a time based upon seniority. Volunteers will drop to the bottom of volunteer seniority list after one week of alternative shift work. If there are no volunteers, the Authority may require employee with alternate shift work in titled duties and lowest seniority to perform alternate shift work. Employees who work alternate shift shall receive an alternate shift differential of two dollars and twenty-five cents (\$2.25) per hour over the scheduled rate for their classification for hours worked between 4:00 a.m. and 8:00 a.m.

Article XX: Night Differential

Effective August 24, 2010, employees who work on rotating or fixed shifts shall receive a night differential of one dollar and sixty cents (\$1.60) per hour over the scheduled rate for their classification for hours worked on such shifts between 4:00 p.m. and midnight; and one dollar and seventy cents (\$1.70) per hour over the scheduled rate for their classification for hours worked on such shifts between midnight and 8:00 a.m. (approximate time schedule). These differentials will apply to employees who work odd shifts, the major part of which fall within the above hours.

Effective July 5, 2011, employees who work on rotating or fixed shifts shall receive a night differential of one dollar and seventy cents (\$1.70) per hour over the scheduled rate for their classification for hours worked on such shifts between 4:00 p.m. and midnight; and one dollar and eighty cents (\$1.80) per hour over the

scheduled rate for their classification for hours worked on such shifts between midnight and 8:00 a.m. (approximate time schedule). These differentials will apply to employees who work odd shifts, the major part of which fall within the above hours.

Effective July 3, 2012, employees who work on rotating or fixed shifts shall receive a night differential of one dollar and eighty cents (\$1.80) per hour over the scheduled rate for their classification for hours worked on such shifts between 4:00 pm. and midnight; and one dollar and ninety cents (\$1.90) per hour over the scheduled rate for their classification for hours worked on such shifts between midnight and 8:00 am. (approximate time schedule). These differentials will apply to employees who work odd shifts, the major part of which fall within the above hours.

Article XXI: Pensions

Section 1. The Authority is a participating employer in the New York State Employees' Retirement System. Service credit for any employee electing to become a member of the Retirement System shall be computed for a period commencing from the date of the employee's employment but not earlier than June 1, 1951. The provisions of law and the rules and regulations of the New York State Employees' Retirement System and any amendments thereto shall apply in all cases of employees electing to become members of the Retirement System. New employees entering the employment of the Authority subsequent to June 1, 1959, shall be required to become members of the Retirement System.

The Authority has adopted Section 75 (i) of the Retirement and Social Security Law. The Authority shall pay the entire cost of the Employees' Retirement System except as to those employees hired on and after July 1, 1976. If the State Legislature shall take any action at any time to make compliance with this paragraph impossible performance, then the Agreement shall be reopened solely with reference to this paragraph, and the parties shall meet and discuss an amendment hereto.

Section 2. Effective July 11, 1989, employees are permitted to participate, on a voluntary basis in Deferred Compensation, as provided under the Authority's current Section 457-Public Employee Deferred Compensation Program.

Article XXII: Committees

Section 1. A joint Labor-Management and Staff Development Committee (Joint Committee) is hereby established for the purpose of meeting quarterly to discuss matters and problems of mutual interest to both the Authority and the

Union, including staff development. The Committee shall consist of a maximum of four (4) Union representatives and a maximum of four (4) Authority representatives. The committee shall not consider any problem that properly should be handled under the normal grievance procedure of this Agreement.

Section 2. There shall be a Safety Committee to consist of a maximum of three (3) Authority representatives and a maximum of three (3) Union representatives, which Committee shall meet monthly on Authority time to discuss matters pertaining to the health and safety of the employees and regulations in connection therewith.

Section 3. The Union recognizes the Authority's right to test employees for positions subject to the following conditions:

- (a) The Authority will design and administer the test after input from the Joint Committee described in Section 1.
- (b) Study materials will be made available by the Authority. If appropriate, courses may be offered after working hours without compensation for attendance at the courses.
- (c) The Joint Committee will review the study materials for the test to insure that the study materials cover the concepts to be tested.
- (d) The Authority will provide 30 days advance notice of any position to be tested for the first time.
- (e) Any issue relating to the fairness of any question for the test will be referred to the Joint Committee.

Section 4. There shall be a Health Committee to consist of an equal number of Authority and Union representatives to discuss health care issues and explore and consider methods of reducing health care costs for the Authority.

Article XXIII: Duration of Agreement

This Agreement shall be in force and effect from July 1, 2009, through June 30, 2013. It shall thereafter be renewed from year to year unless either party serves notice upon the other in writing not less than sixty (60) days before any anniversary date thereafter, of its desire to amend or change any of the provisions. Such notice shall be given to the other party by certified mail.

Article XXIV: Service of Notices

Any and all notices required to be given under this Agreement shall be deemed sufficiently complied with when mailed to the parties at their respective addresses as indicated at the head of this Agreement unless such address is

changed by notice in writing.

