

## **Article \_\_\_ Work Schedules**

Work schedules shall be posted by the Company for all employees in accordance with the following rules:

\_\_\_1 Company work schedules for employees shall be posted for each four (4) week period in final form as described below. They shall specify the times at which the scheduled employees begin and end each work day and shall specify the normal work days and the normal days off for the period. However, the company retains discretion to change work schedules if necessary due to operational needs of the Facility and to address scheduling needs caused by employee vacation, use of sick/personal time and other circumstances.

\_\_\_2 The hours of a work day, as posted, shall be consecutive, except for time out for meals; but in positions where the nature of the work requires continuous operation, eight (8), ten (10), or twelve (12) consecutive hours may be worked, during which lunch may be eaten without interruption to service or deduction in pay. Such time out for meals, in those operations where time is usually taken out for meals, shall commence not less than four (4) nor more than six (6) hours after the scheduled starting time.

\_\_\_3 The Company workweek shall be the calendar week commencing on Sunday at 12:01 A.M. However, the work week for employee payroll purposes shall begin the first work day of the employee's scheduled work week and end at the conclusion of the shift on the last day of his scheduled work week.

\_\_\_4 Schedules for the employees concerned shall be posted in final form not later than 3:00 P.M. on the Wednesday before the period starts.

\_\_\_7 Departures from the regular daily assignments may be made for the convenience of an employee with the consent of the Company.

\_\_\_8 The Company will endeavor to distribute Saturday and Sunday work equitably among the employees at the work location engaged in the grade of work for which Saturday and Sunday scheduled work assignments are required.

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Part 3 Compensation

**ARTICLE \_\_ Wages**

\_\_.1 Effective January 1, 2009, the base wage rates specified on Schedule \_\_ shall be increased by 2% and remain in effect for the term of this Agreement. Except as provided in this Article, and in Article Amendments of this Agreement, the rates of pay contained in the Hourly Base Rates of Pay (Schedule B) annexed hereto, effective January 1, 2008, shall not be changed or amended during the life of this Agreement unless by mutual agreement of the parties hereto. .

## **Article \_\_ Overtime and Premium Pay**

\_\_.1 Employees shall be paid time and one-half (1 1/2) their regular rate for all hours worked over forty (40) during a work week.

\_\_.2 Time and one—half (1 1/2) shall be paid for all hours worked on a holiday in addition to any payments required in Article Holidays.

\_\_.4 The Company shall endeavor to distribute overtime on an equal basis to available and qualified employees within the respective Departments and Job Classifications. \_\_.5 If an employee is incorrectly scheduled and allowed to work overtime as a result of an inaccurate overtime list, the employee who should have worked the overtime shall be offered the next available overtime in the employee's classification.

\_\_.6 Employees who are authorized to use their personal cars for Company business shall be reimbursed for parking, tolls and mileage at the allowable mileage rate established by the IRS Guidelines. Any adjustment in such rate shall be effective the first day of the following month.



## Part 6 Benefit Plans

### **Article \_\_ Health, Dental, Vision, Life and ADD Benefits**

\_\_1 The Company agrees to maintain the listed benefits plans (2) and provide these to employees on the same terms and conditions applicable to other eligible or covered employees. The listed plans summary plan documents (SPD), plan documents (PD), and all other terms and conditions of the plans as these exist from year to year are incorporated into this agreement in their entirety.

\_\_2 The benefit provided areas described in Addendum \_\_\_\_

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- Group Vision Care Plan (VSP)
- Delta Dental
- Horizon Healthcare Blue Cross Blue Shield (BCBS)
- Group Voluntary Accidental Death and Dismemberment Insurance
- Group Accidental Death and Dismemberment Insurance
- Life ( 2X base annual wages), Supplemental Life and Supplemental Dependant Life
- Section 125 Flexible Benefits Program
- The level and types of benefit coverage and costs to employees shall be commensurate with that applicable to other eligible or covered employees. Effective January 1, 2009, employee contributions toward to costs of benefits are as specified on Addendum\_\_ The Company will give advance notice to the Union and the opportunity to discuss before implementing any changes to benefits provided by the plans..

