
Rockville, Maryland

Agreement

Between The Mayor and City Council of Rockville, Maryland

And

**Local 1453, American Federation of State, County &
Municipal Employees, AFL-CIO**

For the Years July 1, 2008 Through June 30, 2011

Note: The City and the Union agree that any proposal which was placed on the bargaining table by either party and later amended or withdrawn during the course of the negotiations which resulted in this Agreement will not be admissible in evidence in any grievance, arbitration or other proceedings involving the parties hereto.

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MEMORANDUM OF SETTLEMENT

This Memorandum of Settlement is entered on April 14, 2008, between the Mayor and City Council of Rockville, Maryland (the "City") and American Federal of State, County and Municipal Employees, and its Local 1453, AFL-CIO (the "Union").

ART. 1 - UNION RECOGNITION AND UNIT

Sec. 1.1 - Recognition and Bargaining Unit.

(a) The City recognizes the Union as the sole and exclusive collective bargaining agent of the employees covered by this Agreement, which shall be the hourly paid regular employees (excluding temporary, part-time, and seasonal employees who work less than twenty-five (25) hours per week on a regular basis and also work less than five (5) consecutive months per calendar year) at the level below crew supervisor in the General Maintenance Division and the Utilities Division (except Water Treatment Plant Operators) of the Public Works Department and in the Parks Maintenance Division of the Department of Recreation and Parks of Rockville, Maryland, for the purpose of collective bargaining with respect to rates of pay, wages, hours of work, and other conditions of employment.

(b) Whenever used in this Agreement, the word "employee" shall mean the regular employees described in paragraph (a) of this Section. No employee shall be covered by this Agreement if provision for his position is not included in the annual appropriation ordinance.

(c) The City agrees to furnish the Union with the job classifications, rates of pay, and job descriptions of employees covered by this Agreement.

(d) Whenever the male gender is used in this Agreement, it shall also include the female gender.

ART. 2 - UNION MEMBERSHIP AND DUES

Sec. 2.1 - Union Security. Each employee who, on the effective date of this Agreement, is a member of the Union, and all employees who thereafter voluntarily become members of the Union, shall, as a condition of employment, maintain their membership in the Union during the term of this Agreement. Each employee hired on or after the effective date of this Agreement who does not elect to join the Union shall, as a condition of employment, pay to the Union each month a service charge toward the administration of this Agreement, upon the completion of his probationary period. Employees who fail to

comply with these requirements shall be discharged by the City within thirty (30) days after receipt of written notice of such failure to the City from the Union.

Sec. 2.2 - Payroll Deduction Authorization. The City shall deduct out of the current wages payable to each employee member of the Union who voluntarily consents, the Union's regular weekly membership dues or service charge as designated in writing by the Union to be prescribed by the Constitution and By-Laws of the Union, upon receipt of a duly executed payroll deduction authorization of any employee as presented by the Union and which shall be revocable at the employee's election. Such payroll deductions will be remitted promptly by the City to the Union's offices.

Sec. 2.3 - Check-Off Waiver. The City shall be relieved from making such payroll deductions upon an employee's (a) termination of employment; or (b) transfer to a job outside the bargaining unit; or (c) layoff from work; or (d) an authorized leave of absence; or (e) in accordance with applicable law. Upon the return of an employee to work from any of the foregoing enumerated absences, the City shall immediately resume the obligation of making such deductions.

Sec. 2.4 - City Indemnification. The City assumes no obligation, financial or otherwise, arising out of the provisions of this Article, and the Union shall indemnify and hold the City harmless from any and all claims, grievances, arbitrations, awards, suits, attachments, or other proceedings arising out of or by reason of any action taken by the City for the purpose of complying with any of the provisions of this Article. The Union assumes full responsibility for the disposition of the funds deducted under this Article as soon as they have been remitted by the City to the Union.

ART. 3 - GRIEVANCE AND ARBITRATION PROCEDURE

Sec. 3.1 - Settlement of Grievances. The Union and the City recognize their mutual responsibility for the prompt and orderly disposition of grievances concerning the interpretation and/or application of a provision of this Agreement. The Union, the employees, and the City agree that the provisions of this Article shall provide the means of disposition of all grievances. A grievance is an allegation by an employee or the Union that the City has violated a specific provision of this Agreement. Grievances affecting a class of employees or the bargaining unit as a whole may be presented by the Union President at Step 2 in accordance with the same time limits provided for individual grievances presented at Step 1. A class action or unit grievance shall identify the employees within the class or unit who are allegedly affected.

Sec. 3.2 - Union Stewards. The Union may select Union Stewards and alternates from among the employees to act in their absence. The Union shall provide the City with a current list of such Union Stewards and their alternates at all times.

Sec. 3.3 - Procedural Steps. In the interest of encouraging open communications and resolving issues, all employees and/or Union stewards should first attempt to resolve

grievances informally through discussion with the immediate supervisor. Any timely grievance which an employee and/or his Union Steward have not been able to adjust informally with the immediate supervisor may be made the subject of a grievance, and shall be processed in the following steps:

Step 1. The aggrieved employee and the appropriate Union Steward shall present the grievance in writing using the standard grievance form to the employee's immediate supervisor within fifteen (15) calendar days after the reason for the grievance has occurred or within fifteen (15) calendar days after the date on which the aggrieved employee could reasonably have known of the event which caused the grievance, whichever is later. The employee and Union Steward shall meet on such grievance with the immediate supervisor and the next level supervisor as designated by the City, within seven (7) calendar days after presentation thereof. A written answer to said grievance shall be furnished by the City to the employee or employees involved and their Union Steward within seven (7) calendar days after said meeting. If they serve written notice that said written answer is not satisfactory to them, or if said written answer is not furnished within seven (7) calendar days, the grievance shall proceed to Step 2.

Step 2. No later than seven (7) calendar days after the written answer is furnished in Step 1, the grievance shall be presented by the appropriate Union Steward, the Union's President and/or the Union Representative, in writing to the City Manager or his designee. The City Manager may appoint a designee to hear the grievance, however, the designee may not be any City employee that is in the supervisory chain-of-command for any employee covered under this Agreement. The Union Representative, the appropriate Union Steward, and the employee or employees involved shall meet with the City Manager and the Union Representative or their designees, within seven (7) calendar days from the date upon which the grievance is presented to the City Manager or his designee. A decision must be made by the City and communicated to the Union Representative and the Union President, in writing, within seven (7) calendar days after the meeting. If the meeting cannot be arranged within said seven (7) calendar day period, the City Manager or his designee shall, nevertheless, communicate the decision upon said grievance to the Union Representative and the Union's President within ten (10) calendar days after the grievance is first presented to the City Manager or his designee at this Step 2.

