

AGREEMENT

between the

TOWN OF

NORTH KINGSTOWN, RHODE ISLAND

and

RHODE ISLAND LABORERS' DISTRICT COUNCIL

on behalf of

PUBLIC SERVICE EMPLOYEES'

LOCAL UNION 1033

of the

LABORERS' INTERNATIONAL UNION

OF NORTH AMERICA, AFL-CIO

Effective: July 1, 2021 to June 30, 2024

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PREAMBLE

The following Agreement, effective as of the 1st day of July, 2021, by and between the Town of North Kingstown, Rhode Island, hereinafter referred to as the Town, and the Rhode Island Laborers' District Council on behalf of Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO, hereinafter referred to as the Union, is recorded in written form to meet the requirements as set forth in Section 28-9.4-5 in the General Laws of Rhode Island, 1956, as amended, such title being known as the Municipal Employees' Arbitration Act. This Agreement is designated to provide for an equitable and peaceful procedure for the resolution of differences in accordance with the grievance procedure specified herein, in order to maintain and promote a harmonious relationship between the Union and the Town and to encourage effective service in the public interest.

ARTICLE I **RECOGNITION AND MANAGEMENT RIGHTS**

Section 1.1 RECOGNITION. The Town recognizes the Rhode Island Laborers' District Council on behalf of Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO as the sole and exclusive bargaining agent for all full-time classified employees employed by the Town of North Kingstown including Department of Public Works, Clerk Typists and Janitors in the Police Department, Library Classified Positions, Animal Warden and part-time employees who work or are scheduled to work twenty (20) hours per week for at least forty-two (42) weeks per year, excluding Seasonal Employees, School Department Employees, Supervisors and all other employees presently covered by Union contracts, pursuant to certification granted by the Rhode Island State Labor Relations Board for the purposes of collective bargaining under the provisions of Section 28-9.4 (Municipal Employees' Arbitration Act), General Laws of Rhode Island, 1956, as amended. Specifically

excluded from the unit are the positions of Highway Superintendent, Assistant Highway Superintendent, Water Superintendent, Building Inspector, Comptroller, Deputy Town Clerk, Executive Secretary/Assistant Personnel Officer, Town Engineer, Principal Planner, Recreation Program Director, Senior Clerk Stenographer (Finance Department) and Engineering Inspector. Persons employed in any position created after July 1, 1976 (excepting professional, supervisory and confidential positions) shall be included in the Unit on the thirty-first day of employment. The Town agrees not to change the title of any existing position for the purpose of removing the position from the bargaining unit. The Union recognizes the Town Manager and/or his or her designated representative or representatives as the sole and exclusive representative(s) of the Town of North Kingstown, Rhode Island, for the purpose of collective bargaining.

The Town further recognizes the Union as the sole and exclusive bargaining agent for such permanent municipal employees as were eligible to vote in the representation election held on April 10, 1992, which covered Bus Driver-Senior Center, Library Aide, Clerical Assistant, Meal Site Supervisor, Outreach Coordinator and Outreach Worker positions. Such employees shall be referred to herein as "under-20-hour-employees" and each provision to this Agreement shall be conclusively presumed not to apply to under-20-hour-employees unless the particular provision expressly states that it does apply to under-20-hour-employees, using that term.

Section 1.2 MANAGEMENT RIGHTS. Except as specifically abridged or modified by any provision of this Agreement, the Town will have, whether exercised or not, all of the rights, powers and authority that it had prior to the date on which the Union first became the representative of any of the employees covered hereby, including but not limited to the following: determine the standards of service to be offered by its departments and agencies; determine the standards of selection for employment; direct its employees; take disciplinary

action; relieve its employees from duty because of lack of work or for just cause; issue rules and regulations; maintain the efficiency of governmental operations; determine the methods, means and personnel by which the Town's operations are to be conducted; determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities. The above rights, responsibilities and prerogatives are inherent in the Town Council and the Town Manager by virtue of statutory and charter provisions and cannot be subject to any grievance or arbitration proceeding except as specifically provided for in this Agreement. This provision shall apply to under-20-hour-employees.

Section 1.3 NO STRIKE; NO LOCK-OUT. The Public Service Employees' Local Union 1033, Laborers' International Union of North America, AFL-CIO for itself and for all employees covered by this Agreement, hereby agrees that neither the Union nor any employee will call, support or engage in any work stoppage, slowdown, strike or any other action directed against the Town or any of its officials or managers, that would impede the proper functioning of the Town Government at any time, and they will not give assistance, encouragement or support to any such action(s). The Town agrees that it will not lock-out any employees at any time. This provision shall apply to under-20-hour-employees.

Section 1.4 NO DISCRIMINATION. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of age, sex, marital status, race, color, religion, creed, national origin, political affiliation or union membership. This provision shall apply to under-20-hour-employees.

Section 1.5 DUES AND OTHER DEDUCTIONS.

A. The Town shall deduct from the wages of employees covered by this Agreement, in accordance with the express terms of a blanket authorization form provided by the Union and signed by the individual employee, the monthly dues of the Union for employees who choose to join the Union. In addition, the Town shall deduct from employees' wages, in accordance with the terms of an authorization provided by the Union and signed by the employee, a monthly voluntary contribution to the Union for any employee who wishes to contribute and declines to be a member. Such deductions shall be made bi-weekly, and shall be forwarded to the Treasurer of the Union together with a check-off list setting forth the names of the employees and the amounts of deductions.

B. The obligation of the Town for funds actually deducted under this Section terminates upon delivery of the deductions so made to the person authorized by the Union to receive such amounts from the Town.

C. The employer will remit the deduction withheld bi-weekly to the Secretary-Treasurer of Local Union #1033, 410 South Main Street, Providence, R.I. 02903 listing the employee's name, identification number and the amount of dues deducted.

D. All of the provisions in this Section 1.6 shall apply to under-20-hour employees.

E. The Union shall indemnify the Town and hold it harmless, and shall pay the legal fees and costs of the Town in defending, any and all claims of any kind arising out of this Section 1.6 or Section 1.5, or as a result of the Town's compliance with Section 1.5 or Section 1.6.

Section 1.6 PROBATION TIME. The probation period for all employees covered by this Agreement shall be one hundred eighty (180) of the employee's working days from the date of employment. This provision shall apply to under-20-hour-employees.

ARTICLE II **GRIEVANCE AND ARBITRATION PROCEDURE**

Section 2.1 GRIEVANCE PROCEDURE. It is mutually understood and agreed that all grievances of employees, or the employer, arising out of the provisions of this contract shall be dealt with as follows:

A. Within five (5) working days from the date on which a member knows or reasonably should know of the alleged grievance, he, she, or a steward of the Union shall present it in writing to his or her department head. To the extent the Union knows or reasonably should know at the time the grievance is filed, the written grievance shall specify the act or omission ("occurrence") being grieved, the section or sections of the contract allegedly violated, the name of the employee or employees who are aggrieved, the time and place of the occurrence and the remedy sought. The written grievance shall be signed by the aggrieved employee(s) or by an officer or agent of the Union. The department head shall respond to the grievance in writing within five (5) working days after receipt of the grievance.

B. In the event the alleged grievance is not resolved in the foregoing manner, the Union shall present such grievance herein to the Town Manager. The request to meet with the Town Manager shall be made in writing by a steward of the Union immediately after receipt of denial of the grievance in Step A, but in no case shall the request be made more than five (5) calendar days after receiving such denial. The Town Manager shall meet with a steward of the Union and the aggrieved member and/or his or her designated representative, which representative shall be an authorized union representative, within seven (7) working days from

the receipt of the request for the meeting. Within five (5) working days thereafter, the Town Manager shall render his or her decision in writing to the Union.

C. In the event the alleged grievance is not resolved in the foregoing manner, the grievance shall, at the request of the Union, be referred to the American Arbitration Association in accordance with its rules and regulations.

The submission to arbitration must be made within ten (10) days of the receipt of management's answer, as stated in Step B above, or it shall be deemed to have been waived.

The arbitrator shall hold a hearing within ten (10) days of his or her appointment, and his or her decision shall be final and binding upon the parties. The expenses of such arbitrator shall be borne equally by the parties. The arbitrator shall have no power to alter, amend, add to, or deduct from the provisions of this Agreement. The arbitrator shall not substitute his or her discretion for the Town's where such discretion has been retained by the Town under this Agreement.

D. The term "working days" shall mean days on which the agency for which any of the aggrieved employees work is open for business as usual.

E. All of the provisions of this Section 2.1 shall apply to under-20-hour-employees.

Section 2.2 If a member or the Union fails to process the alleged grievance within the time period set forth in Paragraph A above, it shall not be considered a grievance for determination under the provisions of this Agreement. All other time limitations referred to in Paragraphs A through C above may be waived by mutual written agreement between the parties. This provision shall apply to under-20-hour-employees.

Section 2.3 It is expressly understood and agreed that the within grievance procedure does not apply in cases of transfer, suspension, demotion or discharge of a member. The rights

and remedies of the parties in such cases are governed by the Personnel Ordinance (Chapter 31, as amended) and the Personnel Rules and Regulations, as amended. This provision shall apply to under-20-hour-employees.

ARTICLE III
PERSONNEL, PAY AND BENEFITS

Section 3.1 JOB DESCRIPTION, CLASSIFICATION AND PAY.

A. Each position in the bargaining unit shall have a job description, a copy of which shall be furnished to the Union upon request. If requested by the Union, the Town will meet at least annually to discuss and obtain input from the Union regarding the contents of bargaining unit job descriptions; provided, however, the parties agree that this shall not create an obligation for the Town to bargain the contents of job descriptions.

B. The pay rates and pay ranges for job classifications in the bargaining unit for the fiscal years 2022-2024 shall be set forth in Appendix A, reflecting for Fiscal Year 2021-2022, a two and three-quarter (2.75%) percent increase effective July 1, 2021; for Fiscal Year 2022-2023, a two and one-half (2.5%) percent increase effective July 1, 2022; and for Fiscal Year 2023-2024, a three (3%) percent increase effective July 1, 2023. This provision shall apply to under-20-hour-employees.

C. **COMPENSATION FOR TEMPORARY UPGRADING.** Temporary upgrade pay shall be authorized when an employee is acting in a position of higher rank commencing with the start of the third (3rd) consecutive work day that said employee is acting in the position of higher rank. The Town agrees that when authorizing an employee to act in a position of higher rank, the criteria set forth in Article IV, Section 4.4 (D)(e) and Section 4.4 (D)(f) shall be utilized; provided, however, this section shall not apply when authorizing employees to act in a position not covered by this collective bargaining agreement.

D. Employees who are promoted to a position with a higher grade shall be paid at the step of the higher grade which provides a wage increase over the employee's then existing grade/pay step that will then be the anniversary date for the next step. Employees who laterally transfer from blue collar to white collar positions (or vice versa) where both positions are assigned to the same pay grade but whose pay grades are assigned different step values shall be paid at the step of the new grade which provides a wage increase over the employees' then existing grade/pay step that will then be the anniversary date for the next step. Public Works employees who hold a Class B CDL license and upgrade to a Class A CDL license shall receive a one pay grade increase to their existing pay grade. The time for moving between pay steps within a pay grade shall be nine (9) months to move from Step 1 to Step 2, twelve (12) months to move from Step 2 to Step 3, twelve (12) months to move from Step 3 to Step 4 and twelve (12) months to move from Step 4 to Step 5.

Section 3.2 LONGEVITY PAY.

Longevity payments to the full-time and part-time employees in the bargaining unit hired on or before June 30, 2012 shall be based on the following scale:

Aggregate Years of Continuous Service	Total Annual Longevity Payments
7 but less than 11 years	3% of Base
11 but less than 15 years	5.5% of Base
15 but less than 20 years	8% of Base
20 years or over	10.5% of Base

Longevity payments to the full-time and part-time employees in the bargaining unit hired on or after July 1, 2012 shall be based on the following scale:

Aggregate Years of Continuous Service	Total Annual Longevity Payments
11 but less than 15 years	2% of Base
15 but less than 20 years	3% of Base
20 but less than 25 years	4% of Base
25 years or over	5% of Base

B. Said longevity payment shall not affect the annual increment to which an employee is entitled but is compensated for continued and faithful service to the Town.

C. Subsequent to July 1, 1976, a member who enlists in the Armed Forces of the United States (i.e., Army, Navy, Air Force, Marine Corps and Coast Guard) shall not have such time spent on active duty included in determining the number of aggregate years of Town service, unless otherwise required by law.

Section 3.3 PERSONNEL. The Town and the Union shall recognize and adhere to all provisions of ordinances and laws, and they shall also adhere to the provisions of the Town's Personnel Rules and Regulations not otherwise superseded by the terms of this Agreement.

Section 3.4 INSURANCE.

A. For eligible employees, the Town shall offer the following coverages in a group plan, as long as such group plans remain commercially available to the Town, for family and individual coverage, as appropriate, and as long as no alternative national health care plan has been enacted by the federal government: (a) an HMO plan substantially similar in plan design to the one existing as of the date of execution of this Agreement, with student rider to age 25 (unless otherwise required by law), or; (b) for employees who were eligible for Town-paid healthcare coverage prior to April 1, 2000 a PPO Plan with student rider to age 25 (unless otherwise required by law), for full-time permanent employees. Effective July 1, 2012, the following co-pays and deductibles shall apply to the HMO plan: \$250 in-network annual

deductible (individual plan) / \$500 in-network annual deductible (family plan); \$20 primary office visit co-pays; \$25 specialist office visit co-pays; \$50 Urgi-center co-pays; \$200 emergency room co-pay. The following co-pays and deductibles shall apply to the PPO Plan: \$250 in-network, \$1,000 out of network annual deductible (individual plan) / \$500 in-network annual deductible, \$2,000 out of network annual deductible (family plan); \$20 primary office visit co-pays; \$30 specialist office visit co-pays; \$30 allergy & dermatologist office visit co-pay; \$30 vision office visit co-pays; \$30 chiropractor office visit co-pays; \$30 mental health office visit co-pays; \$50 Urgi-center co-pays; \$150 emergency room co-pay. All employees who become eligible before April 1, 2000 shall be entitled to the PPO Plan, as modified by the parties from time to time, or a less costly plan only. All employees who become eligible on or after April 1, 2000 shall be eligible only for health insurance coverage pursuant to the HMO plan, as it may be modified or substituted for hereafter. Effective July 1, 2012, all employees shall contribute twenty percent (20%) of the cost of health and dental insurance coverage.

The Town will continue to make payments to a fund designated by the Union to provide prescription coverage. Effective July 1, 2021, the Town will pay \$270.20 per month for each eligible employee for such prescription coverage; effective July 1, 2022, the Town will pay \$276.70 per month for each eligible employee for such prescription coverage; effective July 1, 2023, the Town will pay \$284.70 per month for each eligible employee for such prescription coverage. The Town may withdraw from the Union's designated prescription plan at any time, without penalty, upon 60 days' notice, and the Town then will restore prescription coverage pursuant to its PPO or HMO plan, as applicable. The Town shall forward said premium, on behalf of all eligible employees, to the fund designated by the Union to provide prescription coverage no later than the twentieth (20th) day of the succeeding month for the prior month.

Part-time employees and under-20-hour-employees within the Unit shall be allowed to purchase the above insurance coverage through the Town's group plan, at the expense of the employee and said payment shall be made through a bi-weekly payroll deduction.

B. The Town shall pay, during the term of this Agreement, the full cost of family or individual coverage, as appropriate, for Delta Dental Levels I-IV with a Student Rider to age 23 for all employees covered by this Agreement, subject to the 20% (twenty percent) contribution required of all employees. Coverage for crowns shall be 80% and the annual employee maximum shall be \$2,000.

C. The Town shall provide and pay for a group life insurance policy in the amount of \$50,000. This policy shall include double indemnity for Accidental Death and Dismemberment as defined under the Trust Coverage Feature Language. The Town reserves the right to self insure this benefit.