Article XXV: Temporary Employees

Section 1. Temporary employees are utility persons and general office workers employed for specific temporary jobs or for emergencies and whose work continues for a continuous period of less than nine months. After nine (9) months of continuous service they shall be deemed to be permanent employees subject to the provisions of Article VIII. The seniority of such employee will commence with the first date of continuous employment adjusted for any time lost as a result of a break in service. Temporary employees who are awarded permanent positions shall receive seniority credit for all time previously spent as a temporary employee, but the employee's entitlement to any accrual or benefits commences as of the date the employee attains permanent status except as otherwise herein provided. At the initial employment of the temporary employee, the employee shall be paid at seventy-five percent (75%) of the rate of the job for the first one hundred twenty (120) days of employment.

Section 2. Temporary physical employees shall be paid for overtime at the rate of one and one-half ($1\frac{1}{2}$) times the hourly rate for all time worked in excess of eight (8) hours in one (1) day or forty (40) hours in one (1) week. Temporary office employees shall be paid for overtime at the rate of one and one-half ($1\frac{1}{2}$) times the hourly rate for all time worked in excess of seven and one-half ($7\frac{1}{2}$) hours in one (1) day or thirty-seven and one-half ($37\frac{1}{2}$) hours in one (1) week.

Section 3. Temporary employees shall become members of the Union if eligible after they have worked ten (10) days, but not later than thirty (30) calendar days after first employment or the effective date of this section, whichever is later, as a condition of continued employment.

Section 4. Temporary employees hired as utility persons for positions not listed in Schedule 1 of this contract, shall be paid the contract rate for this classification after ninety (90) days, but may be continued as temporary employees for a maximum of nine (9) months from the date of employment.

This Agreement setting forth and constituting all of the terms and provisions of the new Agreement shall be effective as of July 1, 2009.

SUFFOLK COUNTY WATER AUTHORITY

James F. Gaughran

Chairman

APPROVED:

UTILITY WORKERS' UNION OF AMERICA A.F.L. – C.I.O., LOCAL 393

Nicholas Caracappa, President

Vincent Ammirati, Vice President

Barbara Ash, Treasurer

Rose Tullo, Secretary

Executive Board Members

Oscar Montalvo III

Louis DeGonzague

Robert Marcos

Eileen Rowe

	Last name	First name	Position	Seniority Date
1	Miller	Glenn	General Utility A/Customer Service Rep	05/15/1973
2	Schmidt	George	Meter Foreman	09/11/1973
3	Giese	Raymond	General Utility A	07/30/1974
4	Vogelsang	Robert	General Utility B	10/01/1975
5	Nicholson	Deborah	Senior Clerk	09/13/1977
6	Krogstad	John	General Utility A	07/19/1978
7	Kappers	James	Electrician	03/13/1979
8	Hamilton	Robert	Meter Reader Collector	04/03/1979
9	Karnis	Robin	Senior Clerk	03/17/1980
10	Rogers	William	General Utility A	05/05/1980
11	Bryant	Susan	Bookkeeping Clerk	09/30/1980
12	Ross	Lanny	Equipment Operator	12/16/1980
13	Reichel	Thomas	Senior Mechanic	02/24/1981
14	Jerome	Andrew	General Utility A	09/01/1981
15	Tringone	Jerry	General Utility A	09/01/1981
16	Marsico	Vincent	Draftsperson I	11/09/1982
17	Hobson	Constance	Senior Clerk	05/10/1983
18	DeLong	John	Senior General Utility	05/23/1983
19	Henderson	Joe	Field Operator	06/06/1983
20	Scott	Herbert	Equipment Operator	06/28/1983
21	Tuohey	Lynette	Senior Clerk	06/28/1983
22	Holmes	Herbert	General Utility A	07/18/1983
23	Hawthorne	Thomas	Maintenance Person	08/22/1983
24	Sapienza	Peter	Equipment Operator	09/20/1983
25	Tullo	Rose	Senior Clerk	11/08/1983
26	Pisano	Gail	Senior Clerk	12/13/1983
27	Romano	Joseph	Meter Mechanic I	01/31/1984
28	Gelardi	Irene	Senior Key punch Operator	03/27/1984
29	Mildner	Frederick	Senior Mechanic	07/03/1984
30	Montalvo	Oscar	Senior General Utility	07/03/1984
31	Jansen	Harold	Senior Mechanic	08/28/1984
32	Marcos	Robert	General Utility A	09/17/1984
33	Walker	Victor	Storekeeper A	09/25/1984
34	Chu	Debra	Senior Clerk	09/25/1984
35	Infantino	Louis	General Utility A	04/29/1985
36	Terry	Michael	Field Operator	05/14/1985
37	Anderson	David	Electrician	05/21/1985
38	Diolosa	Peter	General Utility A	07/05/1985
39	Manicone	Margherite	Cross Connection Field Assistant	07/09/1985
40	Donnellan	Robert	Senior General Utility	08/13/1985
41	Deluca	Michael	General Utility A	08/13/1985
42	Bohn	Glenn	General Utility A	09/10/1985
43	Amato	Betty	Senior Clerk	10/01/1985
44	Schuch	Frank	Storekeeper A	12/17/1985
45	Costanza	Dominick	Draftsperson II	03/18/1986
46	Walls	Michael	Assistant Electrician	04/22/1986