Sec. 3.4 - Grievance Investigation and Adjustment. The Union President and/or Union Stewards shall be permitted a reasonable period of time, with pay, to leave their work to investigate and adjust the grievance of an employee under their specific area of jurisdiction after notification to and permission from their immediate supervisor, provided such leave shall not disrupt, or otherwise interfere with efficient City services, in the supervisor's judgment. **Requests for a reasonable period of time to investigate and adjust the grievances of employees will not be unreasonably denied.**

Sec. 3.5 - Extension of Time Limits. The time limits set forth in this Article are of the essence of this Agreement and are essential to the proper handling and disposition of grievances. Therefore, said time limits can be extended only by agreement between the

City and the Union. If such extension is verbal, then there shall be written confirmation of such extension by the party requesting it.

Sec. 3.6 - Individual Complaints. Notwithstanding the foregoing provisions of this Article, any employee or employees shall have the right at any time to present grievances to the City and to have such grievances adjusted without the intervention of the Union, as long as the adjustment is not inconsistent with the terms of this Agreement and provided that with the consent of the grievant the Union Representative or his designee has been given the opportunity to be present at such adjustment.

Sec. 3.7 - Arbitration Appeal Procedure. Any grievance of an employee concerning the interpretation and/or application of an express provision or provisions of this Agreement that has been properly processed through the grievance procedure as set forth in this Article and has not been settled at the conclusion thereof may be appealed to arbitration by the Union by serving written notice of its intention to appeal on the City, together with a written statement of the specific provision or provisions of this Agreement at issue, within fifteen (15) calendar days after the City's answer at Step 2 of the Grievance Procedure. If such appeal notification is not given within the time limitation provided in this Section, the answer of the City shall be final and binding on the aggrieved employee or employees and the Union.

Sec. 3.8 - Selection of Arbitrator. Within ten (10) calendar days of the receipt of notification of the Union's desire to arbitrate, the designated Union and City representatives shall confer to select an arbitrator. If they are unable to agree upon an arbitrator within five (5) calendar days, they shall jointly request the Federal Mediation and Conciliation Service to furnish a list of not less than five (5) arbitrators, one of whom shall be designated by them within ten (10) calendar days after the receipt of said list, to act as arbitrator of the grievance. Selection shall be made by the Union and the City representatives, either by agreement, or if agreement cannot be reached, by alternately striking any name from the list until only one name remains. The party requesting arbitration shall strike first. The final remaining name shall be the arbitrator of the grievance.

Sec. 3.9 - Arbitrator's Jurisdiction. The jurisdiction and authority of the arbitrator of the grievance and his opinion and award shall be confined exclusively to the interpretation and/or application of the express provision or provisions of this Agreement at issue between the Union and the City. He shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement; to establish or alter any wage rate or wage structure; or to consider any term or condition of employment not expressly set forth within a provision of this Agreement. The arbitrator shall not hear or decide more than one grievance without the mutual consent of the City and the Union. The award in writing of the arbitrator on the merits of any grievance adjudicated within his jurisdiction and authority as specified in this Agreement shall be final and binding on all employees covered by this Agreement, the Union and the City. The Union and the City will request the arbitrator to submit his award to the parties not more than thirty (30) days after close of the hearing or after submission of hearing briefs, whichever is later.

Sec. 3.10 - Arbitration Expenses. The Union and the City shall each bear its own expenses in these arbitration proceedings, except that they shall share equally the fee and other expenses of the arbitrator in connection with the grievance submitted to determination.

ART. 4 - NON-DISCRIMINATION

Sec. 4.1 - Non-Discrimination. Neither the City nor the Union shall discriminate against any employee or applicant for employment because of race, creed, color, sex, national origin, ancestry, marital status, disability, presence of children, sexual orientation, age, or Union activity or refraining therefore in accordance with applicable law. Notwithstanding any other provision of this agreement, the City is permitted to take all actions necessary to comply with the Americans with Disabilities Act, including but not limited to, the authority to take actions deemed by the City to be necessary to effect reasonable accommodations.

ART. 5 - SENIORITY, QUALIFICATIONS, PROMOTION, TRANSFER, LAYOFF AND RECALL

Sec. 5.1 - Seniority Defined. Seniority standing shall be granted to all regular employees. Seniority standing is determined on the basis of actual length of continuous service from the latest date of regular employment within the bargaining unit; provided, however, that an employee who accepts a position with the City but outside the bargaining unit and fails to return to a unit position within two (2) years shall forfeit their previously acquired seniority under this Agreement.

Sec. 5.2 - Probationary Employees. All employees newly hired or rehired by the City after termination of their employment shall be considered probationary employees until they have worked one thousand and forty (1,040) hours from the date of hire. During and at the end of their probationary period, the City may discipline or discharge any such probationary employee in its discretion and such discipline or discharge shall not be subject to the grievance or arbitration provisions of this Agreement.

Sec. 5.3 - Personnel Actions. In all personnel actions involving employees relating to layoff, transfer, recall from layoff, and promotion, seniority shall be the governing factor when, in the judgment of the City, applicants have relatively equal ability and qualifications to perform the available job in a satisfactory manner. The City will make such a judgment based on a screening process which may include, but is not limited to, minimum training and experience and other requirements, testing, performance, and interviews.

Sec. 5.4 - Termination of Seniority. An employee's seniority shall be terminated and all rights under this Agreement forfeited for the following reasons:

(a) Discharge for just cause, voluntary quit, resignation, or retirement.

(b) Absence for three (3) consecutive scheduled work days without notifying the City during the absence (unless physically impossible to do so) of (1) an illness or accident preventing the employee from working, as evidenced by written certification of a physician or other proof if requested by the City, or (2) other satisfactory reason for such absence.

(c) Failure to return to work within five (5) consecutive days after an employee has received due notification of recall from layoff by the City without the employee so recalled notifying the City during said five (5) days (unless physically impossible to do so) of (1) an illness or accident preventing the employee from working, as evidenced by written certification of a physician or other proof if required by the City, or (2) other satisfactory reason for such absence.

(d) Absence from payroll for any reason in excess of twelve (12) consecutive months.

Sec. 5.5 - Temporary Transfers.

(a) The City may make temporary transfers of employees to positions other than those which they normally perform when the City deems necessary in order to meet the requirements of the operations involved. Except in the case of an emergency, all temporary transfers shall be made on the basis of seniority (starting at the top of the seniority list) from among those employees qualified to satisfactorily perform the temporary task or assignment as determined by the City. In the event that no employee volunteers for the temporary assignment the City may transfer the least senior qualified employee to the temporary position.

(b) Any employee temporarily transferred shall be paid either the rate for the job classification from which he transferred or the rate for the job classification to which he is transferred, whichever is higher, when such temporary transfer is for more than one (1) work day, or immediately, when the temporary transfer is to a position which is actually vacant. In the event of a temporary transfer in excess of one (1) work day to a higher paid job classification which is not vacant, the affected employee shall be entitled to receive the higher rate for all hours worked in that position.