D. MEDICAL INSURANCE FOR RETIREES. Effective July 1, 1989, any employee covered by this collective bargaining agreement at the time of his or her retirement from employment with the Town of North Kingstown, and who has been employed by the Town as a full-time employee, and commences to receive a retirement benefit based on service to the Town, shall, upon retirement, be eligible to receive, with his or her spouse, at the expense of the Town, subject to the 20% co-pay for employees hired after March 31, 2002 and the cap applicable to those after June 30, 2004 and the co-pay applicable to those retiring on or after January 1, 2012, the medical plan in effect for that employee at the date of retirement plus prescription coverage (either Major Medical or SCRIP) to age 65. The above eligible employees (i.e., those retiring with at least 20 or 25 years of full-time service, as applicable) who retire on or after January 1, 2012 may receive medical benefits only if they also pay in advance each month

the same percentage of the health insurance premium that they were required to pay as employees at the time they retired. Employees hired on or after 9/24/08 who achieve eligibility for benefits under this subsection D shall be entitled to single coverage only, subject to their payment in advance each month of the percentage of premium they were required to pay at the time of retirement.

For employees retiring on or after July 1, 2004, the Town will not pay for prescription coverage through the insurer, but instead will, until they become qualified for Medicare, continue making payments for such coverage to the fund designated by the Union to provide prescription coverage provided that the retiree maintains membership in the Union. Effective July 1, 2021, the Town will pay \$266.00 per month for such prescription coverage; effective July 1, 2022, the Town will pay \$272.50; and, effective July 1, 2023, the Town will pay \$280.50 for such prescription coverage.

Such retirees and their spouses, if the retiree's full-time service commenced prior to September 24, 2008, shall be provided a Medicare supplement substantially similar to the one in effect on the date of execution of this Agreement for life upon the attainment at age 65, or at such other age required for eligibility as long as such a plan is commercially available. Retirees may opt for a more costly supplement if it is available from the Town's then-insurer by paying the difference in cost monthly in advance. No Medicare supplement coverage will be provided for retirees who become full-time employees after September 24, 2008. Such retirees will be eligible, however, to purchase a Medicare supplement at the employer's group rate, solely at the retiree's cost. All full-time employees who become full-time on or after 9/24/08 shall participate in a Health Savings Account ("HAS") by contributing \$.05 per hour with the fund being used for purchase of such Medicare supplemental coverage.

The Town's obligation to provide such medical health coverage shall be suspended if the retiree accepts employment elsewhere and receives from this employer equivalent medical health coverage. The Town's obligation to provide medical health insurance coverage shall also be suspended if the employee receives equivalent coverage pursuant to a policy held by the employee's spouse. At the request of the Town, the employee shall be obligated to provide proof that he or she is not receiving equivalent coverage from another source.

Effective October 15, 1993, employees retiring must have served a minimum of twenty (20) full years as full-time employees of the Town in order to be eligible for this benefit. Effective July 1, 2012, employees retiring must have served a minimum of twenty-five (25) full years as full-time employees of the Town in order to be eligible for this benefit.

E. With thirty (30) days' notice to the Union and all employees covered by this Agreement, the Town shall have the right at any time during this Agreement to provide equivalent benefits under different plans and from different providers, for all benefits contained in this Section 3.4.

F. ALTERNATIVE HEALTH OPTION. Upon presentation of proof of alternative health care coverage pursuant to a non-Town paid plan satisfactory to the Town, employees eligible for paid health care insurance under this Agreement may choose not to be covered under the Town's group health insurance policies. Eligible employees hired on or before June 30, 2012 enrolled in a family plan making this choice shall receive fifteen hundred dollars (\$1,500.00) for family plan coverage for each full contract year in which they are not covered for family coverage and for those dropping individual coverage, the compensation shall be seven hundred fifty dollars (\$750.00) of the Town's cost for individual coverage for each full contract year of non-coverage by a Town plan. The parties understand and agree that neither employees whose

spouses are employed by the Town nor those who have not in the past chosen to be covered by Town policies shall be eligible for this benefit. Provided, however, that employees who enjoy dual coverage as of September 1, 1993 shall be eligible for this benefit. For each year in which the employee opts out under this Section, he or she shall receive no coverage pursuant to this Article, except that employees may opt back into the Plan in the event of a Major Life Event causing loss of alternative coverage, such as death or loss of employment of a spouse. Payments to employees under this provision shall be made at the end of each contract year, in arrears. If an employee has opted back into Town coverage during the course of a contract year, he or she shall be entitled to no payment under this Section for that year.

No employee hired on or after July 1, 2012 shall be eligible to receive any payment in lieu of health insurance as set forth in this Section 3.4(F).

G. In the event national health care legislation is enacted during the term of this Agreement, the parties shall meet and negotiate the terms of health care coverage most cost effective for the Town and the employees. The parties agree that the Town shall comply with any such legislation and that the parties will negotiate a package for employees that is at once no more costly than the one described above, and as nearly identical as feasible under the new legislation to the one described above.

Section 3.5 RETIREMENT. A. The Town shall continue in effect, for all full-time employees of the bargaining unit, the present State Municipal Employees' Retirement System Program as defined in Title 45, Chapter 21, General Laws of Rhode Island, as amended, or such other retirement program as is no less than equal in benefits. Effective June 30, 1994, the Town shall enroll all employees whose regular work schedule is for twenty or more hours per week as members in the Retirement System and shall provide such employee with retirement credits

based upon each individual's length of employment with the Town under the same terms as established for Teacher Aides by the North Kingstown School Department and as stated in correspondence from the Retirement System's Acting Director dated April 16, 1992.

B. Retirement age for members of the bargaining unit shall be as defined in Title 45, Chapter 21, General Laws of Rhode Island, as amended, for those members having met the service requirements of the statute.

C. Voluntary separations from service prior to the retirement ages set forth above shall be considered terminations and payment for accrued sick leave shall not be paid to the member.

D. Effective January 1, 1999, benefits with the State Municipal Employees' Retirement System Program shall include the COLA Plan C benefits as described in Title 45, Chapter 21, Section 52, General Laws of Rhode Island, as amended, for employees retiring thereafter.

Section 3.6 UNIFORMS AND UNIFORM ALLOWANCE. A. Each full-time operational and full-time janitorial employee in the Department of Public Works (other than Water Supply Division) shall wear a dark green polyester/cotton blend, permanent press uniform during working hours. The Town shall provide each of these employees an annual uniform allowance of \$300, payable in July.

B. Each full-time operational employee of the Water Supply Division shall wear a dark blue polyester/cotton blend, permanent press uniform during working hours. The Town shall provide each of these employees a uniform allowance in the amounts and on the same schedule as cited in 3.6 (A) above.

C. The Golf Course Mechanic and Public Safety Janitor Mechanics and Animal Wardens shall also receive a uniform allowance in the amount and on the same schedule as cited in 3.6 (A) above.

D. The employees covered in 3.6 (A), (B) and (C) above shall each purchase his or her uniforms and shall maintain them in good repair and clean condition.

E. Any employee whose uniform is damaged (excepting reasonable wear and tear) in the course of performing his or her normal duties shall have said uniform, or element thereof, replaced by the Town after the damaged item has been turned in to his or her department head.

F. Employees shall wear such safety gear/attire, insignias of the Town and head gear as are reasonably prescribed or provided by the Town from time to time. Prior written side agreements between the parties relating to clothing shall not be affected hereby. Additionally, appropriate permanent, year round employees designated by the Town assigned to the Public Works, Recreation and Water Departments will purchase and wear daily steel-toed safety shoes. The Town will reimburse said employees up to \$150.00 per year for said safety shoes upon presentation of a receipt that specifies that the shoes have steel toes.

Section 3.7 SHIFT DIFFERENTIAL. Any employee in the Unit who is required to work the second or third shift shall receive an additional compensation of \$1.00 per hour for those hours worked, except for Water Department night pump operators who shall receive a shift differential of \$2.00 per hour. This shift differential compensation shall not apply to overtime or callback hours worked when the employee works extra hours subsequent to his or her normal day's shift or on a holiday or day off and such extra hours of work occurred during the evening or nighttime.

Section 3.8 DUTIES AND EXCLUSIONS FROM DUTIES. A member of any department or agency covered by this Agreement may, at the discretion of the department or agency head, be required to work in any division of his or her department or agency in his or her normal job description. Such assignments may be based upon work load, job performance and/or fiscal restraints and may be either temporary or permanent in nature. A member of any department or agency covered by this Agreement may, at the Town Manager's discretion, be assigned temporarily to work in another department or agency for which he/she is qualified, after discussion with the Union, even where it falls outside his/her normal job description; provided, however, this will not be used to deprive any employee of an opportunity to work in a higher rank within his/her own department or agency. In the event of an emergency, a member may be assigned duties in any department or agency and without regard to such assignment falling within the limits of his or her normal job description. An emergency shall be defined as a condition which endangers the health, safety or welfare of persons within the Town or which threatens damage to property within the Town, whether privately or publicly owned and expressly shall include, but not be limited to, all sanding and/or plowing activities required by the Town due to dangerous road conditions.

Section 3.9 EMPLOYEE EVALUATION REPORTS. If employee evaluation or progress reports are maintained or filed on any employee, said employee may make written comment on such report.

Section 3.10 TUITION REIMBURSEMENT PROGRAM. The Town agrees to make available \$4,000 per year (in the aggregate) for the purpose of reimbursing employees for attending approved, job-related educational courses that are either part of a degree-granting program or part of a technical, professional, GED or trade school program. To qualify for

reimbursement, the employee must successfully complete the course and, if applicable, receive a minimum grade of a "C" (or equivalent) for undergraduate level courses or a "B" (or equivalent) for graduate level courses. The Town and the Union will form a committee responsible for accepting and approving qualifying applications from employees and administering the course reimbursement program. The committee will consist of one non-interested employee designated by the Union, the Town Manager (or his/her designee), and the Finance Director (or his/her designee). The committee's decisions, including, but not limited to, approving or disapproving applications and determining the order, availability and timing of reimbursements, will be final and binding and not subject to appeal through the grievance and arbitration clause of this Agreement or otherwise. This section shall apply to under 20-hour per week employees.

ARTICLE IV **HOURS, OVERTIME, CALLBACK AND SENIORITY**

Section 4.1 HOURS OF WORK. A. The regular hours of work for each employee covered by this Agreement shall remain as they presently are. Any future changes in these hours affecting a substantial number of employees shall be by mutual agreement between the Union and the Town.

B. Work weeks, for payroll purposes, shall fall between 12:00 a.m. on Sunday and 12:00 midnight of the next succeeding Saturday.

Section 4.2 OVERTIME PAY.

A. Time and one half shall be paid in wages for all work performed in excess of a regular work week by any full-time employee covered by this Agreement or in excess of the employee's work day, if the employee is not absent the next day because of illness. A full-time employee who is ordered to work during an emergency (e.g., plowing during snow storm, water main break, etc.) in excess of the employee's regular work week or in excess of the employee's

work day shall be paid time and one half for such hours in accordance with this Section 4.2(A) even if the employee is absent the next day, provided the employee has a documented illness or the absence is approved by the department head.

B. All Town Hall and Library part-time employees shall receive time and one half for hours worked in excess of thirty-five (35) hours in any work week. This provision (Subsection 4.2B) shall apply to under-20-hour-employees.

C. All Public Works part-time employees shall receive time and one half for hours worked in excess of forty (40) hours in any work week.

D. Except in emergencies as defined in Section 3.8 above, all employees shall have the right to accept or decline work in excess of their regular schedules, except that if all employees in a job classification who are capable of performing the work have rejected the opportunity, then the junior employee who is capable of performing the work proficiently will be assigned the work.

E. No employee shall be requested to work in excess of sixteen (16) continuous hours without the consent of said employee.

F. The Town's personnel office shall provide on request, but not more often than quarterly, to the President of Local Union 1033 a list of all members of the Unit who have in the preceding three (3) months worked overtime. Such lists shall show, by individual member, the number of overtime hours worked during the report period.

G. The sole and exclusive remedy for any misassignment of overtime shall be that the employee denied the opportunity shall be afforded the first choice at the next equivalent opportunity for which he/she is qualified.

Section 4.3 CALLBACK PAY. Any full-time employee who is made aware of a call back to duty during or prior to his/her regular shift to work hours not contiguous to his/her regular shift, other than on a holiday, and who is called back to such duty, shall receive callback pay at the rate of time and one half for a minimum of two (2) hours.

Any full-time employee who is made aware of a call back to duty after his/her regular shift hours to work hours not contiguous to his/her regular shift, other than a holiday, and who is called back to such duty, shall receive callback pay at the rate of time and one half for a minimum of four (4) hours.

Section 4.4 ROTATION.

A. Overtime and callback, whenever possible, shall be rotated equitably among the employees within a particular department who are within the job classification of the work to be performed, except where specific knowledge and skill on a particular job is required.

B. Choice of time for vacations shall be by seniority. However, a senior person may reject this benefit at his or her discretion without the need of any explanation on his or her part. Further, in the event that an employee shall reject this benefit, it shall not be construed as a waiver of his or her seniority rights in any subsequent situation where seniority would prevail.

C. A seniority list based on length of service to the Town shall be compiled by the Town in January and July of each year. The list shall be arranged by departmental groupings and, upon written request by the Union, shall also include the amount of overtime worked by each employee. A copy of the seniority list shall be provided to the Union President but there shall be no posting of this list in any town building. Members wishing a copy of the list shall obtain same from the Union.

D. SENIORITY.

- (a) The following definitions shall apply under this section:

Primary seniority – length of service within a department;

Secondary seniority – length of service within the Town.

(b) Notice of all new and vacant positions shall be posted by the Town on appropriate bulletin board at each work site for a period of five (5) days. This provision shall apply to under-20-hour-employees.

(c) Any interested bargaining unit applicant may bid for any new or vacant position to the Town Manager on forms provided by the Town. This provision shall apply to under-20-hour-employees.

(d) First consideration shall be given to filling all vacancies from within the department where the vacancy exists.

(e) Vacancies shall be filled on the basis of qualifications and ability. Where qualifications and ability are relatively equal, primary seniority will be the determining factor.

(f) In the event there are no qualified bidders from the department where the vacancy exists, it shall be filled on the basis of qualifications and ability from among bidders outside of the department where the vacancy exists. Where qualifications and ability are relatively equal, secondary seniority will be the determining factor.

(g) In the event a reduction in forces is required, the most junior employee(s) in the classification affected (e.g., custodian; dispatcher; mechanic; equipment operator; Clerk I; secretary) shall be subject to layoff.

(h) Any employee who has been laid off, shall have his/her name placed on a re-employment list for six (6) months from the date of separation. In the event of a recall,

employees on the list in the affected classification shall be offered re-employment in the order of their seniority. The Town will notify the employee of reemployment by mailing notification to said employee at his or her last known address. It is understood that it is the employee's responsibility to advise the Town of his or her current address. The notified employee shall respond to the Town within five (5) working days. If the employee fails to notify the Town within five (5) working days or declines a recall opportunity, his or her right to reemployment shall be forfeited and his or her name shall be removed from the reemployment list.

ARTICLE V **HOLIDAYS AND LEAVE**

Section 5.1 HOLIDAYS. A. The following days, when falling on a regularly scheduled workday, are paid holidays for full-time employees in the bargaining unit, provided the employee works and/or is on paid leave authorized by this Agreement for his or her full, scheduled shift immediately preceding and immediately following the holiday:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
Washington's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Day after Thanksgiving
Victory Day	Christmas Eve
	Christmas Day

If any of the foregoing holidays is observed on a day different from the date of the holiday, only the day of observance shall be construed as a holiday for purposes of this section.

B. When a full-time employee and part-time employee as defined in this Contract is required to work on a holiday, he or she shall be paid, in addition to his or her regular holiday

pay for that day, 1-1/2 times his or her regular hourly rate for those hours actually worked for a minimum of three (3) hours.

C. Should an employee be required to work callback hours on a regularly scheduled holiday off, he or she shall be paid at the rate of 1-1/2 times his or her hourly rate for those callback hours. Should an employee be required to work overtime on a regularly scheduled holiday off, he or she shall be paid at the rate of 1-1/2 times his or her hourly rate for those hours actually worked.

D. Whenever an authorized holiday falls on a Monday, Tuesday, Wednesday, Thursday, or Friday, a full-time employee who is regularly scheduled to have such holiday off shall be granted an additional day off within two (2) weeks of such holiday and on a day to be mutually agreed upon by the employee and the employee's department head.