47	Marrero	Victor	General Utility A	05/06/1986
48	Cataldo	Robert	Senior Mechanic	05/06/1986
49	Stephani	Scott	General Utility A	05/20/1986
50	Flynn	Cynthia	Senior Clerk	06/17/1986
51	Bliss	Robert	General Utility A	07/22/1986
52	Cocozza	Richard	General Utility A	07/22/1986
53	Lesser	Terri	Senior Clerk	09/09/1986
54	Paulicelli	Mark	General Utility A	09/16/1986
55	Reyes	Myrna	Senior Clerk	10/14/1986
56	Vogel	Elaine	Meter Reader Utility	11/25/1986
57	Heck	Robert	Technician	12/02/1986
58	Hunt	Christopher	General Utility A	12/08/1986
59	Caracappa	Nicholas	Maintenance Person	02/10/1987
60	Riley	Timothy	Maintenance Person	04/14/1987
61	Steele	Diane	Senior Clerk	04/14/1987
62	Denaro-Cohen	Lisa	Senior Clerk	04/21/1987
63	Napolitano	Sabatino	Meter Mechanic I	05/05/1987
64	Rosario	Richard	Electrician	05/05/1987
65	Martz	Ronald	Meter Reader Utility	05/12/1987
66	Gonzalez	Reyes	Meter Reader / Collector	05/26/1987
67	Lippencott	Robert	Storekeeper B	06/07/1987
68	Losito	Frank	Meter Reader Utility	08/18/1987
69	Golden	Thomas	General Utility A	08/25/1987
70	Romanowski	James	Pump Station Mechanic A	08/25/1987
71	Williams	William	General Utility A	08/31/1987
72	D'Amico	Joseph	Maintenance Person	09/01/1987
73	Chessman	William	General Utility A/Customer Service Rep	09/01/1987
74	Tarzia	Christine	Helper	09/15/1987
75	Brett	Daniel	General Utility A	10/20/1987
76	Powell	George	General Utility A	10/20/1987
77	Smith	Bernard	General Utility A	10/20/1987
78	Vetack	Robert	General Utility B	10/20/1987
79	Miranda	Magdalena	Voucher Clerk	10/20/1987
80	Cybriwsky	Claudia	Secretary Steno	03/29/1988
81	Franca	Richard	Utility Person	05/31/1988
82	Herold	Chris	General Utility A	06/07/1988
83	Valentino	George	General Utility B	06/14/1988
84	Groth	Frank	Meter Mechanic II	07/19/1988
85	Reiff	William	General Utility A	07/19/1988
86	Schulze	John	General Utility B	07/19/1988
87	Puzio	Santo	Meter Reader Utility	07/19/1988
88	Gasrel	Marie	Senior Clerk	08/02/1988
89	Fizzuoglio	Janet	Meter Reader Utility	08/16/1988
90	McGrath	Robert	General Utility A/Cust Svc Rep	08/23/1988
91	Lally	James	General Utility A	08/30/1988
92	Sourlis	Wendy	Senior Clerk	09/06/1988
93	Sorgie	Laura	Senior Clerk	09/06/1988

94	Timpe	Trisha	Bookkeeping Clerk	09/20/1988
95	Knoebel	Annmarie	Meter Reader Utility	10/11/1988
96	Houlihan	Edward	Storekeeper A	01/03/1989
97	Miller	Robert	General Utility A	01/03/1989
98	Peters	Gary	Pump Station Mechanic A	01/03/1989
99	De Gonzague	Louis	Senior Electrician	01/03/1989
100	McGann	Frank	Senior Meter Reader Collector	01/03/1989
101	Szekalski	Emily	Senior Clerk	03/14/1989
102	Considine	David	Electrician	03/21/1989
103	Melcher	Norman	General Utility A	03/21/1989
104	Fox	Mary	Senior Clerk	03/21/1989
105	Morris	Ellen	Senior Machine Operator	04/11/1989
106	Colao	Michael	General Utility B	05/23/1989
107	Czarnecki	James	Field Operator	05/23/1989
108	Glueck	Charles	Assistant Pump Station Mechanic	05/23/1989
109	Petridis	Steven	General Utility A	05/23/1989
110	Thorbjornsen	Robert	Field Operator	05/23/1989
111	Whatley	Clifford	Storekeeper B	05/23/1989
112	Russo	John	General Utility A	06/05/1989
113	Pakula	Kathleen	Senior Clerk	06/13/1989
114	Canino	Stephen	General Utility A	06/20/1989
115	Bellini	Gary	Meter Reader Utility	07/24/1989
116	Kochanskyj	David	Relief Op/Bkup Strkpr	07/24/1989
117	Posillico	Frank	General Utility A	08/22/1989
118	Molter	Richard	General Utility B	10/03/1989
119	Klein	Richard	General Utility A	10/10/1989
120	Welton	Michael	Relief Operator Utility	10/10/1989
121	Ammirati	Vincent	Pump Station Mechanic A	10/10/1989
122	Telford	William	General Utility A	10/10/1989
123	Lamanna	Lawrence	Meter Reader Utility	10/10/1989
124	Brancato	Rosemarie	Senior Clerk	11/28/1989
125	Schatzger	Elizabeth	Clerk	03/06/1990
126	Moore	Patricia	Meter Reader Utility	04/24/1990
127	Leggio	Joseph	General Utility A	06/05/1990
128	Sponton	David	General Utility A	06/05/1990
129	Gonnely	Paul	General Utility A	06/11/1990
130	Henke	James	Assistant Electrician	06/11/1990
131	Swinton	Frank	General Utility A	06/11/1990
132	Bono	Dianne	Clerk	06/12/1990
133	Bryant	Emmanuel	General Utility A	06/26/1990
134	Fallon	Kathy	Clerk/Messenger Clerk Substitute	07/03/1990
135	Anderer-Albert	Harriet	Clerk	07/03/1990
136	Znaniacki	John	Meter Reader Utility	10/30/1990
137	Scevola	Joseph	General Utility A	11/13/1990
138	Olivotti	Salvatore	General Utility B (Hydrant Inspector)	01/22/1991
139	Oshrin	Donna	Clerk	03/11/1991
140	Dunn	Lisa	Clerk	05/07/1991