(c) Temporary transfer assignments shall be for a period not to exceed **sixty (60)** workdays unless: (1) the position is being kept open for an employee on authorized leave, or (2) mutually agreed upon by the City and the Union; otherwise any position which is filled for more than **sixty (60)** workdays by temporary transfer shall be considered open and shall be posted.

Sec. 5.6 - Job Bidding. When a **job** vacancy (other than temporary) or a new regular job opening or job reclassification occurs and the City deems it necessary to fill such **job** vacancy, the City will post a notice of such job opening for a period of not less than ten

(10) consecutive days, including the date of posting but excluding Saturday, Sunday, and holidays. A copy of said notice will be delivered promptly to the Union President or his designee. **Job vacancies will be posted on the appropriate bulletin board in electronic or paper format.** Any employee who desires to be considered shall submit a written bid in the form of a City of Rockville employment application to the City. In the case of an absent employee, his Shop Steward may submit a written bid on his behalf. If the City determines there are applicants qualified and available for the job opening without further training (other than a two (2) day job familiarization period), at the expiration of the applicable period of posting, the City shall fill the position from among such applicants on a seniority basis where two or more applicants are deemed equally qualified by the City. If within thirty (30) days of actual work, the City determines that the successful bidder cannot perform the job satisfactorily within this orientation period, he shall be returned to his former job or another comparable job within the bargaining unit which the City determines he is qualified to perform, without loss of seniority. In any event, he will be entitled to return to his former job as soon as a vacancy therein occurs. If there is no qualified applicant available under the provisions of this Section, the City may fill the job from any available source, in its judgment.

Sec. 5.7 - Seniority Lists. Seniority lists showing names, dates of hire, and job classifications of all regular employees shall be maintained in a database and will be available to the Union president or Union representative upon reasonable request. Seniority shall be the determining factor in the following instances: (1) when granting time off requests which are concurrently submitted, and (2) when selecting the successful candidate in the case of a job bid or promotion pursuant to Sections 5.1 and 5.6 of this Article where in the judgment of the City two or more employees are deemed equally qualified. The list shall be open to protest by employees and correction for a period not to exceed five (5) days, and upon proof of error presented by an employee or his Union Representative such error shall be corrected. If no protest is filed within five (5) days, then such lists shall be considered final and not subject to review. A copy of the seniority list shall be sent by mail to the President and designated representative of the Union.

Sec. 5.8 - Certificates and Licenses. In consideration of any and all certificates and licenses required of or deemed desirable for employees for the performance of their specific duties (including but not limited to Commercial Driver's License and Pesticide Certificate), all employees on the payroll July 1 will be entitled to an annual Certificates and Licenses Allowance of \$25.00 paid once per year during the month of July. **In addition, the City will at all times make available the opportunity for up to ten (10) bargaining unit employees from the Utilities Division who obtain permanent state licenses in both water distribution and waste water collection II shall be promoted one grade into the L2 and L3 positions within the Utilities Division designated for the purpose by the Department of Public Works. Those employees who obtain the necessary permanent state license and who are promoted into one of the ten (10) authorized upgraded positions shall receive their grade increase effective the first full pay period after placement in an available authorized position. The compensation of all employees who qualify and are placed in one of the ten (10) authorized upgraded positions will be as though promoted and they will have a six**

(6) month period from the effective date of their promotion at which time they will be eligible for an additional step increase. All employees who are awarded one of the ten (10) authorized upgraded positions are required to satisfy all MDE requirements for maintenance of their state license in order to continue to receive any additional compensation or grade increase provided pursuant to this section. Any employee who is required by the City to obtain any new license or certification after July 1, 1999, will be entitled to a full reimbursement of the initial applicable fee therefore upon presentation of proof of payment

ART. 6 - PAID HOLIDAYS

Sec. 6.1 - Holidays. For the purpose of this Agreement, the following days shall be considered paid holidays on the day observed by the City as the holiday for all regular employees: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Thanksgiving Friday, Christmas Day, and all days of General and Congressional Elections (excluding Primary Elections) throughout the State.

Sec. 6.2 - Holiday Scheduling. For the general job classifications of work assignment, holidays falling on Saturday shall be observed on the preceding Friday, and holidays falling on Sunday shall be observed on the following Monday. For the continuous job classifications of work assignment, holidays shall be observed on the calendar day. An employee in this latter classification shall receive a regular work day's pay for a holiday that falls on a regularly assigned rest day. When a holiday falls during an employee's vacation leave, he shall not be charged vacation leave for said holiday. In order to be eligible for holiday pay, an employee must be in "pay status" on his last scheduled regular work day before and his first scheduled regular work day after the holiday.

Sec. 6.3 - Holiday Pay. Holiday pay for eligible employees shall be eight (8) hours of pay at their regular straight-time hourly rate; except that employees in Refuse Collection shall receive ten (10) hours of holiday pay at their regular straight-time hourly rate for the holiday when that holiday falls on one of their regularly scheduled ten (10) hour work days.

Sec. 6.4 - Holidays Worked. An employee required to work on the holidays listed in this Article shall be paid one and one-half times his regular rate for all hours worked on the holidays, in addition to the holiday pay, appropriate under Sec. 6.3 of this Article, provided the employee works at least forty (40) hours within the work week.

ART. 7 - VACATIONS

Sec. 7.1 - Vacation Policy. Vacations are necessary to the health and well being of all City employees, and time off shall be taken by every employee, except in unavoidable emergencies. Vacation days may be taken for any personal reason. All paid vacations for employees of the City shall be computed as follows:

- (a) Employees with 0 to 24 months of service shall earn 4 hours, 56 minutes of Vacation Leave for each pay period of service.
- (b) Employees with 25 to 60 months of service shall earn 5 hours, 51 minutes of Vacation Leave for each pay period of service.
- (c) Employees with 61 to 96 months of service shall earn 6 hours, 28 minutes of Vacation Leave for each pay period of service.
- (d) Employees with 97 or more months of service shall learn 7 hours, 05 minutes of Vacation Leave for each pay period of service.

Sec. 7.2 - Accumulation and Crediting of Leave. Upon satisfactory completion of the probationary period, vacation leave may be accumulated up to a maximum of forty (40) days of leave time. When the requirement of an employee's job prevents taking his vacation leave so that such leave accumulates in excess of forty (40) days, the period of time during which such excess leave must be used may be extended upon the approval of the City Manager. Vacation leave shall be credited to each Employee after it is earned. No provision will be made for advance crediting of vacation leave. Upon termination, an employee may take the unused portion of vacation leave or may request payment for same, except that an employee terminating City employment before having been employed for a continuous period of six (6) months shall not be entitled to such payment. In no event shall such leave, taken or paid, exceed forty (40) days. In December of each year, employees shall be permitted to exchange for additional compensation up to five vacation days (maximum of 40 hours).