E. When an authorized holiday falls on a Saturday, Sunday, or another authorized holiday, the Town Manager shall designate the day of observance and shall notify the Union at least ninety (90) days before said holiday.

F. A part-time employee, as defined in this contract, shall receive his or her regular rate of pay for those holidays listed in Paragraph A of this Section, provided, however, that the holiday falls on a regularly scheduled work day for the said part-time employee. This subsection shall apply to under-20-hour-employees.

Section 5.2 VACATIONS. All full-time employees in the bargaining unit shall be entitled to annual vacation leave to be determined as follows:

A. Completion of one (1) through five (5) years of continuous service to the Town; five sixths (5/6) of one (1) day per month for a total of ten (10) working days per year.

B. Completion of five (5) through ten (10) years of continuous service to the Town; one and one fourth (1-1/4) day per month for a total of fifteen (15) working days per year.

C. Following completion of ten (10) years of continuous service to the Town: (1) full-time employees in the bargaining unit will accrue a total of fifteen (15) working days per year plus one (1) additional day for each additional year of continuous service to the Town, but not exceeding a maximum of thirty (30) days per year.

D. Effective not later than April 1, 1999, the following procedure shall have effect, to be implemented by the Town as soon as practicable. Sign-ups for vacation weeks/days will be as prescribed by the Personnel Ordinance and Personnel Rules. Conflicts in the creation of the schedule shall be resolved on the basis of seniority, provided that all assignments will be based on the Town's business needs. Once the calendar of vacation weeks/days is set, no employee can be bumped out of his or her assigned vacation time by another employee. For periods of less than a week, employees shall request vacation at least 72 hours in advance. Employees may use up to five vacation days per year for emergencies. In an emergency situation, the employee shall request the vacation time as soon as the employee learns of the need for leave. "Emergencies" are unforeseeable personal crises, unrelated to the employee's personal illness, making it necessary for the employee to be absent from work.

E. Vacation leave shall be granted as scheduled. Any employee shall be granted vacation leave upon request to their individual department heads, as follows. Said request shall be considered and approved in a timely manner and based on workload, overtime costs and daily staff needs. No employee may take vacation without prior approval of his or her department head. In the event the Department or Division Head exercises his or her discretion to deny such approval, he or she shall, upon request by the employee, inform the employee of the reason.

F. Annual leave shall be computed on the basis of years of continuous service.

Annual leave may be accumulated to any amount, but only forty (40) days of annual leave may be carried over from one (1) fiscal year to another. The amount of accumulated annual leave of an employee in excess of forty (40) days at the end of a Town fiscal year shall be credited to the sick leave account of an employee.

G. Upon termination from service to the Town, a full-time employee hired on or before June 30, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of forty (40) days. Upon termination from service to the Town, a full-time employee hired on or after July 1, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of twenty (20) days.

H. Regular part-time employees shall be defined as those employees who work at least twenty (20) hours per week for at least forty-two weeks per fiscal year. Such employees shall earn vacation leave as follows: Those employees who have completed one (1) through five (5) years shall receive five sixths ($5/6$) of one (1) day per month up to a maximum of two (2) work weeks for the employee per year; those employees who have completed five (5) through ten (10) years shall receive one and one fourth ($1-1/4$) days per month up to a maximum of three (3) work weeks for the employee per year; those employees hired on or before June 30, 2002 who have completed ten (10) years shall receive a total of one and one-fourth ($1-1/4$) days per month, up to a maximum of three (3) of their work weeks per year plus one-fifth ($1/5$) of one additional week for each additional year of continuous service to the Town, also earned pro rata for each month served during the year, but not to exceed a maximum of six (6) weeks per year; those employees hired on or after July 1, 2002 who have completed ten (10) years shall receive a

total of one and one-fourth (1-1/4) days per month, up to a maximum of three (3) of their work weeks per year plus one-fifth (1/5) of one additional week for each additional two years of continuous service to the Town, also earned pro rata for each month served during the year, but not to exceed a maximum of six (6) weeks per year. Under-20-hour-employees shall be entitled to one of their workweeks of paid vacation per year after completion of one (1) year of service. Upon termination from service to the Town, a regular part-time employee hired on or before June 30, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of forty (40) hours. Upon termination from service to the Town, a regular part-time employee hired on or after July 1, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of twenty (20) hours. Employees may, with prior permission from the Town, discharge vacation time in blocks of one (1) hour or more, and the Town will continue its practice of recording hourly vacation entitlement for each employee.

Examples: Under-20-Hour-Employee:

- (i) An employee who is normally scheduled to work 15 hours per week will be paid for 15 hours for each week of his or her vacation entitlement.

- (ii) Regular Part-Time Employee;

If an employee's schedule is

Monday: 8 hours

Tuesday: 8 hours

Wednesday: 4 hours

Friday: 3 hours

and the employee has completed three (3) years of service, he or she can earn up to 46 hours of vacation during the year.

Section 5.3 SICK LEAVE AND LEAVE FOR LONG TERM INJURY OR ILLNESS.

- A. All full-time employees covered by this Agreement shall earn sick leave at the rate of 1-1/4 days per month, which may be accumulated from year to year.
- B. Sick leave may be used for the employee's pregnancy.
- C. Upon retirement or death, the Town will pay full-time employees for all unused sick leave up to a maximum of 50 days.
- D. An employee with a long term injury or illness who has exhausted all other leave, shall, upon written request to his or her department head be granted up to one (1) year leave of absence without pay. Upon return to active employment, he or she shall advance to the appropriate salary level and seniority status which he or she would have received if he or she had not been ill or injured.
- E. Regular part-time employees, as defined in Section 1.1 and Section 5.2 (G) shall, at July 1 be credited with sick leave hours each year equal to 1-1/4 times the average hours worked each week in the preceding fiscal year said sick leave, including that sick leave already credited, may be accumulated from year to year to a maximum accumulation of fifty (50) days. Effective June 30, 2013, such regular part-time employees may accumulate sick leave from year to year to a maximum accumulation of twenty-five (25) days.
- F. EXTENDED SICK LEAVE BENEFITS. It is recognized that a member covered by this agreement may suffer an off-the-job illness or injury that causes a member to exhaust all accumulated sick and vacation leave. In order to assist such member in a time of need, the Town agrees to allow the donation of sick leave from any other members of the bargaining unit. On

September 1st of each year, the Town will provide the necessary forms to be executed by the members of the bargaining unit allowing such members to donate a maximum of five (5) accumulated sick leave days per member into a central sick leave depository. Only after all of a member's sick leave and vacation leave has been utilized, may a member request to be granted sick leave days from the depository. Such request will be made on a form provided by the Town and be submitted to the Town Manager. Requests for sick leave must be accompanied by a physician certificate indicating the nature of the illness or injury and the estimated date the member will return to active duty. The maximum number of days that any member may use from the depository in any contract year is 60 days. A member on a leave of absence pursuant to this Section 5.3(F) shall not accrue sick, annual, personal, or any other paid leave time while on such paid leave. The Town Manager shall publish a report annually to keep the members informed of the amount of hours in the pool, hours distributed the prior year, and number of members who received hours.

Effective July 1, 2012, the extended sick leave bank established herein will be closed to any further donations. The balance of the extended sick leave bank as of that date will not be forfeited. Instead, members may continue to request extended sick leave in accordance with this section, provided there is leave available for distribution in the extended sick leave bank. Once the extended sick leave bank is fully depleted and the balance drops to zero, the extended sick leave program will be permanently suspended. In lieu of the parties' agreement to close and suspend the extended sick leave bank, the Town will elect to become subject to the Rhode Island Temporary Disability Insurance Program beginning January 1, 2013 with respect to those employees covered by this Agreement and agrees to deduct the statutorily required amounts from each employee's salary to cover such TDI Program. Any qualifying leave taken under this

Agreement shall run concurrently with any leave entitlement under applicable family medical leave laws and / or the Rhode Island Temporary Caregiver Insurance act, unless otherwise required by law.

Section 5.4 DEATH, FAMILY ILLNESS AND PERSONAL LEAVE.

A. Death Leave

All members of the bargaining unit shall be eligible to receive bereavement leave, per occurrence on the death of a member of his or her family as follows:

1. Spouse, domestic partner – 10 days
2. Child, stepchild – 10 days
3. Mother, father, brother, sister, including all step and in-law related and grandparent – 5 days
4. Aunt, uncle, spouse's aunt, uncle and spouse's grandparent – 1 day

B. Family Illness Leave

A total maximum of four (4) days' leave per year shall be granted an employee in the event of extreme illness of the employee's immediate family, as defined in 5.4 above. Such leave shall be chargeable to the employee's accrued sick leave. Days off taken by an employee in excess of four (4) days per year for reason of family illness shall be chargeable to annual leave. The Town Manager may grant an employee's request to use up to an additional two (2) days of his or her accrued sick leave in the event of extreme illness of an employee's immediate family. Such request shall be accompanied by satisfactory proof of illness (e.g., a certification from a treating physician) and the need of the employee to attend to his or her immediate family member.

C. Personal Leave

Two (2) days' Personal Leave days, per year, shall be granted to each employee with the approval of their immediate supervisor or department head, as the case may be. Effective July 1, 1991, three (3) Personal Leave Days, per year, shall be granted to each employee with the approval of their immediate Superior or Department Head. Personal Leave Days shall not be chargeable to annual or sick leave. Said approval shall not be arbitrarily or capriciously withheld. Any dispute regarding the application of this section will be subject to the provisions of Article II, Section 2.1 of this Agreement. Whenever possible all employees will give prior notification to their appropriate department head or supervisor of their intent to exercise their rights under this section.

D. The provisions of this Article pertaining to Family Illness Leave and Death Leave shall be in lieu of rather than in addition to any such provisions contained in the Personnel Rules and Regulations.

Section 5.5 JURY LEAVE. An employee who is called for jury service in a Court of law shall be excused from work for the days in which he or she serves and he or she shall receive for each day of jury service on which he or she otherwise would have worked his or her normal earnings, provided, however, the employee turns over and assigns to the employer all jury duty pay received during this time. The parties acknowledge and agree that the employee shall not turn over and assign to the Town any payment received as stipend /reimbursement for mileage and/or parking associated with jury duty.

Section 5.6 INJURY/ILLNESS ON DUTY. Employees incurring injury or illness on the job, as provided by the Rhode Island Workers' Compensation Act, shall receive from the Town such benefits as are provided by the Act or as are covered by the Town's Personnel Ordinance,

as it may be amended by the Town from time to time, whichever are greater. The Town will continue to cover the first three days of injury/illness, however, by paying the employee's normal and regular wages for that period.

Section 5.7 LIGHT DUTY. Employees who are determined to be unfit for their regular duties, whether or not due to on-the-job injury, may be required to return to work to perform such duties as they are capable of performing. Such light duty may consist solely of duties not normally performed by members of the bargaining unit, or a combination of both. Such light duty assignments shall be offered only after consultation with the Union and when supported by the employee's treating physician, or in the event of disagreement between the treating physician and the Town's physician, the two shall designate a third, neutral physician, who shall be paid by the Town, and the third physician's decision shall be final. In no event shall the light duty assignment result in the displacement of a bargaining unit employee or occur outside of the regular work week. For purposes of this Section, "displace" means to cause the loss of work or work assignment during the regularly scheduled work week. The Town will hold the Union harmless and indemnify it against any legal costs and liability arising out of this provision.

Section 5.8 EXAMINATIONS. It is agreed that a Town physician may examine a Town employee at the Town's expense, in matters involving an illness or injury which causes the employee's absence of five consecutive work days or longer, or as otherwise permitted by law. The parties understand and agree that the Town's Personnel Rules shall continue to pertain with respect to absences of two days or more.

Section 5.9 Employees who are on any unpaid leave of absence, workers compensation leave, and/or absent for active military service shall be entitled to none of the benefits of this Agreement, including but not limited to the accrual of any annual or sick leave, while on such

leave, except to the extent they are expressly granted eligibility for certain benefits in other Sections of this Agreement or as may otherwise be required by law. For the purposes of this section, the parties acknowledge that the benefits set forth herein are short-term compensation for work performed for the purposes of the Uniformed Services Employment and Reemployment Rights Act.

ARTICLE VI **GENERAL PROVISIONS**

Section 6.1 UNION REPRESENTATIVE. A. Except as set forth herein, the internal business of the Union shall be conducted during non-duty hours of the employees involved.

Up to four (4) members of the Union's negotiating committee may attend meetings for the purpose of negotiating or conducting business with the Town during their working hours without loss of pay.

B. The steward of the Union or his or her designee shall be granted up to three (3) hours per week with the consent of his or her immediate supervisor (which shall not be arbitrarily or capriciously withheld) for the purpose of servicing Union members on the job.

C. The steward of the Union or his or her designee may have up to two days per year to attend a state or national union convention. This time shall not be chargeable to any other leave.

Section 6.2 UNION BULLETIN BOARDS. Space will be made available for bulletin boards to be supplied at Union cost with the Town to have discretion as to size, placement and location. Only matters relating to Union affairs shall be permitted on said bulletin boards.

Section 6.3 PAY DAY. The Town may, in its discretion, have pay day on Friday, or continue to have it on Thursday.

ARTICLE VII **COVENANTS**

Section 7.1 LEGAL PROVISIONS. The Town and the Union hereby acknowledge that all benefits conferred by this Agreement upon the members of the bargaining unit are subject to the provisions of Federal and State Laws and Regulations and subject, as well, to the provisions of the Town Charter and Ordinances.

Section 7.2 SAVING CLAUSE. Should any provision of this Agreement be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, it being the intention of the parties that no portion of this Agreement or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision.

Section 7.3 DURATION. The duration of this Agreement shall extend from July 1, 2021 through June 30, 2024 and shall continue in effect thereafter unless amended, modified or terminated in accordance with this Section. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing no less than one hundred twenty (120) days prior to the last day for the appropriation of money by the Town for the fiscal year commencing July 1, 2024.

Section 7.4 SCOPE OF AGREEMENT. The failure of either party to exercise any of the rights reserved to it or conferred upon it by this Agreement shall not foreclose the exercise of such rights at such time and in such circumstances as the Parties shall choose to exercise them in the future.

IN WITNESS WHEREOF, the parties hereto have caused to be signed and sealed this Agreement and like copies on the 2nd day of July, A.D. 2021.

In presence of:

TOWN OF NORTH KINGSTOWN, R.I.