141 Bragg	Geri	Clerk	12/01/1992
142 Kowalski	Guy	Relief Operator Utility	05/04/1993
143 Wehnke	Bruce	Cross Connection Field Assistant	08/24/1993
144 Fiero	Lynn	Storekeeper C	10/26/1993
145 O'Brien	Catherine	Storekeeper C	11/02/1993
146 Gevinski	Peter	General Utility A	11/09/1993
147 Berube	Annemarie	Meter Reader Utility	02/01/1994
148 Buttenhoff	David	Pump Station Mechanic A	03/15/1994
149 Rivera	Raymond	General Utility A	08/02/1994
150 Ghossn	George	Meter Reader Utility	11/22/1994
151 Rowe	Eileen	General Utility A	01/03/1995
152 Sgroi	James	General Utility A	01/10/1995
153 Maniscalco	Clara	Clerk	01/24/1995
154 Vecchio	Patrick	Utility Person	01/25/1995
155 Newsom	Allen	General Utility A	05/04/1995
156 Cascio	John	Field Operator	06/26/1995
157 Coman	Joseph	Garage Mechanic A	08/08/1995
158 Hesler	Paul	General Utility B	08/15/1995
159 Majuk	Bradley	Meter Mechanic II	08/15/1995
160 Anderson	Robert	Assistant Electrician	08/22/1995
161 Elting	David	Utility Person	08/22/1995
162 Russo	Ronald	Utility Person	08/22/1995
163 Voskovitch	Thomas	Meter Reader Utility	08/29/1995
164 Kramer	Annette	Clerk	08/29/1995
165 Randone	Debra	Keypunch Operator	08/30/1995
166 Loper	Gerald	General Utility A	11/07/1995
167 King	Richard	General Utility A	11/14/1995
168 Anderson	Cherise	Clerk	01/30/1996
169 Woolard	Jennifer	Meter Reader Utility	03/05/1996
170 Wade	Lynda	Clerk - Temporary	03/05/1996
171 Annessa	Debra	Junior Machine Operator	04/23/1996
172 Collins	Edward	Meter Reader Utility	04/30/1996
173 Blumberg	Donald	General Utility A	04/30/1996
174 Hurski	William	General Utility A	04/30/1996
175 Pugliese	Joseph	General Utility A	05/28/1996
176 Brooks	Ronnie	Assistant Electrician	05/28/1996
177 Booth	Barbara	Itron Clerk - Temporary	09/30/1996
178 Campo	Joanna	Meter Reader Utility	11/05/1996
179 Hulse	Fred	Pump Station Mechanic A	02/04/1997
180 Zmroczek	Annisa	Junior Machine Operator	04/29/1997
181 Fallon	James	General Utility A	08/26/1997
182 Johnson	Brian	Field Operator	08/26/1997
183 Coffey	Brian	General Utility B	10/28/1997
184 Jensen	Todd	General Utility A	12/30/1997
185 Felice	Arthur	General Utility A	04/07/1998
186 Hurst	Douglas	General Utility A	07/14/1998
187 Neumann	Richard	General Utility A	07/21/1998