Sec. 7.3 - Vacation Scheduling. The City will designate and assign vacation days of employees, provided however that employees' vacation preferences shall be given due consideration on the basis of departmental seniority within job classifications by the City when it determines that services and operating efficiency are not impaired. Any reservation costs incurred by an employee through rescheduling his vacation by the City will be reimbursed, upon proof of same. The employee shall advise his supervisor of any advance reservations he holds if requested to cancel or reschedule his vacation. Any employee required to return to work while on vacation shall be compensated for the time actually worked at the rate of time and one-half his regular rate for the current vacation week only. Any remaining vacation weeks may be rescheduled as designated above.

ART. 8 - SICK LEAVE

Sec. 8.1 - Paid Sick Leave. Employees will be entitled to sick leave of 4 hours and 37 minutes per pay period up to a maximum of 120 hours per year of service. There will be no limit on the amount of sick leave an employee may accumulate. Sick leave accumulated by employees on the date of this Agreement shall be credited to their

personal record. Each employee shall be individually notified of the amount of his accumulated sick leave.

Sec. 8.2 - Eligibility Requirements. Subject to the City's policies on absenteeism and the other provisions of this Agreement, sick leave shall be granted to employees when:

- (a) Incapacitated from the performance of their duties by sickness, injury, or for medical, dental, or optical examination or treatment.
- (b) Family illness, not to exceed five (5) days in any one calendar year. "Family" shall be defined as parents, spouse, children, sibling, parents-in-law, foster parent, grandparent, and grandchildren. "Family" shall also include other blood, half and step relatives provided they reside in the employee's household. Employees who are not in the "letter" stage of the disciplinary process shall be eligible to use an additional five (5) days in any one calendar year for family illness. When an employee has exhausted family sick leave during the year, that employee will be permitted to utilize accumulated annual leave, provided that the employee's supervisor is able to verify the family sickness.
- (c) Under quarantine.

Sec. 8.3 - Proof of Illness. A medical certificate acceptable to the City Manager may be required for sick leave as follows:

- (a) For any period of sick leave exceeding two (2) consecutive work days.
- (b) For any non-consecutive sick leave in excess of three (3) days in any thirty (30) day period, whether or not consecutive work days.
- (c) For chronic or excessive absences, or when abuse is suspected.

Sec. 8.4 - Sick Leave Bank. All non-probationary regular employees shall be eligible to participate in the Sick Leave Bank in accordance with the terms and conditions applicable thereto as set forth in the City's Personnel Policy and Procedures Manual.

Sec. 8.5 - Retirement. At the time of initial employment an employee must elect that upon retirement from the City's service, an employee shall either be paid one (1) day's pay for every four (4) days of sick leave time which he has accumulated to his credit at the date of his retirement or have added to credited future service one (1) work day for every accumulated day of such leave time. Upon any other type of separation from City employment, no payment shall be made for any unused accumulated sick leave.

ART. 9 - LEAVE FOR BEREAVEMENT, JOB INJURY,
JURY DUTY, PERSONAL MATTERS, AND MILITARY SERVICE

Sec. 9.1 - Bereavement Leave. Regular employees shall be entitled to a leave of absence with pay at their regular rate up to three (3) regular scheduled work days in the case of death in their immediate family. The term “immediate family” shall mean, spouse, child, sibling, parent, parent-in-law, foster parent, grandparent, grandchild, sister-in-law, brother-in-law, aunt, uncle, foster child, or other family unit members, related or non-related, as authorized by the Director of Personnel. The leave of absence must be taken during the period between the date of death and the day after burial, both inclusive, and provided further that the employee is prepared to offer valid proof of death upon request. An employee who requires more time off because of distant travel or other extraordinary circumstances may be granted one (1) additional day leave of absence with pay by the Director of Personnel. Regular employees may be granted one (1) working day off with pay for the death of other close extended family members, related or non-related. Bereavement leave shall not be charged against other forms of leave such as annual, sick, etc.

Sec. 9.2 - On-The-Job Injury Leave. In the event an employee sustains a compensable injury or illness rendering them totally disabled while on the job, they shall, after three (3) days of absence, receive their regular base rate of pay (not to exceed forty (40) hours per week), less any worker’s compensation payments during the period of temporary total disability. This provision shall apply from the first day if an employee is out due to a compensable incident for more than (fourteen) 14 days. No charge shall be made against any leave time during the period of payment for such temporary total disability.

Should the time off not be authorized by the City’s Claim Service and/or physician in accordance with Workers’ Compensation Laws of the State of Maryland, any payment received by the employee for such time off shall be charged against available leave. If no accrued leave is available, it may be charged as Leave Without Pay. Leave Used for approved on-the-job injuries during the first three (3) days will be adjusted at a rate of 66-22/3 percent for leave used for disabilities when the disability exceeds fourteen (14) days.

Authorized Job-Injury Leave is payable through the earlier of maximum recovery or two years from the date of injury/illness. Absences for Job-Injury Leave must be authorized solely by the City’s Claim Service and/or physician. When Job-Injury Leave stops, the disabled individual may continue to be compensated in accordance with the Workers’ Compensation Laws of the State of Maryland and the City’s Income Protection Program.

Sec. 9.3 - Jury Duty Leave. Employees who have completed their probationary period and who serve on jury duty shall be compensated by the City in the amount of their regular rate for regular scheduled work days lost, provided they are prepared to offer valid proof of such jury duty upon request of the City. Whenever such an employee is temporarily excused from jury duty by the Court on his scheduled work day, he shall advise his supervisor as promptly as possible and report for work if so requested. The

receipt of a subpoena or the notice to report for jury duty must be reported immediately to the City.

Sec. 9.4 - Military Training Leave.

(a) Reserve Duty. Any employee of the City who is a member of the National Guard or any reserve component of the Armed Forces of the United States will be entitled to a leave of absence without loss of time or annual leave during which he is engaged in the performance of official duty or training in this state, or in the United States, under competent orders. While on such leave he shall be paid his regular salary, less his military pay, not to exceed a total of ten (10) working days in any one calendar year. However, an additional five (5) days may be used as needed for travel time. Official copies of the orders must be presented to the City no later than one week prior to the scheduled date of departure. The additional five (5) days will not be provided to an employee if he voluntarily extends the training time or is required to spend additional training time caused by excess absences to reserve meetings during the preceding year. To receive payment of wages, an employee must, prior to his leave, file with the Personnel Office of the City and his Department Head, a copy of official orders, and upon his return a certification from his Commanding Officer verifying performance of duty in accordance with terms of the orders.

(b) Definition of Armed Forces. As used in this Section, "Armed Forces" is defined to include the Army, Navy, Marine Corps, Air Force, and Coast Guard, and "reserve component" is defined to include the federally recognized National Guard and Air National Guard of the United States, the Officers Reserve Corps, the Regular Army Reserve, the Air Force Reserve, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve, and the Coast Guard Reserve.