Joan C. Markert

By: A. Ralph Mollis
A. Ralph Mollis, Town Manager

In the presence of:

RHODE ISLAND LABORERS' DISTRICT
COUNCIL ON BEHALF OF PUBLIC SERVICE
EMPLOYEES' LOCAL UNION 1033 OF THE
LABORERS' INTERNATIONAL UNION OF
NORTH AMERICA, AFL-CIO

Michael F. Sabitoni

By: Michael F. Sabitoni
Michael F. Sabitoni
Business Manager
Rhode Island Laborers' District Council

Ronald R. Coia

By: Ronald R. Coia
Ronald R. Coia
Business Manager, Local 1033
Rhode Island Laborers' District Council

APPENDIX A

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase
40 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	41,058.53	42,818.76	44,636.26	46,571.40
Biweekly	1,579.17	1,646.88	1,716.78	1,791.21
Hours	19.7397	20.5859	21.4597	22.3901
19 Yearly	42,818.76	44,636.26	46,571.40	48,625.34
Biweekly	1,646.88	1,716.78	1,791.21	1,870.21
Hours	20.5859	21.4597	22.3901	23.3776
20 Yearly	44,636.26	46,571.40	48,625.34	50,794.09
Biweekly	1,716.78	1,791.21	1,870.21	1,953.62
Hours	21.4597	22.3901	23.3776	24.4202
21 Yearly	46,571.40	48,625.34	50,794.09	53,082.47
Biweekly	1,791.21	1,870.21	1,953.62	2,041.63
Hours	22.3901	23.3776	24.4202	25.5205
22 Yearly	48,625.34	50,794.09	53,082.47	55,428.12
Biweekly	1,870.21	1,953.62	2,041.63	2,131.85
Hours	23.3776	24.4202	25.5205	26.6481
23 Yearly	50,794.09	53,082.47	55,428.12	57,657.54
Biweekly	1,953.62	2,041.63	2,131.85	2,217.60
Hours	24.4202	25.5205	26.6481	27.7200
24 Yearly	53,082.47	55,428.12	57,657.54	60,414.83
Biweekly	2,041.63	2,131.85	2,217.60	2,323.65
Hours	25.5205	26.6481	27.7200	29.0456
25 Yearly	55,428.12	57,657.54	60,414.83	62,995.21
Biweekly	2,131.85	2,217.60	2,323.65	2,422.89
Hours	26.6481	27.7200	29.0456	30.2862

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	42,876.31	44,754.47	46,689.05	48,625.05	50,854.19
Asst. Biweekly	1,649.09	1,721.33	1,795.73	1,870.19	1,955.93
Superintendent Hours	20.6136	21.5165	22.4466	23.3775	24.4491
64 Yearly	52,104.41	53,318.91	54,533.41		
Biweekly	2,004.02	2,050.73	2,097.44		
Hours	23.8573	24.4134	24.9695		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase
40 Hours/ week

3% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	42,290.28	44,103.32	45,975.34	47,968.55
	Biweekly	1,626.55	1,696.28	1,768.28	1,844.94
	Hours	20.3318	21.2035	22.1035	23.0618
19	Yearly	44,103.32	45,975.34	47,968.55	50,084.10
	Biweekly	1,696.28	1,768.28	1,844.94	1,926.31
	Hours	21.2035	22.1035	23.0618	24.0789
20	Yearly	45,975.34	47,968.55	50,084.10	52,317.91
	Biweekly	1,768.28	1,844.94	1,926.31	2,012.23
	Hours	22.1035	23.0618	24.0789	25.1528
21	Yearly	47,968.55	50,084.10	52,317.91	54,674.94
	Biweekly	1,844.94	1,926.31	2,012.23	2,102.88
	Hours	23.0618	24.0789	25.1528	26.2861
22	Yearly	50,084.10	52,317.91	54,674.94	57,090.96
	Biweekly	1,926.31	2,012.23	2,102.88	2,195.81
	Hours	24.0789	25.1528	26.2861	27.4476
23	Yearly	52,317.91	54,674.94	57,090.96	59,387.26
	Biweekly	2,012.23	2,102.88	2,195.81	2,284.13
	Hours	25.1528	26.2861	27.4476	28.5516
24	Yearly	54,674.94	57,090.96	59,387.26	62,227.27
	Biweekly	2,102.88	2,195.81	2,284.13	2,393.36
	Hours	26.2861	27.4476	28.5516	29.9170
25	Yearly	57,090.96	59,387.26	62,227.27	64,885.07
	Biweekly	2,195.81	2,284.13	2,393.36	2,495.58
	Hours	27.4476	28.5516	29.9170	31.1947

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	44,162.60	46,097.11	48,089.73	50,083.80	52,379.81
	Asst. Biweekly	1,698.56	1,772.97	1,849.60	1,926.30	2,014.61
	Superintendent Hours	21.2320	22.1620	23.1200	24.0788	25.1825
64	Yearly	53,667.54	54,918.47	56,169.41		
	Biweekly	2,064.1361	2,112.2490	2,160.3618		
	Hours	24.5730	25.1458	25.7186		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase
40 Hours/week

5.5% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	43,316.75	45,173.79	47,091.25	49,132.83
	Biweekly	1,666.03	1,737.45	1,811.20	1,889.72
	Hours	20.8253	21.7181	22.6400	23.6216
19	Yearly	45,173.79	47,091.25	49,132.83	51,299.73
	Biweekly	1,737.45	1,811.20	1,889.72	1,973.07
	Hours	21.7181	22.6400	23.6216	24.6633
20	Yearly	47,091.25	49,132.83	51,299.73	53,587.76
	Biweekly	1,811.20	1,889.72	1,973.07	2,061.07
	Hours	22.6400	23.6216	24.6633	25.7633
21	Yearly	49,132.83	51,299.73	53,587.76	56,002.01
	Biweekly	1,889.72	1,973.07	2,061.07	2,153.92
	Hours	23.6216	24.6633	25.7633	26.9241
22	Yearly	51,299.73	53,587.76	56,002.01	58,476.67
	Biweekly	1,973.07	2,061.07	2,153.92	2,249.10
	Hours	24.6633	25.7633	26.9241	28.1138
23	Yearly	53,587.76	56,002.01	58,476.67	60,828.70
	Biweekly	2,061.07	2,153.92	2,249.10	2,339.57
	Hours	25.7633	26.9241	28.1138	29.2446
24	Yearly	56,002.01	58,476.67	60,828.70	63,737.64
	Biweekly	2,153.92	2,249.10	2,339.57	2,451.45
	Hours	26.9241	28.1138	29.2446	30.6432
25	Yearly	58,476.67	60,828.70	63,737.64	66,459.95
	Biweekly	2,249.10	2,339.57	2,451.45	2,556.15
	Hours	28.1138	29.2446	30.6432	31.9519

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	45,234.51	47,215.97	49,256.95	51,299.43	53,651.17
	Asst. Biweekly	1,739.79	1,816.00	1,894.50	1,973.06	2,063.51
	Superintendent Hours	21.7473	22.6999	23.6812	24.6632	25.7938
64	Yearly	54,970.15	56,251.45	57,532.74		
	Biweekly	2,114.24	2,163.52	2,212.80		
	Hours	25.1695	25.7562	26.3428		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase
40 Hours/ week

8% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	44,343.21	46,244.26	48,207.16	50,297.12
	Biweekly	1,705.51	1,778.63	1,854.12	1,934.50
	Hours	21.3188	22.2328	23.1765	24.1813
19	Yearly	46,244.26	48,207.16	50,297.12	52,515.36
	Biweekly	1,778.63	1,854.12	1,934.50	2,019.82
	Hours	22.2328	23.1765	24.1813	25.2478
20	Yearly	48,207.16	50,297.12	52,515.36	54,857.61
	Biweekly	1,854.12	1,934.50	2,019.82	2,109.91
	Hours	23.1765	24.1813	25.2478	26.3738
21	Yearly	50,297.12	52,515.36	54,857.61	57,329.07
	Biweekly	1,934.50	2,019.82	2,109.91	2,204.96
	Hours	24.1813	25.2478	26.3738	27.5621
22	Yearly	52,515.36	54,857.61	57,329.07	59,862.37
	Biweekly	2,019.82	2,109.91	2,204.96	2,302.40
	Hours	25.2478	26.3738	27.5621	28.7800
23	Yearly	54,857.61	57,329.07	59,862.37	62,270.14
	Biweekly	2,109.91	2,204.96	2,302.40	2,395.01
	Hours	26.3738	27.5621	28.7800	29.9376
24	Yearly	57,329.07	59,862.37	62,270.14	65,248.01
	Biweekly	2,204.96	2,302.40	2,395.01	2,509.54
	Hours	27.5621	28.7800	29.9376	31.3693
25	Yearly	59,862.37	62,270.14	65,248.01	68,034.83
	Biweekly	2,302.40	2,395.01	2,509.54	2,616.72
	Hours	28.7800	29.9376	31.3693	32.7091

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	46,306.41	48,334.83	50,424.18	52,515.06	54,922.52
	Asst. Biweekly	1,781.02	1,859.03	1,939.39	2,019.81	2,112.40
	Superintendent Hours	22.2627	23.2378	24.2423	25.2477	26.4050
64	Yearly	56,272.76	57,584.42	58,896.08		
	Biweekly	2,164.34	2,214.79	2,265.23		
	Hours	25.7659	26.3665	26.9671		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase
40 Hours/ week

10.5% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	45,369.67	47,314.73	49,323.06	51,461.40
	Biweekly	1,744.99	1,819.80	1,897.04	1,979.28
	Hours	21.8123	22.7474	23.7130	24.7411
19	Yearly	47,314.73	49,323.06	51,461.40	53,731.00
	Biweekly	1,819.80	1,897.04	1,979.28	2,066.58
	Hours	22.7474	23.7130	24.7411	25.8322
20	Yearly	49,323.06	51,461.40	53,731.00	56,127.46
	Biweekly	1,897.04	1,979.28	2,066.58	2,158.75
	Hours	23.7130	24.7411	25.8322	26.9843
21	Yearly	51,461.40	53,731.00	56,127.46	58,656.13
	Biweekly	1,979.28	2,066.58	2,158.75	2,256.00
	Hours	24.7411	25.8322	26.9843	28.2001
22	Yearly	53,731.00	56,127.46	58,656.13	61,248.07
	Biweekly	2,066.58	2,158.75	2,256.00	2,355.70
	Hours	25.8322	26.9843	28.2001	29.4462
23	Yearly	56,127.46	58,656.13	61,248.07	63,711.58
	Biweekly	2,158.75	2,256.00	2,355.70	2,450.45
	Hours	26.9843	28.2001	29.4462	30.6306
24	Yearly	58,656.13	61,248.07	63,711.58	66,758.38
	Biweekly	2,256.00	2,355.70	2,450.45	2,567.63
	Hours	28.2001	29.4462	30.6306	32.0954
25	Yearly	61,248.07	63,711.58	66,758.38	69,609.71
	Biweekly	2,355.70	2,450.45	2,567.63	2,677.30
	Hours	29.4462	30.6306	32.0954	33.4662

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	47,378.32	49,453.69	51,591.41	53,730.68	56,193.88
	Asst. Biweekly	1,822.24	1,902.07	1,984.28	2,066.56	2,161.30
	Superintendent Hours	22.7780	23.7758	24.8035	25.8321	27.0162
64	Yearly	57,575.37	58,917.39	60,259.41		
	Biweekly	2,214.4373	2,266.0535	2,317.6698		
	Hours	26.3623	26.9768	27.5913		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase
40 Hours/ week

Without Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	42,084.99	43,889.23	45,752.16	47,735.69
	Biweekly	1,618.65	1,688.05	1,759.70	1,835.99
	Hours	20.2331	21.1005	21.9962	22.9499
19	Yearly	43,889.23	45,752.16	47,735.69	49,840.97
	Biweekly	1,688.05	1,759.70	1,835.99	1,916.96
	Hours	21.1005	21.9962	22.9499	23.9620
20	Yearly	45,752.16	47,735.69	49,840.97	52,063.94
	Biweekly	1,759.70	1,835.99	1,916.96	2,002.46
	Hours	21.9962	22.9499	23.9620	25.0307
21	Yearly	47,735.69	49,840.97	52,063.94	54,409.53
	Biweekly	1,835.99	1,916.96	2,002.46	2,092.67
	Hours	22.9499	23.9620	25.0307	26.1585
22	Yearly	49,840.97	52,063.94	54,409.53	56,813.82
	Biweekly	1,916.96	2,002.46	2,092.67	2,185.15
	Hours	23.9620	25.0307	26.1585	27.3143
23	Yearly	52,063.94	54,409.53	56,813.82	59,098.98
	Biweekly	2,002.46	2,092.67	2,185.15	2,273.04
	Hours	25.0307	26.1585	27.3143	28.4130
24	Yearly	54,409.53	56,813.82	59,098.98	61,925.20
	Biweekly	2,092.67	2,185.15	2,273.04	2,381.74
	Hours	26.1585	27.3143	28.4130	29.7718
25	Yearly	56,813.82	59,098.98	61,925.20	64,570.09
	Biweekly	2,185.15	2,273.04	2,381.74	2,483.47
	Hours	27.3143	28.4130	29.7718	31.0433

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	43,948.22	45,873.34	47,856.28	49,840.68	52,125.54
	Asst. Biweekly	1,690.32	1,764.36	1,840.63	1,916.95	2,004.83
	Superintendent Hours	21.1289	22.0544	23.0078	23.9619	25.0603
64	Yearly	53,407.02	54,651.88	55,896.74		
	Biweekly	2,054.12	2,102.00	2,149.87		
	Hours	24.4538	25.0238	25.5937		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase
40 Hours/ week

3% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	43,347.54	45,205.91	47,124.73	49,167.76
	Biweekly	1,667.21	1,738.69	1,812.49	1,891.07
	Hours	20.8401	21.7336	22.6561	23.6384
19	Yearly	45,205.91	47,124.73	49,167.76	51,336.20
	Biweekly	1,738.69	1,812.49	1,891.07	1,974.47
	Hours	21.7336	22.6561	23.6384	24.6809
20	Yearly	47,124.73	49,167.76	51,336.20	53,625.86
	Biweekly	1,812.49	1,891.07	1,974.47	2,062.53
	Hours	22.6561	23.6384	24.6809	25.7816
21	Yearly	49,167.76	51,336.20	53,625.86	56,041.82
	Biweekly	1,891.07	1,974.47	2,062.53	2,155.45
	Hours	23.6384	24.6809	25.7816	26.9432
22	Yearly	51,336.20	53,625.86	56,041.82	58,518.24
	Biweekly	1,974.47	2,062.53	2,155.45	2,250.70
	Hours	24.6809	25.7816	26.9432	28.1338
23	Yearly	53,625.86	56,041.82	58,518.24	60,871.95
	Biweekly	2,062.53	2,155.45	2,250.70	2,341.23
	Hours	25.7816	26.9432	28.1338	29.2654
24	Yearly	56,041.82	58,518.24	60,871.95	63,782.95
	Biweekly	2,155.45	2,250.70	2,341.23	2,453.19
	Hours	26.9432	28.1338	29.2654	30.6649
25	Yearly	58,518.24	60,871.95	63,782.95	66,507.20
	Biweekly	2,250.70	2,341.23	2,453.19	2,557.97
	Hours	28.1338	29.2654	30.6649	31.9746

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	45,266.66	47,249.54	49,291.97	51,335.90	53,689.31
Asst.	Biweekly	1,741.03	1,817.29	1,895.84	1,974.46	2,064.97
Superintendent	Hours	21.7628	22.7161	23.6980	24.6807	25.8121
64	Yearly	55,009.23	56,291.44	57,573.64		
	Biweekly	2,115.7395	2,165.0552	2,214.3709		
	Hours	25.1874	25.7745	26.3616		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase
40 Hours/ week

5.5% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	44,399.67	46,303.14	48,268.53	50,361.15
	Biweekly	1,707.68	1,780.89	1,856.48	1,936.97
	Hours	21.3460	22.2611	23.2060	24.2121
19	Yearly	46,303.14	48,268.53	50,361.15	52,582.22
	Biweekly	1,780.89	1,856.48	1,936.97	2,022.39
	Hours	22.2611	23.2060	24.2121	25.2799
20	Yearly	48,268.53	50,361.15	52,582.22	54,927.45
	Biweekly	1,856.48	1,936.97	2,022.39	2,112.59
	Hours	23.2060	24.2121	25.2799	26.4074
21	Yearly	50,361.15	52,582.22	54,927.45	57,402.06
	Biweekly	1,936.97	2,022.39	2,112.59	2,207.77
	Hours	24.2121	25.2799	26.4074	27.5972
22	Yearly	52,582.22	54,927.45	57,402.06	59,938.58
	Biweekly	2,022.39	2,112.59	2,207.77	2,305.33
	Hours	25.2799	26.4074	27.5972	28.8166
23	Yearly	54,927.45	57,402.06	59,938.58	62,349.42
	Biweekly	2,112.59	2,207.77	2,305.33	2,398.05
	Hours	26.4074	27.5972	28.8166	29.9757
24	Yearly	57,402.06	59,938.58	62,349.42	65,331.08
	Biweekly	2,207.77	2,305.33	2,398.05	2,512.73
	Hours	27.5972	28.8166	29.9757	31.4092
25	Yearly	59,938.58	62,349.42	65,331.08	68,121.45
	Biweekly	2,305.33	2,398.05	2,512.73	2,620.06
	Hours	28.8166	29.9757	31.4092	32.7507

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	46,365.37	48,396.37	50,488.38	52,581.92	54,992.45
	Asst. Biweekly	1,783.28	1,861.40	1,941.86	2,022.38	2,115.09
	Superintendent Hours	22.2910	23.2674	24.2732	25.2798	26.4386
64	Yearly	56,344.40	57,657.73	58,971.06		
	Biweekly	2,167.09	2,217.61	2,268.12		
	Hours	25.7987	26.4001	27.0014		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase
40 Hours/ week

8% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	45,451.79	47,400.37	49,412.34	51,554.54
	Biweekly	1,748.15	1,823.09	1,900.47	1,982.87
	Hours	21.8518	22.7886	23.7559	24.7859
19	Yearly	47,400.37	49,412.34	51,554.54	53,828.25
	Biweekly	1,823.09	1,900.47	1,982.87	2,070.32
	Hours	22.7886	23.7559	24.7859	25.8790
20	Yearly	49,412.34	51,554.54	53,828.25	56,229.05
	Biweekly	1,900.47	1,982.87	2,070.32	2,162.66
	Hours	23.7559	24.7859	25.8790	27.0331
21	Yearly	51,554.54	53,828.25	56,229.05	58,762.29
	Biweekly	1,982.87	2,070.32	2,162.66	2,260.09
	Hours	24.7859	25.8790	27.0331	28.2512
22	Yearly	53,828.25	56,229.05	58,762.29	61,358.93
	Biweekly	2,070.32	2,162.66	2,260.09	2,359.96
	Hours	25.8790	27.0331	28.2512	29.4995
23	Yearly	56,229.05	58,762.29	61,358.93	63,826.90
	Biweekly	2,162.66	2,260.09	2,359.96	2,454.88
	Hours	27.0331	28.2512	29.4995	30.6860
24	Yearly	58,762.29	61,358.93	63,826.90	66,879.21
	Biweekly	2,260.09	2,359.96	2,454.88	2,572.28
	Hours	28.2512	29.4995	30.6860	32.1535
25	Yearly	61,358.93	63,826.90	66,879.21	69,735.70
	Biweekly	2,359.96	2,454.88	2,572.28	2,682.14
	Hours	29.4995	30.6860	32.1535	33.5268

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	47,464.07	49,543.20	51,684.78	53,827.93	56,295.59
	Asst. Biweekly	1,825.54	1,905.51	1,987.88	2,070.31	2,165.21
	Superintendent Hours	22.8192	23.8188	24.8484	25.8788	27.0651
64	Yearly	57,679.58	59,024.03	60,368.48		
	Biweekly	2,218.45	2,270.15	2,321.86		
	Hours	26.4101	27.0257	27.6412		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase
40 Hours/ week

10.5% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	46,503.92	48,497.60	50,556.14	52,747.94
	Biweekly	1,788.61	1,865.29	1,944.47	2,028.77
	Hours	22.3576	23.3161	24.3058	25.3596
19	Yearly	48,497.60	50,556.14	52,747.94	55,074.27
	Biweekly	1,865.29	1,944.47	2,028.77	2,118.24
	Hours	23.3161	24.3058	25.3596	26.4780
20	Yearly	50,556.14	52,747.94	55,074.27	57,530.65
	Biweekly	1,944.47	2,028.77	2,118.24	2,212.72
	Hours	24.3058	25.3596	26.4780	27.6589
21	Yearly	52,747.94	55,074.27	57,530.65	60,122.53
	Biweekly	2,028.77	2,118.24	2,212.72	2,312.41
	Hours	25.3596	26.4780	27.6589	28.9051
22	Yearly	55,074.27	57,530.65	60,122.53	62,779.28
	Biweekly	2,118.24	2,212.72	2,312.41	2,414.59
	Hours	26.4780	27.6589	28.9051	30.1823
23	Yearly	57,530.65	60,122.53	62,779.28	65,304.37
	Biweekly	2,212.72	2,312.41	2,414.59	2,511.71
	Hours	27.6589	28.9051	30.1823	31.3963
24	Yearly	60,122.53	62,779.28	65,304.37	68,427.34
	Biweekly	2,312.41	2,414.59	2,511.71	2,631.82
	Hours	28.9051	30.1823	31.3963	32.8978
25	Yearly	62,779.28	65,304.37	68,427.34	71,349.95
	Biweekly	2,414.59	2,511.71	2,631.82	2,744.23
	Hours	30.1823	31.3963	32.8978	34.3029

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	48,562.78	50,690.04	52,881.19	55,073.95	57,598.72
Asst.	Biweekly	1,867.80	1,949.62	2,033.89	2,118.23	2,215.34
Superintendent	Hours	23.3475	24.3701	25.4236	26.4779	27.6916
64	Yearly	59,014.75	60,390.33	61,765.90		
	Biweekly	2,269.7982	2,322.7049	2,375.6115		
	Hours	27.0214	27.6512	28.2811		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase
40 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	43,347.54	45,205.91	47,124.73	49,167.76
Biweekly	1,667.21	1,738.69	1,812.49	1,891.07
Hours	20.8401	21.7336	22.6561	23.6384
19 Yearly	45,205.91	47,124.73	49,167.76	51,336.20
Biweekly	1,738.69	1,812.49	1,891.07	1,974.47
Hours	21.7336	22.6561	23.6384	24.6809
20 Yearly	47,124.73	49,167.76	51,336.20	53,625.86
Biweekly	1,812.49	1,891.07	1,974.47	2,062.53
Hours	22.6561	23.6384	24.6809	25.7816
21 Yearly	49,167.76	51,336.20	53,625.86	56,041.82
Biweekly	1,891.07	1,974.47	2,062.53	2,155.45
Hours	23.6384	24.6809	25.7816	26.9432
22 Yearly	51,336.20	53,625.86	56,041.82	58,518.24
Biweekly	1,974.47	2,062.53	2,155.45	2,250.70
Hours	24.6809	25.7816	26.9432	28.1338
23 Yearly	53,625.86	56,041.82	58,518.24	60,871.95
Biweekly	2,062.53	2,155.45	2,250.70	2,341.23
Hours	25.7816	26.9432	28.1338	29.2654
24 Yearly	56,041.82	58,518.24	60,871.95	63,782.95
Biweekly	2,155.45	2,250.70	2,341.23	2,453.19
Hours	26.9432	28.1338	29.2654	30.6649
25 Yearly	58,518.24	60,871.95	63,782.95	66,507.20
Biweekly	2,250.70	2,341.23	2,453.19	2,557.97
Hours	28.1338	29.2654	30.6649	31.9746

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	45,266.66	47,249.54	49,291.97	51,335.90	53,689.31
Asst. Biweekly	1,741.03	1,817.29	1,895.84	1,974.46	2,064.97
Superintendent Hours	21.7628	22.7161	23.6980	24.6807	25.8121
64 Yearly	55,009.23	56,291.44	57,573.64		
Biweekly	2,115.74	2,165.06	2,214.37		
Hours	25.1874	25.7745	26.3616		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 40 Hours/ week		After 7/1/12			2% Longevity 11 years Less than 15
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	44,214.49	46,110.02	48,067.22	50,151.11
	Biweekly	1,700.56	1,773.46	1,848.74	1,928.89
	Hours	21.2569	22.1682	23.1092	24.1111
19	Yearly	46,110.02	48,067.22	50,151.11	52,362.92
	Biweekly	1,773.46	1,848.74	1,928.89	2,013.96
	Hours	22.1682	23.1092	24.1111	25.1745
20	Yearly	48,067.22	50,151.11	52,362.92	54,698.37
	Biweekly	1,848.74	1,928.89	2,013.96	2,103.78
	Hours	23.1092	24.1111	25.1745	26.2972
21	Yearly	50,151.11	52,362.92	54,698.37	57,162.65
	Biweekly	1,928.89	2,013.96	2,103.78	2,198.56
	Hours	24.1111	25.1745	26.2972	27.4821
22	Yearly	52,362.92	54,698.37	57,162.65	59,688.60
	Biweekly	2,013.96	2,103.78	2,198.56	2,295.72
	Hours	25.1745	26.2972	27.4821	28.6964
23	Yearly	54,698.37	57,162.65	59,688.60	62,089.39
	Biweekly	2,103.78	2,198.56	2,295.72	2,388.05
	Hours	26.2972	27.4821	28.6964	29.8507
24	Yearly	57,162.65	59,688.60	62,089.39	65,058.61
	Biweekly	2,198.56	2,295.72	2,388.05	2,502.25
	Hours	27.4821	28.6964	29.8507	31.2782
25	Yearly	59,688.60	62,089.39	65,058.61	67,837.34
	Biweekly	2,295.72	2,388.05	2,502.25	2,609.13
	Hours	28.6964	29.8507	31.2782	32.6141

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	46,172.00	48,194.53	50,277.81	52,362.62	54,763.09
	Asst. Biweekly	1,775.85	1,853.64	1,933.76	2,013.95	2,106.27
	Superintendent Hours	22.1980	23.1704	24.1720	25.1744	26.3284
64	Yearly	56,109.41	57,417.26	58,725.12		
	Biweekly	2,158.05	2,208.36	2,258.66		
	Hours	25.6911	26.2900	26.8888		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 40 Hours/ week		Prior 7/1/12 After 7/1/12		3% Longevity 7 years less than 11 15 Years less than 20	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	44,647.97	46,562.08	48,538.47	50,642.79
	Biweekly	1,717.23	1,790.85	1,866.86	1,947.80
	Hours	21.4653	22.3856	23.3358	24.3475
19	Yearly	46,562.08	48,538.47	50,642.79	52,876.29
	Biweekly	1,790.85	1,866.86	1,947.80	2,033.70
	Hours	22.3856	23.3358	24.3475	25.4213
20	Yearly	48,538.47	50,642.79	52,876.29	55,234.63
	Biweekly	1,866.86	1,947.80	2,033.70	2,124.41
	Hours	23.3358	24.3475	25.4213	26.5551
21	Yearly	50,642.79	52,876.29	55,234.63	57,723.07
	Biweekly	1,947.80	2,033.70	2,124.41	2,220.12
	Hours	24.3475	25.4213	26.5551	27.7515
22	Yearly	52,876.29	55,234.63	57,723.07	60,273.79
	Biweekly	2,033.70	2,124.41	2,220.12	2,318.22
	Hours	25.4213	26.5551	27.7515	28.9778
23	Yearly	55,234.63	57,723.07	60,273.79	62,698.10
	Biweekly	2,124.41	2,220.12	2,318.22	2,411.47
	Hours	26.5551	27.7515	28.9778	30.1433
24	Yearly	57,723.07	60,273.79	62,698.10	65,696.44
	Biweekly	2,220.12	2,318.22	2,411.47	2,526.79
	Hours	27.7515	28.9778	30.1433	31.5849
25	Yearly	60,273.79	62,698.10	65,696.44	68,502.41
	Biweekly	2,318.22	2,411.47	2,526.79	2,634.71
	Hours	28.9778	30.1433	31.5849	32.9339

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	46,624.66	48,667.02	50,770.73	52,875.98	55,299.99
	Asst. Biweekly	1,793.26	1,871.81	1,952.72	2,033.69	2,126.92
	Superintendent Hours	22.4157	23.3975	24.4089	25.4212	26.5865
64	Yearly	56,659.50	57,980.18	59,300.85		
	Biweekly	2,179.2117	2,230.0069	2,280.8020		
	Hours	25.9430	26.5477	27.1524		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase
40 Hours/ week

After 7/1/12 4% Longevity
20 Years Less than 25

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	45,081.44	47,014.14	49,009.72	51,134.47
	Biweekly	1,733.90	1,808.24	1,884.99	1,966.71
	Hours	21.6737	22.6029	23.5623	24.5839
19	Yearly	47,014.14	49,009.72	51,134.47	53,389.65
	Biweekly	1,808.24	1,884.99	1,966.71	2,053.45
	Hours	22.6029	23.5623	24.5839	25.6681
20	Yearly	49,009.72	51,134.47	53,389.65	55,770.89
	Biweekly	1,884.99	1,966.71	2,053.45	2,145.03
	Hours	23.5623	24.5839	25.6681	26.8129
21	Yearly	51,134.47	53,389.65	55,770.89	58,283.49
	Biweekly	1,966.71	2,053.45	2,145.03	2,241.67
	Hours	24.5839	25.6681	26.8129	28.0210
22	Yearly	53,389.65	55,770.89	58,283.49	60,858.97
	Biweekly	2,053.45	2,145.03	2,241.67	2,340.73
	Hours	25.6681	26.8129	28.0210	29.2591
23	Yearly	55,770.89	58,283.49	60,858.97	63,306.82
	Biweekly	2,145.03	2,241.67	2,340.73	2,434.88
	Hours	26.8129	28.0210	29.2591	30.4360
24	Yearly	58,283.49	60,858.97	63,306.82	66,334.27
	Biweekly	2,241.67	2,340.73	2,434.88	2,551.32
	Hours	28.0210	29.2591	30.4360	31.8915
25	Yearly	60,858.97	63,306.82	66,334.27	69,167.48
	Biweekly	2,340.73	2,434.88	2,551.32	2,660.29
	Hours	29.2591	30.4360	31.8915	33.2536

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	47,077.33	49,139.52	51,263.65	53,389.34	55,836.88
	Asst. Biweekly	1,810.67	1,889.98	1,971.68	2,053.44	2,147.57
	Superintendent Hours	22.6333	23.6247	24.6459	25.6680	26.8446
64	Yearly	57,209.60	58,543.09	59,876.59		
	Biweekly	2,200.37	2,251.66	2,302.95		
	Hours	26.1949	26.8054	27.4160		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase
40 Hours/ week

Range		Step 1	Step 2	After 7/1/12		5% Longevity
				Step 3	Step 4	25+ Years
18	Yearly	45,514.92	47,466.20	49,480.96	51,626.15	
	Biweekly	1,750.57	1,825.62	1,903.11	1,985.62	
	Hours	21.8821	22.8202	23.7889	24.8203	
19	Yearly	47,466.20	49,480.96	51,626.15	53,903.01	
	Biweekly	1,825.62	1,903.11	1,985.62	2,073.19	
	Hours	22.8202	23.7889	24.8203	25.9149	
20	Yearly	49,480.96	51,626.15	53,903.01	56,307.15	
	Biweekly	1,903.11	1,985.62	2,073.19	2,165.66	
	Hours	23.7889	24.8203	25.9149	27.0707	
21	Yearly	51,626.15	53,903.01	56,307.15	58,843.91	
	Biweekly	1,985.62	2,073.19	2,165.66	2,263.23	
	Hours	24.8203	25.9149	27.0707	28.2904	
22	Yearly	53,903.01	56,307.15	58,843.91	61,444.15	
	Biweekly	2,073.19	2,165.66	2,263.23	2,363.24	
	Hours	25.9149	27.0707	28.2904	29.5405	
23	Yearly	56,307.15	58,843.91	61,444.15	63,915.54	
	Biweekly	2,165.66	2,263.23	2,363.24	2,458.29	
	Hours	27.0707	28.2904	29.5405	30.7286	
24	Yearly	58,843.91	61,444.15	63,915.54	66,972.10	
	Biweekly	2,263.23	2,363.24	2,458.29	2,575.85	
	Hours	28.2904	29.5405	30.7286	32.1982	
25	Yearly	61,444.15	63,915.54	66,972.10	69,832.56	
	Biweekly	2,363.24	2,458.29	2,575.85	2,685.87	
	Hours	29.5405	30.7286	32.1982	33.5733	

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	47,530.00	49,612.01	51,756.57	53,902.69	56,373.77
	Asst. Biweekly	1,828.08	1,908.15	1,990.64	2,073.18	2,168.22
	Superintendent Hours	22.8509	23.8519	24.8829	25.9148	27.1027
64	Yearly	57,759.69	59,106.01	60,452.33		
	Biweekly	2,221.53	2,273.31	2,325.09		
	Hours	26.4467	27.0632	27.6796		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