188	Quirino	Steven	Control Center Operator	07/21/1998
189	Warren	Richard	Meter Reader / Collector	07/21/1998
190	Vasturino	Katherine	Messenger Clerk	08/04/1998
191	Fisco	Rigel	Meter Reader Utility	08/18/1998
192	Krudop	Robert	Field Operator	08/25/1998
193	DiBari	Nicole	Clerk	10/07/1998
194	Crowley	Colin	Utility Person	01/05/1999
195	Schneider	Albert	Utility Person	01/12/1999
196	Renos	John	Utility Person	01/26/1999
197	McLaughlin	Thomas	General Utility A	03/09/1999
198	Bronsveld	William	General Utility A	04/27/1999
199	Henry	James	General Utility A	04/27/1999
200	Kaan	Gregory	Electrician	06/01/1999
201	Terhune	Jeremy	Storekeeper B	08/03/1999
202	Wright	Gary	Pump Station Mechanic A	09/29/1999
203	Delosh	Matthew	General Utility B	10/05/1999
204	McLean	Derek	Utility Person	10/12/1999
205	Bossert	Roger	Draftsperson III	10/25/1999
206	Leversen	Brian	Meter Reader Utility - Temporary	10/26/1999
207	Maggiore	Catherine	Meter Reader Utility	11/02/1999
208	de Groof	Mitchell	Relief Operator Utility	11/16/1999
209	Galvin	Donna	Clerk	11/30/1999
210	Ivers	Thomas	Fire Island Field Operator	12/14/1999
211	Ash	Barbara	Senior Clerk	12/28/1999
212	Anderson	Christopher	Control Center Operator	01/04/2000
213	Cabales	Kerry	Machine Operator	02/01/2000
214	Heerbrandt	David	Fire Island Field Operator	02/01/2000
215	DiCola	Joseph	Meter Reader Utility	02/01/2000
216	Williams	Ann-Marie	Meter Reader Utility Temp (Qual Collect)	02/08/2000
217	McKeen	Daniel	Control Center Operator	02/09/2000
218	Loeffler	William	Garage Mechanic B	02/22/2000
219	Whitmarsh	Grace-Ann	Clerk	03/21/2000
220	Gallino	John	Utility Person	04/04/2000
221	Paulicelli	Loren	Clerk	04/04/2000
222	Schneider	Joanne	Clerk	04/11/2000
223	Becht	Janine	Meter Reader Utility - Temporary	04/18/2000
224	Dalton	Steven	General Utility A	05/23/2000
225	Oehrig	Richard	Senior Electrician	08/01/2000
226	Ambrosini	Robert	Senior Electrician	08/01/2000
227	Balboa	Carmine	Utility Person	08/15/2000
228	Omelchuk	Richard	Assistant Pump Station Mechanic	09/05/2000
229	Merkle	William	General Utility A (Caulker)	10/10/2000
230	Sheftick	John	Assistant Pump Station Mechanic	10/10/2000
231	Shelton	Audra	Senior Clerk	11/14/2000
232	Alfano	Bryan	Relief Operator/Control Center Operator	03/13/2001
233	Cross	David	Meter Reader Utility	03/20/2001
234	Daley	Michael	Field Operator	04/24/2001

235 Tyte	Milton	Field Operator	06/05/2001
236 Fontana	Daniel	Garage Mechanic B	06/05/2001
237 Mauck	Cassandra	Meter Reader Utility	07/31/2001
238 Monserrate	Donna	Meter Mechanic II	07/31/2001
239 Stoltenborg	Louis	Field Operator	07/31/2001
240 Cooper	Neal	Utility Person	08/14/2001
241 Gallo-Fallon	Kristin	Clerk	09/25/2001
242 Krause	Catherine	Clerk	01/29/2002
243 Juliano	Denise	Meter Reader Utility	01/29/2002
244 Delaney	Fredrick	General Utility B	04/02/2002
245 Barbieri	Michael	Draftsperson III	06/18/2002
246 Scordamaglia	Louis	General Utility B	07/30/2002
247 Malone	Philip	Utility Person	08/20/2002
248 Bushman	Marvin	General Utility B	09/10/2002
249 Berkhofer	Keith	Utility Person	09/10/2002
250 Serrano	Claribel	Clerk	10/22/2002
251 Maloney	Joseph	Garage Mechanic A	10/22/2002
252 Frank	Theresa	Clerk	01/07/2003
253 Cornwell	Charles	Utility Person	01/28/2003
254 Collins	Michael	Utility Person	03/25/2003
255 DeLuca	Michael	Utility Person	04/01/2003
256 Carey	Robert	Garage Mechanic B	04/29/2003
257 Pedersen	Robert	Utility Person	05/06/2003
258 Garland	Patrick	Storekeeper C	05/13/2003
259 Stevenson	Andrew	General Utility B	05/13/2003
260 Cantore	Nicole	Meter Reader Utility - Temporary	07/08/2003
261 Lerikos	Costandino	Utility Person	07/22/2003
262 Celentano	Dena	Meter Reader Utility - Temporary	09/30/2003
263 Bamonte	Claudia	Meter Reader Utility - Temporary	09/30/2003
264 Vander Borgh	Stephen	Utility Person	01/20/2004
265 Costa	Juanita	Bilingual Clerk	02/10/2004
266 Moseley	Latosha	Clerk	02/10/2004
267 Mattel	Robert	Assistant Electrician	02/18/2004
268 Sprance	Philip	Utility Person	03/09/2004
269 Okula	George	Meter Reader Utility - Temporary	04/13/2004
270 Casanas	Crystal	Clerk	06/08/2004
271 Modica	Rosemarie	Clerk	06/08/2004
272 Hladik	Doris	Clerk	06/08/2004
273 Weber	David	Utility Person	06/29/2004
274 Bialeski	Timothy	Utility Person	07/13/2004
275 Turner	James	Utility Person	08/24/2004
276 Snyder	Laura	Clerk	10/12/2004
277 Weeks	Walter	Assistant Pump Station Mechanic	01/04/2005
278 Stein	Brennan	Utility Person	01/11/2005
279 Messina	James	Relief Operator Utility	01/18/2005
280 Mc Farland	Brian	Field Operator	02/01/2005
281 Dees	Richetta	Clerk	03/15/2005