Sec. 9.5 - Military Service Leave. Employees who enlist in the military service shall have all rights and entitlements provided by federal law.

ART. 10 - LEAVES OF ABSENCE

Sec. 10.1 - Leave of Absence Without Pay. Upon written approval of the City Manager or his designee, in extenuating circumstances an employee may, by application in writing, be considered for a leave of absence without pay, not to exceed one (1) year.

Sec. 10.2 - Leave For Union Service.

(a) Appointment to Union Office. Notwithstanding other provisions of this Agreement, any employee elected or appointed as an employee of the Union shall be granted a leave of absence without pay for the term of the election or appointment of his

office, contingent upon the Union's providing a minimum of ten (10) working days notice to the City of the employee's appointment, and provided further that no more than two (2) employees at any one time shall receive an appointment under this Section. Such leave of absence may be extended for additional terms upon the written permission of the City Manager.

(b) Convention Delegates. Following submission of written requests for leave received at least twenty-one (21) days in advance, up to an aggregate of seventeen (17) days of Union business leave of absence with pay in any calendar year (plus a maximum of seven (7) such days may be carried over for one (1) additional year) shall be granted annually to employees for scheduled work days lost to attend and serve as delegates to conventions and organization conferences of the Union provided, however, that no more than one (1) employee per work crew shall be granted such leave at the same time .

Sec. 10.3 - Return From Leave. Seniority shall accumulate during all leaves of absence approved by the City. In addition to accruing seniority while on leave of absence granted under the provisions of this Agreement, employees shall be returned to the position which they held at the time the leave of absence was requested, if the position is still available as determined by the City, or to a comparable job they are qualified to perform, in the City's judgment.

ART. 11 - HOURS OF WORK

Sec. 11.1 - Regular Work Day. The regular work day shall consist of eight (8) consecutive hours (including a paid lunch break) within the twenty-four (24) hour period beginning at the time designated by each Department; except in the case of employees assigned to work four (4) ten (10) hour regular work days per week.

Sec. 11.2 - Regular Work Week. The regular work week shall consist of five (5) consecutive regular work days, Monday or Tuesday through Friday or Saturday inclusive, or four (4) ten (10) hour regular work days per week.

Sec. 11.3 - Rescheduling A Regular Work Week. Whenever the City redefines the work week, the City will notify the Union not less than three (3) weeks in advance of such schedule change. Work schedules showing each employee's shifts, regular work days, and hours of work shall be distributed to each affected employee.

Sec. 11.4 - Rest Periods. All employees' work schedules shall provide for a ten (10) minute on-site rest period during each one-half shift, unless the City determines that unusual work requirements prohibit it. Rest periods shall be scheduled at the middle of each one-half shift, whenever this is feasible. The rest period during the second half shift may be scheduled immediately after the lunch period, if deemed practical by the City. Employees who, for any reason, work an additional shift immediately following their regular shift shall receive after twelve (12) consecutive work hours, a one (1) hour and (30) thirty minute rest period; after sixteen (16) hours and thirty (30) minutes, a two (2)

hour rest period; and after twenty-four (24) consecutive work hours, a three (3) hour rest period. In addition, they shall be granted the regular rest periods that occur during the shift. The City reserves the right to adjust rest periods to meet the City's needs.

Sec. 11.5 – Refuse Retention Incentive. All Sanitation Workers/Operators L2 or L3 (non-probationary) working in the Refuse Division on the payroll as of July 1, 2008, except employees on disability leave, IPP, vocational rehabilitation, or other employees not in good standing with the City, will receive a \$500 one-time, lump-sum retention incentive payment at the beginning of the first full pay period following January 1, 2009. The retention incentive payment will not be added to base salary. Any bargaining unit employee receiving the retention incentive must remain a Sanitation Worker/Operator working in the Refuse Division for at least 1 year after receiving the incentive, and must agree to repay a prorated amount of the total incentive to the employer if the bargaining unit employee does not continue working as a sanitation worker/operator (L2 or L3) in the Refuse Division for the entire 1 year period. The employee will not have to pay the incentive if the employee dies, transferred to another City position, or the employee is promoted to another position within the City.

Sec. 11.6 - Lunch Periods.

(a) All employees shall be granted a twenty-five (25) minute lunch period during each work shift.

(b) An employee who is required to work four (4) hours beyond his regular quitting time will be allowed a twenty-five (25) minute meal break. An employee will be allowed an additional meal break every four (4) hours thereafter of continuous work. In consideration thereof, all current employees will be entitled to an annual meal allowance of \$140 paid once per year during the month of July. All new employees hired after July 1 will be entitled to the following meal allowance to be paid within one month of their date of hire: employees hired during July, August, or September - \$140; employees hired during October, November, or December - \$105.00; employees hired during January, February, or March \$70.00; and Employees hired during April, May, or June - \$35.00. **All allowances will be paid consistent with IRS regulations.**

Sec. 11.7 - Cleanup Period. Employees will be granted a ten (10) minute personal cleanup period prior to the end of each work shift.

Sec. 11.8 - Stand-By Pay. Employees who may be regularly assigned stand-by duty shall be paid at the next higher step for the length of time assigned to such stand-by duty.

ART. 12 - OVERTIME WORK AND PAY

Sec. 12.1 - Overtime Pay. Time and one-half the employee's regular hourly rate shall be paid for work under the following conditions: (a) all work performed in excess of forty

(40) hours in any workweek, including credit for approved leave and holidays which fall within his regular work week. One and one-half times the employee's regular rate shall be paid for work performed on the holidays as provided in Article 6, Section 6.1.

Sec. 12.2 - Call-Back Pay. An employee recalled to work after he has left the City's premises shall be entitled to receive a minimum of four (4) hours pay, or pay for hours actually worked, whichever is greater; provided further that such employee has worked over forty (40) hours in that workweek, including credit for approved leave. If the call-back work assigned and the employee's regular shift overlap, the employee shall be paid the call-back rate of one and one-half time the employee's regular rate until he completes two (2) hours work. The employee shall then be paid for the balance of his regular shift at the appropriate regular rate.

Sec. 12.3 - Overtime Work Assignment. The amount of overtime and the employees assigned to work such overtime hours shall be established by the City, provided however, that overtime work shall be distributed as equitably as is reasonably practical among qualified employees normally engaged in the work involved. Any error in the distribution of overtime shall be adjusted by the City by the priority assignment of similar future overtime when available, to the employee erroneously deprived of such work.

ART. 13 - SAFETY AND HEALTH

Sec. 13.1 - Safe Working Conditions. The City and the Union will encourage employees to work in a safe manner and cooperate with the City in adherence to the City's rules, policies and practices pertaining to safety and health. The City shall make available to all employees from time to time safety awareness courses developed or chosen by the City. Additionally, the City shall provide a training course on safe driving, developed or selected by the City, to all employees required to hold a CDL.