40 Hours/ week		Prior 7/1/12		5.5% Longevity	
		11 Years less than 15			
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	45,731.66	47,692.23	49,716.59	51,871.99
	Biweekly	1,758.91	1,834.32	1,912.18	1,995.08
	Hours	21.9863	22.9289	23.9022	24.9385
19	Yearly	47,692.23	49,716.59	51,871.99	54,159.69
	Biweekly	1,834.32	1,912.18	1,995.08	2,083.07
	Hours	22.9289	23.9022	24.9385	26.0383
20	Yearly	49,716.59	51,871.99	54,159.69	56,575.28
	Biweekly	1,912.18	1,995.08	2,083.07	2,175.97
	Hours	23.9022	24.9385	26.0383	27.1996
21	Yearly	51,871.99	54,159.69	56,575.28	59,124.12
	Biweekly	1,995.08	2,083.07	2,175.97	2,274.00
	Hours	24.9385	26.0383	27.1996	28.4251
22	Yearly	54,159.69	56,575.28	59,124.12	61,736.74
	Biweekly	2,083.07	2,175.97	2,274.00	2,374.49
	Hours	26.0383	27.1996	28.4251	29.6811
23	Yearly	56,575.28	59,124.12	61,736.74	64,219.90
	Biweekly	2,175.97	2,274.00	2,374.49	2,470.00
	Hours	27.1996	28.4251	29.6811	30.8750
24	Yearly	59,124.12	61,736.74	64,219.90	67,291.02
	Biweekly	2,274.00	2,374.49	2,470.00	2,588.12
	Hours	28.4251	29.6811	30.8750	32.3515
25	Yearly	61,736.74	64,219.90	67,291.02	70,165.09
	Biweekly	2,374.49	2,470.00	2,588.12	2,698.66
	Hours	29.6811	30.8750	32.3515	33.7332

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	47,756.33	49,848.26	52,003.03	54,159.37	56,642.22
	Asst. Biweekly	1,836.78	1,917.24	2,000.12	2,083.05	2,178.55
	Superintendent Hours	22.9597	23.9654	25.0014	26.0382	27.2318
64	Yearly	58,034.74	59,387.46	60,740.19		
	Biweekly	2,232.11	2,284.13	2,336.16		
	Hours	26.5727	27.1921	27.8114		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 40 Hours/ week		After 7/1/12		8% Longevity 15 Years less than 20	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	46,815.35	48,822.38	50,894.71	53,101.18
	Biweekly	1,800.59	1,877.78	1,957.49	2,042.35
	Hours	22.5073	23.4722	24.4686	25.5294
19	Yearly	48,822.38	50,894.71	53,101.18	55,443.10
	Biweekly	1,877.78	1,957.49	2,042.35	2,132.43
	Hours	23.4722	24.4686	25.5294	26.6553
20	Yearly	50,894.71	53,101.18	55,443.10	57,915.92
	Biweekly	1,957.49	2,042.35	2,132.43	2,227.54
	Hours	24.4686	25.5294	26.6553	27.8441
21	Yearly	53,101.18	55,443.10	57,915.92	60,525.16
	Biweekly	2,042.35	2,132.43	2,227.54	2,327.89
	Hours	25.5294	26.6553	27.8441	29.0987
22	Yearly	55,443.10	57,915.92	60,525.16	63,199.70
	Biweekly	2,132.43	2,227.54	2,327.89	2,430.76
	Hours	26.6553	27.8441	29.0987	30.3845
23	Yearly	57,915.92	60,525.16	63,199.70	65,741.70
	Biweekly	2,227.54	2,327.89	2,430.76	2,528.53
	Hours	27.8441	29.0987	30.3845	31.6066
24	Yearly	60,525.16	63,199.70	65,741.70	68,885.59
	Biweekly	2,327.89	2,430.76	2,528.53	2,649.45
	Hours	29.0987	30.3845	31.6066	33.1181
25	Yearly	63,199.70	65,741.70	68,885.59	71,827.77
	Biweekly	2,430.76	2,528.53	2,649.45	2,762.61
	Hours	30.3845	31.6066	33.1181	34.5326

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	48,888.00	51,029.50	53,235.33	55,442.77	57,984.45
	Asst. Biweekly	1,880.31	1,962.67	2,047.51	2,132.41	2,230.17
	Superintendent Hours	23.5038	24.5334	25.5938	26.6552	27.8771
64	Yearly	59,409.97	60,794.75	62,179.53		
	Biweekly	2,285.00	2,338.26	2,391.52		
	Hours	27.2024	27.8364	28.4705		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 40 Hours/ week		10.5% Longevity Over 20 years			
Range		Step 1	Step 2	Step 3	Step 4
18 Yearly		47,899.03	49,952.53	52,072.82	54,330.37
Biweekly		1,842.27	1,921.25	2,002.80	2,089.63
Hours		23.0283	24.0156	25.0350	26.1204
19 Yearly		49,952.53	52,072.82	54,330.37	56,726.50
Biweekly		1,921.25	2,002.80	2,089.63	2,181.79
Hours		24.0156	25.0350	26.1204	27.2724
20 Yearly		52,072.82	54,330.37	56,726.50	59,256.57
Biweekly		2,002.80	2,089.63	2,181.79	2,279.10
Hours		25.0350	26.1204	27.2724	28.4887
21 Yearly		54,330.37	56,726.50	59,256.57	61,926.21
Biweekly		2,089.63	2,181.79	2,279.10	2,381.78
Hours		26.1204	27.2724	28.4887	29.7723
22 Yearly		56,726.50	59,256.57	61,926.21	64,662.65
Biweekly		2,181.79	2,279.10	2,381.78	2,487.03
Hours		27.2724	28.4887	29.7723	31.0878
23 Yearly		59,256.57	61,926.21	64,662.65	67,263.50
Biweekly		2,279.10	2,381.78	2,487.03	2,587.06
Hours		28.4887	29.7723	31.0878	32.3382
24 Yearly		61,926.21	64,662.65	67,263.50	70,480.16
Biweekly		2,381.78	2,487.03	2,587.06	2,710.78
Hours		29.7723	31.0878	32.3382	33.8848
25 Yearly		64,662.65	67,263.50	70,480.16	73,490.45
Biweekly		2,487.03	2,587.06	2,710.78	2,826.56
Hours		31.0878	32.3382	33.8848	35.3319

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly		50,019.66	52,210.74	54,467.63	56,726.17	59,326.69
Asst. Biweekly		1,923.83	2,008.11	2,094.91	2,181.78	2,281.80
Superintendent Hours		24.0479	25.1013	26.1863	27.2722	28.5224
64 Yearly		60,785.20	62,202.04	63,618.88		
Biweekly		2,337.8922	2,392.3860	2,446.8798		
Hours		27.8320	28.4808	29.1295		

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase
35 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	28,228.04	29,510.86	30,640.60	31,974.16	33,257.27
Biweekly	1,085.69	1,135.03	1,178.48	1,229.78	1,279.13
Hours	15.5099	16.2147	16.8354	17.5683	18.2732
11 Yearly	29,510.86	30,640.60	31,974.16	33,257.27	34,694.03
Biweekly	1,135.03	1,178.48	1,229.78	1,279.13	1,334.39
Hours	16.2147	16.8354	17.5683	18.2732	19.0626
12 Yearly	30,640.60	31,972.46	33,257.27	34,694.03	36,182.95
Biweekly	1,178.48	1,229.71	1,279.13	1,334.39	1,391.65
Hours	16.8354	17.5673	18.2732	19.0626	19.8807
13 Yearly	31,972.46	33,257.27	34,694.03	36,182.95	37,466.63
Biweekly	1,229.71	1,279.13	1,334.39	1,391.65	1,441.02
Hours	17.5673	18.2732	19.0626	19.8807	20.5860
14 Yearly	33,257.27	34,694.03	36,182.95	37,466.63	39,210.98
Biweekly	1,279.13	1,334.39	1,391.65	1,441.02	1,508.11
Hours	18.2732	19.0626	19.8807	20.5860	21.5444
15 Yearly	34,694.03	36,182.95	37,466.63	39,210.98	41,058.53
Biweekly	1,334.39	1,391.65	1,441.02	1,508.11	1,579.17
Hours	19.0626	19.8807	20.5860	21.5444	22.5596
16 Yearly	36,182.95	37,466.63	39,210.98	41,058.53	42,906.08
Biweekly	1,391.65	1,441.02	1,508.11	1,579.17	1,650.23
Hours	19.8807	20.5860	21.5444	22.5596	23.5747
17 Yearly	37,466.63	39,210.98	41,058.53	42,906.08	44,702.03
Biweekly	1,441.02	1,508.11	1,579.17	1,650.23	1,719.31
Hours	20.5860	21.5444	22.5596	23.5747	24.5615
18 Yearly	39,210.98	41,058.53	42,906.08	44,702.03	46,601.45
Biweekly	1,508.11	1,579.17	1,650.23	1,719.31	1,792.36
Hours	21.5444	22.5596	23.5747	24.5615	25.6052
19 Yearly	41,058.53	42,906.08	44,702.03	46,601.45	48,706.13
Biweekly	1,579.17	1,650.23	1,719.31	1,792.36	1,873.31
Hours	22.5596	23.5747	24.5615	25.6052	26.7615
20 Yearly	42,906.08	44,702.03	46,601.45	48,706.13	50,861.56
Biweekly	1,650.23	1,719.31	1,792.36	1,873.31	1,956.21
Hours	23.5747	24.5615	25.6052	26.7615	27.9459
21 Yearly	44,702.03	46,601.45	48,706.13	50,861.56	53,170.92
Biweekly	1,719.31	1,792.36	1,873.31	1,956.21	2,045.04
Hours	24.5615	25.6052	26.7615	27.9459	29.2148
22 Yearly	46,601.45	48,706.13	50,861.56	53,170.92	55,583.19
Biweekly	1,792.36	1,873.31	1,956.21	2,045.04	2,137.82
Hours	25.6052	26.7615	27.9459	29.2148	30.5402
23 Yearly	48,706.13	50,861.56	53,170.92	55,583.19	57,994.62
Biweekly	1,873.31	1,956.21	2,045.04	2,137.82	2,230.56
Hours	26.7615	27.9459	29.2148	30.5402	31.8652
24 Yearly	50,861.56	53,170.92	55,583.19	57,994.62	60,714.77
Biweekly	1,956.21	2,045.04	2,137.82	2,230.56	2,335.18
Hours	27.9459	29.2148	30.5402	31.8652	33.3598

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase 35 Hours/ week		3% Longevity				
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10	Yearly	29,074.88	30,396.19	31,559.81	32,933.39	34,254.99
	Biweekly	1,118.26	1,169.08	1,213.84	1,266.67	1,317.50
	Hours	15.9752	16.7011	17.3405	18.0953	18.8214
11	Yearly	30,396.19	31,559.81	32,933.39	34,254.99	35,734.85
	Biweekly	1,169.08	1,213.84	1,266.67	1,317.50	1,374.42
	Hours	16.7011	17.3405	18.0953	18.8214	19.6345
12	Yearly	31,559.81	32,931.64	34,254.99	35,734.85	37,268.44
	Biweekly	1,213.84	1,266.60	1,317.50	1,374.42	1,433.40
	Hours	17.3405	18.0943	18.8214	19.6345	20.4772
13	Yearly	32,931.64	34,254.99	35,734.85	37,268.44	38,590.63
	Biweekly	1,266.60	1,317.50	1,374.42	1,433.40	1,484.25
	Hours	18.0943	18.8214	19.6345	20.4772	21.2036
14	Yearly	34,254.99	35,734.85	37,268.44	38,590.63	40,387.31
	Biweekly	1,317.50	1,374.42	1,433.40	1,484.25	1,553.36
	Hours	18.8214	19.6345	20.4772	21.2036	22.1908
15	Yearly	35,734.85	37,268.44	38,590.63	40,387.31	42,290.28
	Biweekly	1,374.42	1,433.40	1,484.25	1,553.36	1,626.55
	Hours	19.6345	20.4772	21.2036	22.1908	23.2364
16	Yearly	37,268.44	38,590.63	40,387.31	42,290.28	44,193.26
	Biweekly	1,433.40	1,484.25	1,553.36	1,626.55	1,699.74
	Hours	20.4772	21.2036	22.1908	23.2364	24.2819
17	Yearly	38,590.63	40,387.31	42,290.28	44,193.26	46,043.09
	Biweekly	1,484.25	1,553.36	1,626.55	1,699.74	1,770.89
	Hours	21.2036	22.1908	23.2364	24.2819	25.2983
18	Yearly	40,387.31	42,290.28	44,193.26	46,043.09	47,999.50
	Biweekly	1,553.36	1,626.55	1,699.74	1,770.89	1,846.13
	Hours	22.1908	23.2364	24.2819	25.2983	26.3734
19	Yearly	42,290.28	44,193.26	46,043.09	47,999.50	50,167.32
	Biweekly	1,626.55	1,699.74	1,770.89	1,846.13	1,929.51
	Hours	23.2364	24.2819	25.2983	26.3734	27.5644
20	Yearly	44,193.26	46,043.09	47,999.50	50,167.32	52,387.40
	Biweekly	1,699.74	1,770.89	1,846.13	1,929.51	2,014.90
	Hours	24.2819	25.2983	26.3734	27.5644	28.7843
21	Yearly	46,043.09	47,999.50	50,167.32	52,387.40	54,766.05
	Biweekly	1,770.89	1,846.13	1,929.51	2,014.90	2,106.39
	Hours	25.2983	26.3734	27.5644	28.7843	30.0912
22	Yearly	47,999.50	50,167.32	52,387.40	54,766.05	57,250.69
	Biweekly	1,846.13	1,929.51	2,014.90	2,106.39	2,201.95
	Hours	26.3734	27.5644	28.7843	30.0912	31.4564
23	Yearly	50,167.32	52,387.40	54,766.05	57,250.69	59,734.45
	Biweekly	1,929.51	2,014.90	2,106.39	2,201.95	2,297.48
	Hours	27.5644	28.7843	30.0912	31.4564	32.8212
24	Yearly	52,387.40	54,766.05	57,250.69	59,734.45	62,536.21
	Biweekly	2,014.90	2,106.39	2,201.95	2,297.48	2,405.24
	Hours	28.7843	30.0912	31.4564	32.8212	34.3606

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase 35 Hours/ week		5.5% Longevity				
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10	Yearly	29,780.58	31,133.96	32,325.83	33,732.74	35,086.42
	Biweekly	1,145.41	1,197.46	1,243.30	1,297.41	1,349.48
	Hours	16.3629	17.1065	17.7614	18.5345	19.2782
11	Yearly	31,133.96	32,325.83	33,732.74	35,086.42	36,602.20
	Biweekly	1,197.46	1,243.30	1,297.41	1,349.48	1,407.78
	Hours	17.1065	17.7614	18.5345	19.3782	20.1111
12	Yearly	32,325.83	33,730.95	35,086.42	36,602.20	38,173.02
	Biweekly	1,243.30	1,297.34	1,349.48	1,407.78	1,468.19
	Hours	17.7614	18.5335	19.3782	20.1111	20.9742
13	Yearly	33,730.95	35,086.42	36,602.20	38,173.02	39,527.29
	Biweekly	1,297.34	1,349.48	1,407.78	1,468.19	1,520.28
	Hours	18.5335	19.2782	20.1111	20.9742	21.7182
14	Yearly	35,086.42	36,602.20	38,173.02	39,527.29	41,367.59
	Biweekly	1,349.48	1,407.78	1,468.19	1,520.28	1,591.06
	Hours	19.2782	20.1111	20.9742	21.7182	22.7294
15	Yearly	36,602.20	38,173.02	39,527.29	41,367.59	43,316.75
	Biweekly	1,407.78	1,468.19	1,520.28	1,591.06	1,666.03
	Hours	20.1111	20.9742	21.7182	22.7294	23.8003
16	Yearly	38,173.02	39,527.29	41,367.59	43,316.75	45,265.91
	Biweekly	1,468.19	1,520.28	1,591.06	1,666.03	1,741.00
	Hours	20.9742	21.7182	22.7294	23.8003	24.8713
17	Yearly	39,527.29	41,367.59	43,316.75	45,265.91	47,160.64
	Biweekly	1,520.28	1,591.06	1,666.03	1,741.00	1,813.87
	Hours	21.7182	22.7294	23.8003	24.8713	25.9124
18	Yearly	41,367.59	43,316.75	45,265.91	47,160.64	49,164.53
	Biweekly	1,591.06	1,666.03	1,741.00	1,813.87	1,890.94
	Hours	22.7294	23.8003	24.8713	25.9124	27.0135
19	Yearly	43,316.75	45,265.91	47,160.64	49,164.53	51,384.97
	Biweekly	1,666.03	1,741.00	1,813.87	1,890.94	1,976.35
	Hours	23.8003	24.8713	25.9124	27.0135	28.2334
20	Yearly	45,265.91	47,160.64	49,164.53	51,384.97	53,658.94
	Biweekly	1,741.00	1,813.87	1,890.94	1,976.35	2,063.81
	Hours	24.8713	25.9124	27.0135	28.2334	29.4829
21	Yearly	47,160.64	49,164.53	51,384.97	53,658.94	56,095.32
	Biweekly	1,813.87	1,890.94	1,976.35	2,063.81	2,157.51
	Hours	25.9124	27.0135	28.2334	29.4829	30.8216
22	Yearly	49,164.53	51,384.97	53,658.94	56,095.32	58,640.27
	Biweekly	1,890.94	1,976.35	2,063.81	2,157.51	2,255.39
	Hours	27.0135	28.2334	29.4829	30.8216	32.2199
23	Yearly	51,384.97	53,658.94	56,095.32	58,640.27	61,184.32
	Biweekly	1,976.35	2,063.81	2,157.51	2,255.39	2,353.24
	Hours	28.2334	29.4829	30.8216	32.2199	33.6178
24	Yearly	53,658.94	56,095.32	58,640.27	61,184.32	64,054.08
	Biweekly	2,063.81	2,157.51	2,255.39	2,353.24	2,463.62
	Hours	29.4829	30.8216	32.2199	33.6178	35.1946