282	Allen	Jacqueline	Clerk	03/15/2005
283	Fiorentino	Frank	Field Operator	03/22/2005
284	Haas	Jason	Relief Operator Utility	04/05/2005
285	Buscemi	Darlene	Clerk - Temporary	04/05/2005
286	Nystrom	Jason	Draftsperson III	07/12/2005
287	Dagnello	Michael	Utility Person	09/13/2005
288	Setter	Maureen	Clerk	09/13/2005
289	Dervin	Christopher	Utility Person	12/13/2005
290	Frost	Jeremy	Field Operator	12/20/2005
291	Lafond	Cynthia	Clerk	12/20/2005
292	Zuhoski	Gregory	Utility Person - Temporary	12/27/2005
293	Harrington	James	Utility Person	12/27/2005
294	Fitzpatrick	Owen	Field Operator	12/27/2005
295	Strouse	Peter	Field Operator	12/27/2005
296	Palladino	Dominic	Utility Person	02/28/2006
297	Semple	Gary	Senior Electrician	04/18/2006
298	Pendzick	Anthony	Field Operator	05/23/2006
299	Walsh	James	Utility Person	06/20/2006
300	Hoeffner	Thomas	Field Operator	07/18/2006
301	McKell	Timothy	Relief Operator/Control Center Operator	09/26/2006
302	Silecchia	Jennifer	Clerk	01/03/2007
303	Sicari	Therese	Clerk	01/09/2007
304	Pipino	Francis	Utility Person	03/13/2007
305	Kluber	Terrance	Utility Person	05/22/2007
306	Cox	James	Relief Operator Utility	06/05/2007
307	Valenti	Michael	Relief Operator Utility	06/12/2007
308	Moores	Andrew	Utility Person	07/10/2007
309	Keith	Chantelle	Clerk	07/31/2007
310	Paukner	Stephanie	Clerk	07/31/2007
311	Martin	Gerald	Utility Person	09/11/2007
312	Besold	Frederick	Utility Person	09/25/2007
313	DiBari	Sebastian	Garage Mechanic C	09/25/2007
314	Fox	Linda	Clerk	10/16/2007
315	McKeon	Doreen	Clerk	10/16/2007
316	Bennett	Matthew	Field Operator	10/16/2007
317	Tasca	John	Field Operator	11/20/2007
318	Sclafani	Michael	Field Operator	11/20/2007
319	Bartoldus	John	Utility Person	01/29/2008
320	Kennedy	Brian	Utility Person	01/29/2008
321	Collado	Raphael	Relief Operator Utility	01/29/2008
322	Bianco	Michael	Relief Operator Utility	03/18/2008
323	Guido	Donald	Utility Person	03/18/2008
324	Araya	Gerardo	Utility Person	04/15/2008
325	Bodnar	Justin	Utility Person	04/15/2008
326	DiFranzo	Christopher	Utility Person	04/15/2008
327	Healy	Roger	Utility Person	04/15/2008
328	Hnetinka	Scott	Field Operator	04/15/2008

329 Zecchini	Michael	Relief Operator Utility	04/15/2008
330 Lopez	Jessica	Clerk	05/06/2008
331 Kiefer	Kenneth	Field Operator	06/17/2008
332 Kyriakoulis	Theoni	Clerk	07/22/2008
333 Mascellaro	Audrey	Clerk	07/22/2008
334 White	Eric	Utility Person	07/22/2008
335 Kabat	Tara	Clerk	09/09/2008
336 Edwards	Bianca	Clerk	09/09/2008
337 Giere	Paul	Relief Operator Utility	10/21/2008
338 Groh	Robert	Utility Person	10/21/2008
339 Pecorella	Jeremy	Utility Person	10/21/2008
340 Solomon	Lisa	Clerk	10/21/2008
341 Salamone	Stacey	Clerk	11/18/2008
342 Seneck	Cheryl	Clerk	11/18/2008
343 Barrese	John	Utility Person	12/09/2008
344 Christian	Russell	Utility Person	12/16/2008
345 Dieck	William	Relief Operator Utility	01/13/2009
346 Griffin	Edgar	Utility Person	02/10/2009
347 Rock	David	Utility Person	02/10/2009
348 Crecca	Maria	Clerk	02/24/2009
349 Donnelly	Andrew	Relief Operator Utility	02/24/2009
350 Slionski	Andrew	Relief Operator Utility	04/14/2009
351 Tempera	Ayleen	Clerk	04/21/2009
352 Compitello	James	Utility Person	07/07/2009
353 Wessberg	Ernest	Field Operator	07/07/2009
354 Elfers	Roy	Field Operator	09/15/2009
355 Labbate	Jason	Relief Operator Utility	10/20/2009
356 Desjardins	Danny	Relief Operator Utility	11/17/2009
357 Hinrichs	Ronald	Field Operator	11/17/2009
358 Kalamaras	Ronald	Relief Operator Utility	12/22/2009
359 Barbone	Joseph	Temporary Utility Person	
360 Bower	Ryan	Temporary Utility Person	