Sec. 13.2 - Employee Recommendations. Every recommendation for the protection of the safety and health of employees submitted by employees to their supervisor or in the absence of the supervisor to the safety administrator or to the Personnel Officer shall be promptly considered by the City and appropriate action taken whenever, in the City's judgment, deemed necessary.

Sec. 13.3 - Safety Committee. There shall be established a Safety Committee consisting of six (6) members, three (3) of whom shall be appointed by the Union from among the employees and three (3) of whom shall be appointed by the City from the City's management. The safety administrator shall also serve on the committee as a non-voting member in an advisory capacity. This Committee shall meet as needed in the discretion of the City to discuss safe working conditions and report its recommendations to the City Manager or his designee for consideration.

Sec. 13.4 - Protective Clothing and Facilities.

(a) Uniforms and Other Special Clothing. When the City provides uniforms and protective clothing, all employees will be required to wear such uniforms and protective clothing. The cost of maintaining the uniform or protective clothing in proper condition (including tailoring, dry cleaning and/or laundering) shall be paid by the City. The City further agrees to furnish and maintain rain gear and gloves for all employees when the City determines necessary. In addition, the City will furnish and maintain insulated coveralls for Refuse Workers as deemed necessary by the City for use in the winter months. Employees shall not wear uniforms furnished by the City during off-duty hours, except as may be necessary to go to and from work. Between Memorial Day and Labor Day each year, employees assigned to refuse collection and water and sewer maintenance activities shall be furnished fresh uniforms daily. The City further agrees to maintain safe and sanitary locker rooms and related facilities.

(b) Safety Shoes. All current employees are required to wear safety shoes and will be entitled to an annual safety shoe allowance of \$135, paid once per year during the month of July. All new employees hired after July 1 each year will be entitled to the following shoe allowance to be paid within one month of their date of hire: employees hired during July, August, or September - \$135; employees hired during October, November, or December - \$101.25; employees hired during January, February, or March - \$67.50; and employees hired during April, May, or June - \$33.75. **All allowances will be paid consistent with IRS regulations.**

ART. 14 - HEALTH BENEFITS

Sec. 14.1 - Health Insurance Premium Co-Pay. The City will pay eighty (80%) of the lowest price health insurance premium charged by the City's designated health insurance providers for employees within the bargaining unit for the respective types of coverage offered (i.e., Individual, Two Person, or Family) in its standard insurance plans. In addition, the City may offer an optional high deductible insurance plan. The amount of premium paid by the City for this plan shall not be considered for purposes of calculating the City's share of the premium payment for the standard health insurance plans referenced above. If during the term of this Agreement a more favorable premium co-pay percentage is provided to the City's Administrative and Police employees, that improvement shall also be extended to employees covered by this Agreement. The City reserves the right to designate the carriers who insure these Plans.

Sec. 14.2 - Dental Plan. The City will pay Eighty Percent (80%) of the cost of premiums for dental benefits. Any increases in such premiums shall be shared by the City and employees as provided in Section 14.1 of this Article. Employees that do not elect to participate in the dental plan shall have the City's cost of that plan applied to their health insurance premium.

Sec. 14.3 - Life Insurance. The City assumes the full current premium cost of life insurance coverage which provides protection for employees equivalent to one and one-

half times annual straight time rate of pay, with certain additional accidental death and dismemberment benefits.

Sec. 14.4 - Dispute Over Provisions. Should any dispute arise as to the interpretation or administration of the benefit plans summarized in this Article, such dispute shall not be subject to the grievance and arbitration provisions of this Agreement. The provisions of the official plan agreements, rather than this or any other plan summaries, shall govern their interpretation and administration by the City.

Sec. 14.5 - Wellness Program. The City agrees to continue a Wellness Program including certain health fairs and voluntary health screenings.

ART. 15 - MANAGEMENT RESPONSIBILITIES

Sec. 15.1 - Management Functions and Responsibilities. Except as expressly modified or restricted by a specific provision or provisions of this Agreement, all municipal, managerial and administrative prerogatives and functions conferred upon the City inherently and by law, are retained and vested exclusively in the City, including but not limited to the right to demote, reprimand, suspend, discharge, or otherwise discipline employees for just cause; to hire and determine qualifications of employees; to assign and direct their work; to promote, transfer, lay off, and recall employees to work; to set the standards of productivity and the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, and means of facilities by which such operations are conducted; to establish and administer work standards; to set the starting and quitting time and the number of hours, overtime and shifts to be worked; to close down the City's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, contract out, or cease any job, department, operation or service; to control and regulate the use of facilities, equipment and other property of the City; to introduce new or improved service, research, distribution, and maintenance methods, materials and equipment; to determine the number, location and operation of departments, divisions and all other units of the City; to issue, amend or revise policies, rules, regulations and practices not in conflict with the express terms of this Agreement but otherwise necessary to carry out these and all other municipal, managerial, and administrative prerogatives; and generally to take whatever action that is otherwise necessary in the City's judgment and discretion to foster good service to its community and otherwise to determine, administer, and fulfill the mission of the City and direct the City's employees. The City's failure to exercise any prerogative or function hereby reserved to it, or the City's exercise of any such prerogative or function in a particular way, shall not be considered a waiver of the City's right to exercise such prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

ART. 16 - UNION VISITATION

Sec. 16.1 - Union Visitation. Upon notice to the City's appropriate Department Head or their designee, Union Council Representatives shall have reasonable access to the City's premises for the purpose of conferring with Union Stewards and administering this Agreement, provided that such visitations shall not affect the efficiency of the City's operations, in the City's determination.

ART. 17 - RATES OF PAY

Sec. 17.1 - Hourly Rate Increases. All employees shall receive wage increases on their regular rates of pay **on the first full pay period following the July 1 effective date** in accordance with the schedule below and as provided in the Hourly Rate Schedules set forth in Attachment A to this agreement.

July 1, 2008	3.25%
July 1, 2009	3.25%
July 1, 2010	3.25%

In the event an across-the-board general wage adjustment is provided to employees in the City's Administrative or Police units which is greater than that provided for under this Agreement, the applicable increase shall be adjusted to match the higher increase provided to those employees.

Sec. 17.2 - Pay Periods. Employees will be paid bi-weekly **through direct deposit.**

Sec. 17.3 - Night Differential. Employees who may be regularly assigned to work an eight (8) hour shift more than four (4) hours of which fall between 5:00 p.m. and 7:00 a.m. shall be paid at the next higher step. Any employee working during said hours on an overtime basis, as provided in Article 12 hereof, shall not receive this Night Differential Pay.