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase
35 Hours/ week

8% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	30,486.2831	31,871.7310	33,091.8437	34,532.0971	35,917.8512
Biweekly	1,172.5494	1,225.8358	1,272.7632	1,328.1576	1,381.4558
Hours	16.7507	17.5119	18.1823	18.9737	19.7351
11 Yearly	31,871.7310	33,091.8437	34,532.0971	35,917.8512	37,469.5528
Biweekly	1,225.8358	1,272.7632	1,328.1576	1,381.4558	1,441.1366
Hours	17.5119	18.1823	18.9737	19.7351	20.5876
12 Yearly	33,091.8437	34,532.0971	35,917.8512	37,469.5528	39,077.5909
Biweekly	1,272.7632	1,328.0869	1,381.4558	1,441.1366	1,502.9843
Hours	18.1823	18.9727	19.7351	20.5876	21.4712
13 Yearly	34,532.0971	35,917.8512	37,469.5528	39,077.5909	40,463.9573
Biweekly	1,328.0869	1,381.4558	1,441.1366	1,502.9843	1,556.3060
Hours	18.9727	19.7351	20.5876	21.4712	22.2329
14 Yearly	35,917.8512	37,469.5528	39,077.5909	40,463.9573	42,347.8602
Biweekly	1,381.4558	1,441.1366	1,502.9843	1,556.3060	1,628.7639
Hours	19.7351	20.5876	21.4712	22.2329	23.2680
15 Yearly	37,469.5528	39,077.5909	40,463.9573	42,347.8602	44,343.2113
Biweekly	1,441.1366	1,502.9843	1,556.3060	1,628.7639	1,705.5081
Hours	20.5876	21.4712	22.2329	23.2680	24.3643
16 Yearly	39,077.5909	40,463.9573	42,347.8602	44,343.2113	46,338.5625
Biweekly	1,502.9843	1,556.3060	1,628.7639	1,705.5081	1,782.2524
Hours	21.4712	22.2329	23.2680	24.3643	25.4607
17 Yearly	40,463.9573	42,347.8602	44,343.2113	46,338.5625	48,278.1895
Biweekly	1,556.3060	1,628.7639	1,705.5081	1,782.2524	1,856.8534
Hours	22.2329	23.2680	24.3643	25.4607	26.5264
18 Yearly	42,347.8602	44,343.2113	46,338.5625	48,278.1895	50,329.5709
Biweekly	1,628.7639	1,705.5081	1,782.2524	1,856.8534	1,935.7527
Hours	23.2680	24.3643	25.4607	26.5264	27.6536
19 Yearly	44,343.2113	46,338.5625	48,278.1895	50,329.5709	52,602.6240
Biweekly	1,705.5081	1,782.2524	1,856.8534	1,935.7527	2,023.1778
Hours	24.3643	25.4607	26.5264	27.6536	28.9025
20 Yearly	46,338.5625	48,278.1895	50,329.5709	52,602.6240	54,930.4826
Biweekly	1,782.2524	1,856.8534	1,935.7527	2,023.1778	2,112.7109
Hours	25.4607	26.5264	27.6536	28.9025	30.1816
21 Yearly	48,278.1895	50,329.5709	52,602.6240	54,930.4826	57,424.5949
Biweekly	1,856.8534	1,935.7527	2,023.1778	2,112.7109	2,208.6383
Hours	26.5264	27.6536	28.9025	30.1816	31.5519
22 Yearly	50,329.5709	52,602.6240	54,930.4826	57,424.5949	60,029.8493
Biweekly	1,935.7527	2,023.1778	2,112.7109	2,208.6383	2,308.8404
Hours	27.6536	28.9025	30.1816	31.5519	32.9834
23 Yearly	52,602.6240	54,930.4826	57,424.5949	60,029.8493	62,634.1852
Biweekly	2,023.1778	2,112.7109	2,208.6383	2,308.8404	2,409.0071
Hours	28.9025	30.1816	31.5519	32.9834	34.4145
24 Yearly	54,930.4826	57,424.5949	60,029.8493	62,634.1852	65,571.9470
Biweekly	2,112.7109	2,208.6383	2,308.8404	2,409.0071	2,521.9980
Hours	30.1816	31.5519	32.9834	34.4145	36.0286

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-21

2.75% Increase 35 Hours/ week		10.5% Longevity				
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly		31,191.68	32,609.50	33,857.86	35,331.45	36,749.28
Biweekly		1,199.69	1,254.21	1,302.23	1,358.90	1,413.43
Hours		17.1384	17.9172	18.6032	19.4130	20.1919
11 Yearly		32,609.50	33,857.86	35,331.45	36,749.28	38,336.90
Biweekly		1,254.21	1,302.23	1,358.90	1,413.43	1,474.50
Hours		17.9172	18.6032	19.4130	20.1919	21.0642
12 Yearly		33,857.86	35,329.57	36,749.28	38,336.90	39,982.16
Biweekly		1,302.23	1,358.83	1,413.43	1,474.50	1,537.78
Hours		18.6032	19.4119	20.1919	21.0642	21.9682
13 Yearly		35,329.57	36,749.28	38,336.90	39,982.16	41,400.62
Biweekly		1,358.83	1,413.43	1,474.50	1,537.78	1,592.33
Hours		19.4119	20.1919	21.0642	21.9682	22.7475
14 Yearly		36,749.28	38,336.90	39,982.16	41,400.62	43,328.13
Biweekly		1,413.43	1,474.50	1,537.78	1,592.33	1,666.47
Hours		20.1919	21.0642	21.9682	22.7475	23.8066
15 Yearly		38,336.90	39,982.16	41,400.62	43,328.13	45,369.67
Biweekly		1,474.50	1,537.78	1,592.33	1,666.47	1,744.99
Hours		21.0642	21.9682	22.7475	23.8066	24.9283
16 Yearly		39,982.16	41,400.62	43,328.13	45,369.67	47,411.21
Biweekly		1,537.78	1,592.33	1,666.47	1,744.99	1,823.51
Hours		21.9682	22.7475	23.8066	24.9283	26.0500
17 Yearly		41,400.62	43,328.13	45,369.67	47,411.21	49,395.74
Biweekly		1,592.33	1,666.47	1,744.99	1,823.51	1,899.84
Hours		22.7475	23.8066	24.9283	26.0500	27.1404
18 Yearly		43,328.13	45,369.67	47,411.21	49,395.74	51,494.61
Biweekly		1,666.47	1,744.99	1,823.51	1,899.84	1,980.56
Hours		23.8066	24.9283	26.0500	27.1404	28.2937
19 Yearly		45,369.67	47,411.21	49,395.74	51,494.61	53,820.28
Biweekly		1,744.99	1,823.51	1,899.84	1,980.56	2,070.01
Hours		24.9283	26.0500	27.1404	28.2937	29.5715
20 Yearly		47,411.21	49,395.74	51,494.61	53,820.28	56,202.02
Biweekly		1,823.51	1,899.84	1,980.56	2,070.01	2,161.62
Hours		26.0500	27.1404	28.2937	29.5715	30.8802
21 Yearly		49,395.74	51,494.61	53,820.28	56,202.02	58,753.87
Biweekly		1,899.84	1,980.56	2,070.01	2,161.62	2,259.76
Hours		27.1404	28.2937	29.5715	30.8802	32.2823
22 Yearly		51,494.61	53,820.28	56,202.02	58,753.87	61,419.43
Biweekly		1,980.56	2,070.01	2,161.62	2,259.76	2,362.29
Hours		28.2937	29.5715	30.8802	32.2823	33.7469
23 Yearly		53,820.28	56,202.02	58,753.87	61,419.43	64,084.05
Biweekly		2,070.01	2,161.62	2,259.76	2,362.29	2,464.77
Hours		29.5715	30.8802	32.2823	33.7469	35.2111
24 Yearly		56,202.02	58,753.87	61,419.43	64,084.05	67,089.82
Biweekly		2,161.62	2,259.76	2,362.29	2,464.77	2,580.38
Hours		30.8802	32.2823	33.7469	35.2111	36.8626

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase 35 Hours/ week			Without Longevity		
Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	28,933.74	30,248.63	31,406.61	32,773.52	34,088.70
Biweekly	1,112.84	1,163.41	1,207.95	1,260.52	1,311.10
Hours	15.8976	16.6201	17.2563	18.0075	18.7300
11 Yearly	30,248.63	31,406.61	32,773.52	34,088.70	35,561.38
Biweekly	1,163.41	1,207.95	1,260.52	1,311.10	1,367.75
Hours	16.6201	17.2563	18.0075	18.7300	19.5392
12 Yearly	31,406.61	32,771.77	34,088.70	35,561.38	37,087.53
Biweekly	1,207.95	1,260.45	1,311.10	1,367.75	1,426.44
Hours	17.2563	18.0065	18.7300	19.5392	20.3778
13 Yearly	32,771.77	34,088.70	35,561.38	37,087.53	38,403.29
Biweekly	1,260.45	1,311.10	1,367.75	1,426.44	1,477.05
Hours	18.0065	18.7300	19.5392	20.3778	21.1006
14 Yearly	34,088.70	35,561.38	37,087.53	38,403.29	40,191.26
Biweekly	1,311.10	1,367.75	1,426.44	1,477.05	1,545.82
Hours	18.7300	19.5392	20.3778	21.1006	22.0830
15 Yearly	35,561.38	37,087.53	38,403.29	40,191.26	42,084.99
Biweekly	1,367.75	1,426.44	1,477.05	1,545.82	1,618.65
Hours	19.5392	20.3778	21.1006	22.0830	23.1236
16 Yearly	37,087.53	38,403.29	40,191.26	42,084.99	43,978.73
Biweekly	1,426.44	1,477.05	1,545.82	1,618.65	1,691.49
Hours	20.3778	21.1006	22.0830	23.1236	24.1641
17 Yearly	38,403.29	40,191.26	42,084.99	43,978.73	45,819.58
Biweekly	1,477.05	1,545.82	1,618.65	1,691.49	1,762.29
Hours	21.1006	22.0830	23.1236	24.1641	25.1755
18 Yearly	40,191.26	42,084.99	43,978.73	45,819.58	47,766.49
Biweekly	1,545.82	1,618.65	1,691.49	1,762.29	1,837.17
Hours	22.0830	23.1236	24.1641	25.1755	26.2453
19 Yearly	42,084.99	43,978.73	45,819.58	47,766.49	49,923.79
Biweekly	1,618.65	1,691.49	1,762.29	1,837.17	1,920.15
Hours	23.1236	24.1641	25.1755	26.2453	27.4306
20 Yearly	43,978.73	45,819.58	47,766.49	49,923.79	52,133.10
Biweekly	1,691.49	1,762.29	1,837.17	1,920.15	2,005.12
Hours	24.1641	25.1755	26.2453	27.4306	28.6445
21 Yearly	45,819.58	47,766.49	49,923.79	52,133.10	54,500.19
Biweekly	1,762.29	1,837.17	1,920.15	2,005.12	2,096.16
Hours	25.1755	26.2453	27.4306	28.6445	29.9451
22 Yearly	47,766.49	49,923.79	52,133.10	54,500.19	56,972.77
Biweekly	1,837.17	1,920.15	2,005.12	2,096.16	2,191.26
Hours	26.2453	27.4306	28.6445	29.9451	31.3037
23 Yearly	49,923.79	52,133.10	54,500.19	56,972.77	59,444.48
Biweekly	1,920.15	2,005.12	2,096.16	2,191.26	2,286.33
Hours	27.4306	28.6445	29.9451	31.3037	32.6619
24 Yearly	52,133.10	54,500.19	56,972.77	59,444.48	62,232.63
Biweekly	2,005.12	2,096.16	2,191.26	2,286.33	2,393.56
Hours	28.6445	29.9451	31.3037	32.6619	34.1938

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase
35 Hours/ week

3% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	29,801.75	31,156.09	32,348.81	33,756.72	35,111.36
Biweekly	1,146.22	1,198.31	1,244.18	1,298.34	1,350.44
Hours	16.3746	17.1187	17.7740	18.5477	19.2919
11 Yearly	31,156.09	32,348.81	33,756.72	35,111.36	36,628.22
Biweekly	1,198.31	1,244.18	1,298.34	1,350.44	1,408.78
Hours	17.1187	17.7740	18.5477	19.2919	20.1254
12 Yearly	32,348.81	33,754.93	35,111.36	36,628.22	38,200.15
Biweekly	1,244.18	1,298.27	1,350.44	1,408.78	1,469.24
Hours	17.7740	18.5467	19.2919	20.1254	20.9891
13 Yearly	33,754.93	35,111.36	36,628.22	38,200.15	39,555.39
Biweekly	1,298.27	1,350.44	1,408.78	1,469.24	1,521.36
Hours	18.5467	19.2919	20.1254	20.9891	21.7337
14 Yearly	35,111.36	36,628.22	38,200.15	39,555.39	41,396.99
Biweekly	1,350.44	1,408.78	1,469.24	1,521.36	1,592.19
Hours	19.2919	20.1254	20.9891	21.7337	22.7455
15 Yearly	36,628.22	38,200.15	39,555.39	41,396.99	43,347.54
Biweekly	1,408.78	1,469.24	1,521.36	1,592.19	1,667.21
Hours	20.1254	20.9891	21.7337	22.7455	23.8173
16 Yearly	38,200.15	39,555.39	41,396.99	43,347.54	45,298.09
Biweekly	1,469.24	1,521.36	1,592.19	1,667.21	1,742.23
Hours	20.9891	21.7337	22.7455	23.8173	24.8890
17 Yearly	39,555.39	41,396.99	43,347.54	45,298.09	47,194.17
Biweekly	1,521.36	1,592.19	1,667.21	1,742.23	1,815.16
Hours	21.7337	22.7455	23.8173	24.8890	25.9308
18 Yearly	41,396.99	43,347.54	45,298.09	47,194.17	49,199.49
Biweekly	1,592.19	1,667.21	1,742.23	1,815.16	1,892.29
Hours	22.7455	23.8173	24.8890	25.9308	27.0327
19 Yearly	43,347.54	45,298.09	47,194.17	49,199.49	51,421.50
Biweekly	1,667.21	1,742.23	1,815.16	1,892.29	1,977.75
Hours	23.8173	24.8890	25.9308	27.0327	28.2535
20 Yearly	45,298.09	47,194.17	49,199.49	51,421.50	53,697.09
Biweekly	1,742.23	1,815.16	1,892.29	1,977.75	2,065.27
Hours	24.8890	25.9308	27.0327	28.2535	29.5039
21 Yearly	47,194.17	49,199.49	51,421.50	53,697.09	56,135.20
Biweekly	1,815.16	1,892.29	1,977.75	2,065.27	2,159.05
Hours	25.9308	27.0327	28.2535	29.5039	30.8435
22 Yearly	49,199.49	51,421.50	53,697.09	56,135.20	58,681.96
Biweekly	1,892.29	1,977.75	2,065.27	2,159.05	2,257.00
Hours	27.0327	28.2535	29.5039	30.8435	32.2428
23 Yearly	51,421.50	53,697.09	56,135.20	58,681.96	61,227.82
Biweekly	1,977.75	2,065.27	2,159.05	2,257.00	2,354.92
Hours	28.2535	29.5039	30.8435	32.2428	33.6417
24 Yearly	53,697.09	56,135.20	58,681.96	61,227.82	64,099.61
Biweekly	2,065.27	2,159.05	2,257.00	2,354.92	2,465.37
Hours	29.5039	30.8435	32.2428	33.6417	35.2196