\_\_5. Employees who are eligible for health benefits from another Company and who elect not to accept coverage under any of the Company's plans shall receive cash waiver payments in amounts specified on Addendum\_\_paid in equal installments throughout the work year.

### **Article \_\_Short Term Disability**

**\_\_1. The Company will provide short term disability (STD) coverage with the following benefits : 60 percent of regular wages per week for a period not to exceed 26 weeks in any year.**

**\_\_2. An employee must satisfy plan eligibility requirements to qualify for STD benefits. The terms and conditions of the STD benefit plan as these exist from year to year shall govern and are incorporated into this agreement in their entirety.**

#### **Article\_\_ Long Term Disability**

**\_\_1. The Company will provide long term disability benefits ( LTD ) on the same terms and conditions applicable to other covered employees.**

**\_\_2. An employee must satisfy plan eligibility requirements to qualify for :TD benefits. The terms and conditions of the LTD benefit plan as these exists from year to year shall govern and are incorporated into this agreement in their entirety.**

#### **Article\_\_ Retirement**

**\_\_1. The Company will contribute \$.75 for each hour worked into a 401K or similar retirement plan for each employee covered by this Agreement. An employee may opt to contribute additional amounts in accordance with terms and conditions of the applicable plan. The plan, summary plan documents and other terms and conditions of the applicable plan are incorporated into this Agreement in their entirety.**





<b>Company Proposed Rates and Steps</b>										
<b>Schedule B Hourly Base Rates of Pay</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>
<b>POWER Operations</b>										
Control Room Operator	\$34.22	\$35.47	\$36.76	\$38.10	\$40.09					
Assistant Control room operator	\$27.37	\$28.36	\$29.39	\$30.47	\$32.06					
Auxiliary Operator	\$21.23	\$22.41	\$23.59	\$24.94	\$26.24					
Asst. Auxiliary - Power Block (Bins)			\$18.61	\$19.28	\$20.30					
Systems Operator (ash plant)	\$17.32	\$17.96	\$18.61	\$19.28	\$20.30					
Equipment Utility Operator (power)	\$14.45	\$14.97	\$15.51							
Facility Coordinator II	\$28.75									
<b>Fuel Operations</b>										
Control Room Operator - Process	\$24.94	\$26.24								
Process Auxiliary Operator (Rover)	\$21.23	\$22.41	\$23.59							
Equipment Operator - Process	\$17.32	\$17.96	\$18.61	\$19.28	\$20.30					
Utility Operator-Process	\$14.45	\$14.97	\$15.51							
Storekeeper	\$14.98									
Truck Driver	\$19.49	\$19.74								
<b>Maintenance</b>										
Electrical & Instrument Tech	\$21.71	\$22.85	\$24.05	\$25.32	\$26.66	\$28.05	\$29.54	\$31.09	\$32.73	\$35.38
Maintenance Mechanic	\$18.75	\$19.73	\$20.77	\$21.87	\$23.01	\$24.22	\$25.50	\$26.84	\$28.26	\$30.55
Mobile Equipment Mechanic	\$18.75	\$19.73	\$20.77	\$21.87	\$23.01	\$24.22	\$25.50	\$26.84	\$28.26	\$30.55
Maintenance Utility tech	\$14.45	\$14.97	\$15.51							
<b>Landfill</b>										
Equipment Operator CMW	\$16.22	\$17.10	\$17.98	\$18.88	\$20.06					
Laborer	\$13.56	\$14.14	\$14.75							
Scale Attendant (landfill)	\$14.15									
<b>Braintree Transfer Station</b>										
Station Lead (BTS)	\$24.85									
Transfer Station Operator	\$13.51	\$14.70	\$17.63	\$18.51	\$19.10	\$19.98	\$20.86	\$21.15	\$22.33	\$23.50
Scale Attendant (BTS)	\$14.15	\$15.23	\$16.75							