Suffolk County Water Authority -

Union Rates: July 1, 2010 to June 30, 2013

	July 1, 2010	July 1, 2011	July 1, 2012
	2.00%	2.00%	2.00%
Apprentice Meter Mechanic	29.20	29.79	30.38
Assistant Electrician	L	L	L
Assistant Mechanic/Field Operator "A"	33.88	34.54	35.21
Assistant Pump Station Mechanic	33.88	34.54	35.21
Bookkeeping Clerk	B	B	B
Clerk	C	C	C
Control Center Operator	33.64	34.31	35.00
Cross Connection Field Assistant	33.07	33.73	34.40
Draftsperson Grade 1	32.61	33.26	33.93
Draftsperson Grade 2	30.67	31.28	31.91
Draftsperson Grade 3	A	A	A
Electrician	L	L	L
Equipment Operator	36.40	37.13	37.87
Field Operator	N	N	N
Field Operator "A"	33.83	34.49	35.16
Fire Island Field Operator	T	T	T
Garage Mechanic "A"	O	O	O
Garage Mechanic "B"	P	P	P
Garage Mechanic "C"	32.70	33.35	34.02
General Utility Person "A"	32.83	33.49	34.16
General Utility Person "B"	32.27	32.92	33.58
General Utility Person "A" C/R	R	R	R
Helper	28.31	28.87	29.45
Junior Machine Operator	E	E	E
Key Punch Operator	F	F	F
Machine Operator	35.24	35.95	36.66
Maintenance "A"	32.96	33.62	34.29
Messenger Clerk	D	D	D
Meter Mechanic Grade 1	32.95	33.60	34.28

	July 1, 2010	July 1, 2011	July 1, 2012
	2.00%	2.00%	2.00%
Meter Mechanic Grade 2	31.86	32.50	33.15
Meter Reader Collector	31.04	31.66	32.29
Meter Reader & Utility Person	31.04	31.66	32.29
Meter Shop Foreperson	37.67	38.42	39.19
PC Technician	S	S	S
Pump Station Mechanic "A"	35.75	36.47	37.20
Pump Station Mechanic "B"	35.24	35.95	36.66
Relief Operator & Utility Person	N	N	N
Secretary-Steno	B, Q	B, Q	B, Q
Senior Clerk	B	B	B
Senior Electrician	L	L	L
Senior General Utility Person	H	H	H
Senior Key Punch Operator	B	B	B
Senior Machine Operator	36.86	37.60	38.35
Senior Mechanic	37.63	38.38	39.15
Senior Meter Reader & Collector	32.53	33.18	33.84
Storekeeper A	34.56	35.25	35.95
Storekeeper B	31.89	32.52	33.17
Storekeeper C	31.39	32.01	32.65
Utility Person	G	G	G
Voucher Clerk	B	B	B

Note A - Draftsperson - Grade 3

<u>Date Effective</u>	<u>Start</u>	<u>After 1 Year</u>	<u>After 2 Years</u>
7/10	27.04	28.16	28.94
7/11	27.58	28.72	29.52
7/12	28.13	29.29	30.11

Note (B) - Senior Clerk

<u>Date effective</u>	<u>Rate Min.</u>	<u>Rate Max.</u>	<u>12</u>
7/10	29.42	30.96	30.96
7/11	30.01	31.58	31.58
7/12	30.61	32.21	32.21

Note (C) - Clerk

<u>Date effective</u>	<u>Rate Min.</u>	<u>Rate Max.</u>	<u>3</u>	<u>6</u>	<u>12</u>	<u>18</u>	<u>24</u>	<u>30</u>	<u>36</u>	<u>48</u>
7/10	12.63	27.52	13.32	14.21	18.29	19.21	19.46	20.39	21.60	27.52
7/11	12.88	28.07	13.59	14.49	18.66	19.59	19.85	20.80	22.03	28.07
7/12	13.14	28.63	13.86	14.78	19.03	19.98	20.25	21.22	22.47	28.63

Note (D) - Messenger Clerk

<u>Date effective</u>	<u>Rate Min.</u>	<u>Rate Max.</u>	<u>6</u>	<u>12</u>	<u>18</u>	<u>24</u>
7/10	22.96	28.22	24.01	25.42	26.33	28.22
7/11	23.42	28.78	24.49	25.93	26.86	28.78
7/12	23.89	29.36	24.98	26.45	27.40	29.36

Note (E) - Junior Machine Operator

<u>Date effective</u>	<u>Rate Min.</u>	<u>Rate Max.</u>	<u>6</u>	<u>12</u>	<u>18</u>	<u>24</u>
7/10	30.21	33.63	31.04	31.86	32.81	33.63
7/11	30.81	34.30	31.66	32.50	33.47	34.30
7/12	31.43	34.99	32.29	33.15	34.14	34.99