Sec. 17.4 - Longevity Pay. Employees who were on the City's payroll in a position covered by this Agreement on June 30, 1992, shall be entitled to receive longevity pay in the amount of 5% of their annual salary once they have accumulated 7-1/2 years of uninterrupted service from the date of their last hiring; provided that hiring took place prior to July 1, 1992. Those same employees shall be eligible to receive longevity pay in the amount of 10% of their annual salary once they have accumulated 12-1/2 years of uninterrupted service from the date of their last hiring; provided that hiring took place prior to July 1, 1992. Longevity payments will be made twice yearly, one-half in June and one-half in December of each year.

Sec. 17.5 - Section 125-Payroll Deductions. For the duration of this Agreement, the City agrees to continue to maintain for the benefit of employees a Section 125 Plan to the extent permissible by applicable law.

Section 17.6 - Equipment Differential. If during a regular work day, a qualified employee operates any of the following: (a) Forestry Boom Truck, (b) Grade-all, (c) Back Hoe, (d) Camera Truck, or (e) Bob Cat, for any part of the work day, they will be given the equivalent of a step increase on an hourly basis for their entire work shift on that day. If a qualified employee is called in to operate this equipment on overtime not in conjunction with the regular work day, the employee shall be paid at the higher rate for the hours spent in operating the equipment. The City reserves the right to determine which employees are qualified to operate this equipment and those employees who will be compensated as provided for above. Other employees not qualified in the judgment of the City to operate this equipment shall be offered the opportunity based on seniority to train to become qualified on an as needed basis, as determined by the City. Trainees will not be entitled to compensation at the higher rate.

ART. 18 - NO STRIKES OR LOCKOUTS

Sec. 18.1 - No Strikes. The Union, its officers, agents, delegates, representatives, stewards, committeemen and members, and all other employees shall not, in any way, directly or indirectly, instigate, lead, engage in, authorize, cause, assist, encourage, participate in, ratify, or condone any strike, sympathy strike, slowdown, work stoppage, or any other interference with or interruption of work at any of the City's facilities or operations, whether or not such strike, sympathy strike, slowdown, work stoppage, or other interference with or interruption of work (a) involves a matter subject to resolution pursuant to the grievance and arbitration procedures set forth in Article 3 of this Agreement; or (b) involves a matter specifically referred to or covered in this Agreement; or (c) involves a matter which has been discussed between the City and the Union; or (d) involves a matter which was within the knowledge or the contemplation of the City and the Union at the time this Agreement was negotiated or executed.

Sec. 18.2 - Discipline. The failure or refusal on the part of any employee to comply with the provisions of this Article shall be cause for immediate discipline, including discharge, and such discipline shall not be subject to the arbitration provisions set forth in Article 3.

Sec. 18.3 - No Lockouts. In consideration of this no-strike pledge by the Union, for the duration of this Agreement the City shall not lock out its employees.

ART. 19 - GENERAL PROVISIONS

Sec. 19.1 - Due Notice to Employees. City notification to an employee shall be deemed due and sufficient for the purpose of this Agreement if the notification is made personally or by registered or certified mail or telegram delivered to the employee's last known address as shown on his personnel record maintained by the City. It shall be the responsibility of each employee to keep the City informed of his current address and telephone number. For the purpose of computing any notification period, the day the notice is sent shall not be included.

Sec. 19.2 - Bulletin Boards. The City shall place at the disposal of the Union, adequate space on certain City bulletin boards for the purpose of posting the following Union activities: meetings, elections, and results of elections, appointments, recreational and social affairs, and such other activities as may be approved by the City's Personnel Director or his designee. There shall be no posting or distribution of any notices, pamphlets, advertisements, political literature, or any other type of written, printed, graphic, or visual matter upon the City's premises by the Union except as herein provided.

Sec. 19.3 - Uniforms. When the City determines it necessary to provide uniforms for employees, such uniforms remain City property and are on loan to employees, who are responsible for the care of these garments and must return them to the City. The City shall pay the cost of laundering such uniforms. The cost of uniforms not returned to the City at termination of employment will be deducted from the employee's final paycheck.

Sec. 19.4 - Disciplinary Rules. The City's rules on standards of attendance and discipline, including warning, reprimand, suspension, and discharge of employees, shall be provided to the Union and shall be available to employees upon request. Discipline shall include, but not be limited to, verbal or written reprimand, disciplinary probation, suspension, reduction in grade, fines, or termination.

Sec. 19.5 - Drug and Alcohol Testing. Any drug and alcohol testing of current employees conducted by the City will be performed in accordance with applicable statutes and regulations.

Section 19.6 - Employee Personnel Files. An employee's official personnel file shall be that which is maintained by the City Personnel Office. Employees shall be provided with a copy of any disciplinary actions included in their official personnel file on a timely basis upon reasonable request. Employees shall be afforded the opportunity to review their official personnel file once every six (6) months upon reasonable request. A disciplinary action which has not been relied upon by the City within two (2) years following its effective date as the basis for imposition of an elevated level of progressive disciplinary action for a subsequent infraction will not be considered in determining the appropriate level of future disciplinary actions.

Section 19.7 - Participation and Inclusion. Both the City and the Union recognize the value of working jointly on issues of mutual interest, such as safety, retirement, applicant selection, etc. To that end, the Union may be extended the opportunity to be represented in such activities as appropriate. In turn, in those instances where the Union is invited to designate a representative(s) to participate in such activities, the Union will encourage and permit active participation from among all its membership in these activities.

ART. 20 - SCOPE AND DURATION

Sec. 20.1 - Separability. If any term or provision of this Agreement is at any time during the life of this Agreement in conflict with any law, such term or provision shall continue in effect only to the extent permitted by such law. If any term or provision of this Agreement is or becomes invalid or unenforceable, such invalidity or unenforceability shall not affect or impair any other term or provision of this Agreement.

Sec. 20.2 - Duration. This Agreement shall become effective as of 12:01 a.m. on **July 1, 2008**, and shall continue in full force and effect until 12:00 midnight **on June 30, 2011**, and thereafter shall automatically renew itself and continue in full force and effect from year to year unless written notice of election to terminate or modify any provision of this Agreement is given by either party to the other not less than ninety (90) days prior to July 1, 2008, or prior to July 1 of any succeeding year. Such written notice or election to terminate or modify shall specify the proposed new provisions or modifications requested by the party giving such notice.

NEW ARTICLE: PEOPLE

The Employer agrees to deduct on a biweekly basis from the payroll checks of Employees covered by this Agreement, who so request in writing, voluntary contributions to the Union's Public Employees Organized to Promote Legislative Equality (P.E.O.P.L.E.) fund. The Union agrees to indemnify and hold harmless the Employer from any loss or damages arising from the operation of this paragraph.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives this 15 day of April, 2008.

AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL
EMPLOYEES AND ITS LOCAL NO.
1453, AFL-CIO

MAYOR AND CITY COUNCIL
OF ROCKVILLE, MARYLAND

By: Wanda Hulston Martin

By: [Signature]
City Manager

By: [Signature]

By: [Signature]

By: [Signature]

By: Roger Jones

By: [Signature]

ATTACHMENT A

HOURLY RATE SCHEDULE

<u>Job Classification</u>	<u>Grade</u>	<u>Progression</u>
Sanitation Worker	Grade 02	Steps 2 thru 12
Sanitation Operator	Grade 03	Steps 2 thru 12
Laborer	Grade 01	Steps 1 thru 12
Maintenance Worker	Grade 02	Steps 1 thru 12
Equipment Operator	Grade 03	Steps 1 thru 12
Tree Climber	Grade 04	Steps 2 thru 12
Certified Tree Climber	Grade 05	Step 2 thru 12
Facility Maintenance Trades Worker	Grade 04	Steps 1 thru 12
Traffic Maintenance Worker	Grade 03	Steps 1 thru 12

Effective the first full pay period following July 1, 2008, Grade Level 05 will be introduced to the pay scale consistent with current pay structure (i.e. percentage between grades and number of steps).

Effective the first full pay period following July 1, 2008, Step 10 will be set at an amount equal to 3.25 percent.

Effective the first full pay period following July 1, 2008, Step 11 will be introduced which shall be set at an amount 3.25% higher than the then current rate for the preceding Step 10. Employees eligible for elevation to Step 11 will receive that step effective as of their anniversary date.

Effective the first full pay period following July 1, 2009, Step 12 will be introduced which shall be set at an amount 3.25% higher than the then current rate for the preceding Step 12. Employees eligible for elevation to Step 12 will receive that step effective as of their anniversary date.

Notes: Night differential at one step higher.
Probation ends after 1,040 hours of work from the date of hire.
First step increase occurs on date probation ends.
All later steps increase on anniversary date of end of probation.

CITY OF ROCKVILLE
 UNION PAYSACLE
 FISCAL YEAR 2009
 PAYSACLE 25
 ANNUAL SALARIES

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
001	29,139	30,086	31,064	32,074	33,116	34,192	35,304	36,451	37,636	38,859	40,122
002	31,616	32,644	33,705	34,800	35,931	37,099	38,304	39,549	40,835	42,162	43,532
003	34,303	35,418	36,569	37,758	38,985	40,252	41,560	42,911	44,306	45,746	47,232
004	37,219	38,429	39,678	40,967	42,299	43,674	45,093	46,558	48,072	49,634	51,247
005	40,383	41,695	43,050	44,450	45,894	47,386	48,926	50,516	52,158	53,853	55,603

CITY OF ROCKVILLE
 UNION PAYSACLE
 FISCAL YEAR 2009
 PAYSACLE 25
 HOURLY RATES

1.0325

1.0325

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
001	14.0093	14.4646	14.9347	15.4200	15.9212	16.4386	16.9729	17.5245	18.0941	18.6821	19.2893
002	15.2001	15.6941	16.2041	16.7308	17.2745	17.8359	18.4156	19.0141	19.6321	20.2701	20.9289
003	16.4921	17.0281	17.5815	18.1529	18.7428	19.3520	19.9809	20.6303	21.3008	21.9931	22.7078
004	17.8939	18.4754	19.0759	19.6959	20.3360	20.9969	21.6793	22.3839	23.1113	23.8625	24.6380
005	19.4149	20.0459	20.6973	21.3700	22.0645	22.7816	23.5220	24.2865	25.0758	25.8908	26.7322

CITY OF ROCKVILLE
 UNION Payscale
 FISCAL YEAR 2010
 Payscale 25
 ANNUAL SALARIES

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
001	30,086	31,064	32,074	33,116	34,192	35,304	36,451	37,636	38,859	40,122	41,426	42,772
002	32,644	33,705	34,800	35,931	37,099	38,305	39,549	40,835	42,162	43,532	44,947	46,408
003	35,418	36,570	37,758	38,985	40,252	41,560	42,911	44,306	45,746	47,232	48,767	50,352
004	38,429	39,678	40,967	42,299	43,674	45,093	46,559	48,072	49,634	51,247	52,913	54,632
005	41,695	43,051	44,450	45,894	47,386	48,926	50,516	52,158	53,853	55,603	57,410	59,276

CITY OF ROCKVILLE
 UNION Payscale
 FISCAL YEAR 2010
 Payscale 25
 HOURLY RATES

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
1.0325	14.4646	14.9347	15.4201	15.9212	16.4387	16.9729	17.5245	18.0941	18.6822	19.2893	19.9162	20.5635
002	15.6941	16.2042	16.7308	17.2745	17.8360	18.4156	19.0141	19.6321	20.2701	20.9289	21.6091	22.3114
003	17.0281	17.5815	18.1529	18.7429	19.3520	19.9810	20.6303	21.3008	21.9931	22.7079	23.4459	24.2079
004	18.4755	19.0759	19.6959	20.3360	20.9969	21.6793	22.3839	23.1114	23.8625	24.6380	25.4388	26.2655
005	20.0459	20.6974	21.3701	22.0646	22.7817	23.5221	24.2865	25.0759	25.8908	26.7323	27.6011	28.4981

CITY OF ROCKVILLE
 UNION PAYSACLE
 FISCAL YEAR 2011
 PAYSACLE 25
 ANNUAL SALARIES

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
001	31,064	32,074	33,116	34,192	35,304	36,451	37,636	38,859	40,122	41,426	42,772	44,162
002	33,705	34,800	35,931	37,099	38,305	39,549	40,835	42,162	43,532	44,947	46,408	47,916
003	36,570	37,758	38,985	40,252	41,560	42,911	44,306	45,746	47,232	48,767	50,352	51,989
004	39,678	40,967	42,299	43,674	45,093	46,559	48,072	49,634	51,247	52,913	54,632	56,408
005	43,051	44,450	45,894	47,386	48,926	50,516	52,158	53,853	55,603	57,410	59,276	61,203

CITY OF ROCKVILLE
 UNION PAYSACLE
 FISCAL YEAR 2011
 PAYSACLE 25
 HOURLY RATES

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
1.0325	1.0325											
001	14.9347	15.4201	15.9212	16.4387	16.9729	17.5245	18.0941	18.6822	19.2893	19.9162	20.5635	21.2318
002	16.2041	16.7308	17.2745	17.8360	18.4156	19.0141	19.6321	20.2701	20.9289	21.6091	22.3114	23.0365
003	17.5815	18.1529	18.7429	19.3520	19.9810	20.6303	21.3008	21.9931	22.7079	23.4459	24.2079	24.9946
004	19.0759	19.6959	20.3360	20.9969	21.6793	22.3839	23.1114	23.8625	24.6380	25.4388	26.2655	27.1192
005	20.6974	21.3700	22.0646	22.7817	23.5221	24.2865	25.0759	25.8908	26.7323	27.6011	28.4981	29.4243