Note (F) - Keypunch Operator

<u>Date effective</u>	<u>Rate Min.</u>	<u>Rate Max.</u>	<u>6</u>	<u>12</u>	<u>18</u>	<u>24</u>
7/10	23.55	27.52	24.55	25.08	26.05	27.52
7/11	24.02	28.07	25.04	25.58	26.57	28.07
7/12	24.50	28.63	25.54	26.09	27.10	28.63

Note (G) - Utility Person

<u>Date effective</u>	<u>Rate Min.</u>	<u>Rate Max.</u>	<u>6</u>	<u>12</u>	<u>18</u>	<u>24</u>	<u>30</u>	<u>36</u>	<u>42</u>
7/10	16.67	30.54	17.89	24.55	25.93	26.52	28.94	29.72	30.54
7/11	17.00	31.15	18.25	25.04	26.45	27.05	29.52	30.31	31.15
7/12	17.34	31.77	18.62	25.54	26.98	27.59	30.11	30.92	31.77

Note (H) - Senior General Utility Person

<u>Date effective</u>	<u>Rate Min.</u>	<u>Rate Max.</u>	<u>6</u>	<u>12</u>	<u>18</u>	<u>24</u>
7/10	35.30	37.93	35.93	36.55	37.30	37.93
7/11	36.01	38.69	36.65	37.28	38.05	38.69
7/12	36.73	39.46	37.38	38.03	38.81	39.46

Note I - Meter Mechanic Grade 1 shall be entitled to an additional \$.05 per hour after three (3) years of satisfactory service in this classification and an additional \$.05 per hour after five (5) years of satisfactory service.

Note J - Apprentice Meter Mechanic after one (1) year of service to the Authority shall be entitled to an additional \$.05 per hour, and after one and one-half (1.5) years of satisfactory service to the Authority in this classification shall be entitled to the classification of Meter Mechanic Grade 2. Such amount shall be in addition to the hourly rates specified hereinabove for this job classification.

Note K - Helper in the Meter Department shall be entitled to an additional \$.05 per hour after six (6) months of satisfactory service to the Authority in this classification, and after (1) year shall become an Apprentice Meter Mechanic. If after one (1) year the position is vacated, it will revert to the position of helper.

Note (L) - Electrician Hourly Schedule

	Date effective	Rate		Range Start	Progression Rate	
		Min.	Max.		After 1 YR	After 3 YRS
<u>Senior Electrician</u>	7/10	38.84	40.39	38.84	39.80	40.39
	7/11	39.62	41.20	39.62	40.60	41.20
	7/12	40.41	42.02	40.41	41.41	42.02
<u>Electrician</u>	7/10	35.51	38.35	35.51	37.63	38.35
	7/11	36.22	39.12	36.22	38.38	39.12
	7/12	36.94	39.90	36.94	39.15	39.90
<u>Assistant Electrician</u>	7/10	*	34.60	*	33.75	34.60
	7/11	*	35.29	*	34.43	35.29
	7/12	*	36.00	*	35.12	36.00

In case of upgrading or promotion:

Assistant Electrician to Electrician

7/10	If	34.60	goes to	37.63
	If less than	34.60	goes to	35.51
7/11	If	35.29	goes to	38.38
	If less than	35.29	goes to	36.22
7/12	If	36.00	goes to	39.15
	If less than	36.00	goes to	36.94

Electrician to Senior Electrician

7/10	If	38.35	goes to	39.20
	If less than	37.63	goes to	38.84
7/11	If	39.12	goes to	40.60
	If less than	38.38	goes to	39.62
7/12	If	39.90	goes to	41.41
	If less than	39.15	goes to	40.41

Note (N) - Relief Operator & Utility Person, Field Operator, with one (1) year experience.

<u>7/10</u>	<u>7/11</u>	<u>7/12</u>
32.83	33.49	34.16

Note (N) - Relief Operator & Utility Person, Field Operator, with less than one (1) year experience.

<u>7/10</u>	<u>7/11</u>	<u>7/12</u>
32.27	32.92	33.58

Note O - Garage Mechanic "A"

<u>Date Effective</u>	<u>Start</u>	<u>After 1 Year</u>
<u>7/10</u>	33.63	37.93
<u>7/11</u>	34.30	38.69
<u>7/12</u>	34.99	39.46

Note P - Garage Mechanic "B"

<u>Date Effective</u>	<u>Start</u>	<u>After 1 Year</u>
<u>7/10</u>	33.07	35.77
<u>7/11</u>	33.73	36.49
<u>7/12</u>	34.40	37.22

Note Q - Stenographers upon attaining the top rate of the progression scale shall be entitled to an additional \$.25 per hour.

Note R - Three Customer Relations positions shall be entitled to an additional \$.20 per hour above that of the General Utility "A" position. Article XVIII, Section 11.

Note S - The rate of pay for the Technician title will be \$.50 per hour greater than the three-year progression rate for electricians.

Note T - The rate of pay for the Fire Island Field Operator will be \$1.00 per hour greater than a Field Operator. Rate to be paid whether working on Fire Island or not during regular working hours.