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase 35 Hours/ week			5.5% Longevity		
Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	30,525.10	31,912.31	33,133.97	34,576.06	35,963.58
Biweekly	1,174.04	1,227.40	1,274.38	1,329.85	1,383.21
Hours	16.7720	17.5342	18.2054	18.9979	19.7602
11 Yearly	31,912.31	33,133.97	34,576.06	35,963.58	37,517.26
Biweekly	1,227.40	1,274.38	1,329.85	1,383.21	1,442.97
Hours	17.5342	18.2054	18.9979	19.7602	20.6139
12 Yearly	33,133.97	34,576.06	35,963.58	37,517.26	39,127.34
Biweekly	1,274.38	1,329.78	1,383.21	1,442.97	1,504.90
Hours	18.2054	18.9968	19.7602	20.6139	21.4985
13 Yearly	34,576.06	35,963.58	37,517.26	39,127.34	40,515.47
Biweekly	1,329.78	1,383.21	1,442.97	1,504.90	1,558.29
Hours	18.9968	19.7602	20.6139	21.4985	22.2612
14 Yearly	35,963.58	37,517.26	39,127.34	40,515.47	42,401.78
Biweekly	1,383.21	1,442.97	1,504.90	1,558.29	1,630.84
Hours	19.7602	20.6139	21.4985	22.2612	23.2976
15 Yearly	37,517.26	39,127.34	40,515.47	42,401.78	44,399.67
Biweekly	1,442.97	1,504.90	1,558.29	1,630.84	1,707.68
Hours	20.6139	21.4985	22.2612	23.2976	24.3954
16 Yearly	39,127.34	40,515.47	42,401.78	44,399.67	46,397.56
Biweekly	1,504.90	1,558.29	1,630.84	1,707.68	1,784.52
Hours	21.4985	22.2612	23.2976	24.3954	25.4931
17 Yearly	40,515.47	42,401.78	44,399.67	46,397.56	48,399.65
Biweekly	1,558.29	1,630.84	1,707.68	1,784.52	1,859.22
Hours	22.2612	23.2976	24.3954	25.4931	26.5602
18 Yearly	42,401.78	44,399.67	46,397.56	48,399.65	50,393.65
Biweekly	1,630.84	1,707.68	1,784.52	1,859.22	1,938.22
Hours	23.2976	24.3954	25.4931	26.5602	27.6888
19 Yearly	44,399.67	46,397.56	48,399.65	50,393.65	52,669.59
Biweekly	1,707.68	1,784.52	1,859.22	1,938.22	2,025.75
Hours	24.3954	25.4931	26.5602	27.6888	28.9393
20 Yearly	46,397.56	48,399.65	50,393.65	52,669.59	55,000.42
Biweekly	1,784.52	1,859.22	1,938.22	2,025.75	2,115.40
Hours	25.4931	26.5602	27.6888	28.9393	30.2200
21 Yearly	48,399.65	50,393.65	52,669.59	55,000.42	57,497.70
Biweekly	1,859.22	1,938.22	2,025.75	2,115.40	2,211.45
Hours	26.5602	27.6888	28.9393	30.2200	31.5921
22 Yearly	50,393.65	52,669.59	55,000.42	57,497.70	60,106.28
Biweekly	1,938.22	2,025.75	2,115.40	2,211.45	2,311.78
Hours	27.6888	28.9393	30.2200	31.5921	33.0254
23 Yearly	52,669.59	55,000.42	57,497.70	60,106.28	62,713.93
Biweekly	2,025.75	2,115.40	2,211.45	2,311.78	2,412.07
Hours	28.9393	30.2200	31.5921	33.0254	34.4583
24 Yearly	55,000.42	57,497.70	60,106.28	62,713.93	65,655.43
Biweekly	2,115.40	2,211.45	2,311.78	2,412.07	2,525.21
Hours	30.2200	31.5921	33.0254	34.4583	36.0745

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase 35 Hours/ week		8% Longevity				
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly Biweekly Hours		31,248.4402	32,668.5243	33,919.1398	35,395.3995	36,815.7974
		1,201.8631	1,256.4817	1,304.5823	1,361.3615	1,415.9922
		17.1694	17.9497	18.6368	19.4481	20.2284
11 Yearly Biweekly Hours		32,668.5243	33,919.1398	35,395.3995	36,815.7974	38,406.2916
		1,256.4817	1,304.5823	1,361.3615	1,415.9922	1,477.1651
		17.9497	18.6368	19.4481	20.2284	21.1023
12 Yearly Biweekly Hours		33,919.1398	35,395.3165	36,815.7974	38,406.2916	40,054.5306
		1,304.5823	1,361.2891	1,415.9922	1,477.1651	1,540.5589
		18.6368	19.4470	20.2284	21.1023	22.0080
13 Yearly Biweekly Hours		35,395.3165	36,815.7974	38,406.2916	40,054.5306	41,475.5562
		1,361.2891	1,415.9922	1,477.1651	1,540.5589	1,595.2137
		19.4470	20.2284	21.1023	22.0080	22.7887
14 Yearly Biweekly Hours		36,815.7974	38,406.2916	40,054.5306	41,475.5562	43,406.5567
		1,415.9922	1,477.1651	1,540.5589	1,595.2137	1,669.4830
		20.2284	21.1023	22.0080	22.7887	23.8497
15 Yearly Biweekly Hours		38,406.2916	40,054.5306	41,475.5562	43,406.5567	45,451.7916
		1,477.1651	1,540.5589	1,595.2137	1,669.4830	1,748.1458
		21.1023	22.0080	22.7887	23.8497	24.9734
16 Yearly Biweekly Hours		40,054.5306	41,475.5562	43,406.5567	45,451.7916	47,497.0265
		1,540.5589	1,595.2137	1,669.4830	1,748.1458	1,826.8087
		22.0080	22.7887	23.8497	24.9734	26.0972
17 Yearly Biweekly Hours		41,475.5562	43,406.5567	45,451.7916	47,497.0265	49,485.1442
		1,595.2137	1,669.4830	1,748.1458	1,826.8087	1,903.2748
		22.7887	23.8497	24.9734	26.0972	27.1896
18 Yearly Biweekly Hours		43,406.5567	45,451.7916	47,497.0265	49,485.1442	51,587.8102
		1,669.4830	1,748.1458	1,826.8087	1,903.2748	1,984.1465
		23.8497	24.9734	26.0972	27.1896	28.3450
19 Yearly Biweekly Hours		45,451.7916	47,497.0265	49,485.1442	51,587.8102	53,917.6896
		1,748.1458	1,826.8087	1,903.2748	1,984.1465	2,073.7573
		24.9734	26.0972	27.1896	28.3450	29.6250
20 Yearly Biweekly Hours		47,497.0265	49,485.1442	51,587.8102	53,917.6896	56,303.7446
		1,826.8087	1,903.2748	1,984.1465	2,073.7573	2,165.5286
		26.0972	27.1896	28.3450	29.6250	30.9361
21 Yearly Biweekly Hours		49,485.1442	51,587.8102	53,917.6896	56,303.7446	58,860.2098
		1,903.2748	1,984.1465	2,073.7573	2,165.5286	2,263.8542
		27.1896	28.3450	29.6250	30.9361	32.3407
22 Yearly Biweekly Hours		51,587.8102	53,917.6896	56,303.7446	58,860.2098	61,530.5955
		1,984.1465	2,073.7573	2,165.5286	2,263.8542	2,366.5614
		28.3450	29.6250	30.9361	32.3407	33.8080
23 Yearly Biweekly Hours		53,917.6896	56,303.7446	58,860.2098	61,530.5955	64,200.0398
		2,073.7573	2,165.5286	2,263.8542	2,366.5614	2,469.2323
		29.6250	30.9361	32.3407	33.8080	35.2748
24 Yearly Biweekly Hours		56,303.7446	58,860.2098	61,530.5955	64,200.0398	67,211.2457
		2,165.5286	2,263.8542	2,366.5614	2,469.2323	2,585.0479
		30.9361	32.3407	33.8080	35.2748	36.9293

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-22

2.5% Increase
35 Hours/ week

10.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	31,971.78	33,424.74	34,704.31	36,214.74	37,668.01
Biweekly	1,229.68	1,285.57	1,334.78	1,392.87	1,448.77
Hours	17.5669	18.3652	19.0682	19.8983	20.6967
11 Yearly	33,424.74	34,704.31	36,214.74	37,668.01	39,295.33
Biweekly	1,285.57	1,334.78	1,392.87	1,448.77	1,511.36
Hours	18.3652	19.0682	19.8983	20.6967	21.5908
12 Yearly	34,704.31	36,214.74	37,668.01	39,295.33	40,981.72
Biweekly	1,334.78	1,392.87	1,448.77	1,511.36	1,576.22
Hours	19.0682	19.8972	20.6967	21.5908	22.5174
13 Yearly	36,214.74	37,668.01	39,295.33	40,981.72	42,435.64
Biweekly	1,392.87	1,448.77	1,511.36	1,576.22	1,632.14
Hours	19.8972	20.6967	21.5908	22.5174	23.3162
14 Yearly	37,668.01	39,295.33	40,981.72	42,435.64	44,411.34
Biweekly	1,448.77	1,511.36	1,576.22	1,632.14	1,708.13
Hours	20.6967	21.5908	22.5174	23.3162	24.4018
15 Yearly	39,295.33	40,981.72	42,435.64	44,411.34	46,503.92
Biweekly	1,511.36	1,576.22	1,632.14	1,708.13	1,788.61
Hours	21.5908	22.5174	23.3162	24.4018	25.5515
16 Yearly	40,981.72	42,435.64	44,411.34	46,503.92	48,596.49
Biweekly	1,576.22	1,632.14	1,708.13	1,788.61	1,869.10
Hours	22.5174	23.3162	24.4018	25.5515	26.7013
17 Yearly	42,435.64	44,411.34	46,503.92	48,596.49	50,630.63
Biweekly	1,632.14	1,708.13	1,788.61	1,869.10	1,947.33
Hours	23.3162	24.4018	25.5515	26.7013	27.8190
18 Yearly	44,411.34	46,503.92	48,596.49	50,630.63	52,781.97
Biweekly	1,708.13	1,788.61	1,869.10	1,947.33	2,030.08
Hours	24.4018	25.5515	26.7013	27.8190	29.0011
19 Yearly	46,503.92	48,596.49	50,630.63	52,781.97	55,165.78
Biweekly	1,788.61	1,869.10	1,947.33	2,030.08	2,121.76
Hours	25.5515	26.7013	27.8190	29.0011	30.3108
20 Yearly	48,596.49	50,630.63	52,781.97	55,165.78	57,607.07
Biweekly	1,869.10	1,947.33	2,030.08	2,121.76	2,215.66
Hours	26.7013	27.8190	29.0011	30.3108	31.6522
21 Yearly	50,630.63	52,781.97	55,165.78	57,607.07	60,222.71
Biweekly	1,947.33	2,030.08	2,121.76	2,215.66	2,316.26
Hours	27.8190	29.0011	30.3108	31.6522	33.0894
22 Yearly	52,781.97	55,165.78	57,607.07	60,222.71	62,954.91
Biweekly	2,030.08	2,121.76	2,215.66	2,316.26	2,421.34
Hours	29.0011	30.3108	31.6522	33.0894	34.5906
23 Yearly	55,165.78	57,607.07	60,222.71	62,954.91	65,886.15
Biweekly	2,121.76	2,215.66	2,316.26	2,421.34	2,526.39
Hours	30.3108	31.6522	33.0894	34.5906	36.0914
24 Yearly	57,607.07	60,222.71	62,954.91	65,886.15	68,767.06
Biweekly	2,215.66	2,316.26	2,421.34	2,526.39	2,644.89
Hours	31.6522	33.0894	34.5906	36.0914	37.7842

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 35 Hours/ week		After 7/1/12				2% Longevity 11 years Less than 15
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10	Yearly	30,897.79	31,779.21	32,995.79	34,431.86	35,813.59
	Biweekly	1,169.15	1,222.28	1,269.07	1,324.30	1,377.45
	Hours	16.7020	17.4610	18.1295	18.9187	19.6778
11	Yearly	31,779.21	32,995.79	34,431.86	35,813.59	37,360.79
	Biweekly	1,222.28	1,269.07	1,324.30	1,377.45	1,436.95
	Hours	17.4610	18.1295	18.9187	19.6778	20.5279
12	Yearly	32,995.79	34,430.03	35,813.59	37,360.79	38,964.16
	Biweekly	1,269.07	1,324.23	1,377.45	1,436.95	1,498.62
	Hours	18.1295	18.9176	19.6778	20.5279	21.4089
13	Yearly	34,430.03	35,813.59	37,360.79	38,964.16	40,346.50
	Biweekly	1,324.23	1,377.45	1,436.95	1,498.62	1,551.79
	Hours	18.9176	19.6778	20.5279	21.4089	22.1683
14	Yearly	35,813.59	37,360.79	38,964.16	40,346.50	42,224.93
	Biweekly	1,377.45	1,436.95	1,498.62	1,551.79	1,624.04
	Hours	19.6778	20.5279	21.4089	22.1683	23.2004
15	Yearly	37,360.79	38,964.16	40,346.50	42,224.93	44,214.49
	Biweekly	1,436.95	1,498.62	1,551.79	1,624.04	1,700.56
	Hours	20.5279	21.4089	22.1683	23.2004	24.2936
16	Yearly	38,964.16	40,346.50	42,224.93	44,214.49	46,204.05
	Biweekly	1,498.62	1,551.79	1,624.04	1,700.56	1,777.08
	Hours	21.4089	22.1683	23.2004	24.2936	25.3868
17	Yearly	40,346.50	42,224.93	44,214.49	46,204.05	48,138.05
	Biweekly	1,551.79	1,624.04	1,700.56	1,777.08	1,851.46
	Hours	22.1683	23.2004	24.2936	25.3868	26.4494
18	Yearly	42,224.93	44,214.49	46,204.05	48,138.05	50,183.48
	Biweekly	1,624.04	1,700.56	1,777.08	1,851.46	1,930.13
	Hours	23.2004	24.2936	25.3868	26.4494	27.5733
19	Yearly	44,214.49	46,204.05	48,138.05	50,183.48	52,449.93
	Biweekly	1,700.56	1,777.08	1,851.46	1,930.13	2,017.31
	Hours	24.2936	25.3868	26.4494	27.5733	28.8186
20	Yearly	46,204.05	48,138.05	50,183.48	52,449.93	54,771.03
	Biweekly	1,777.08	1,851.46	1,930.13	2,017.31	2,106.58
	Hours	25.3868	26.4494	27.5733	28.8186	30.0940
21	Yearly	48,138.05	50,183.48	52,449.93	54,771.03	57,257.90
	Biweekly	1,851.46	1,930.13	2,017.31	2,106.58	2,202.23
	Hours	26.4494	27.5733	28.8186	30.0940	31.4604
22	Yearly	50,183.48	52,449.93	54,771.03	57,257.90	59,855.60
	Biweekly	1,930.13	2,017.31	2,106.58	2,202.23	2,302.14
	Hours	27.5733	28.8186	30.0940	31.4604	32.8877
23	Yearly	52,449.93	54,771.03	57,257.90	59,855.60	62,452.37
	Biweekly	2,017.31	2,106.58	2,202.23	2,302.14	2,402.01
	Hours	28.8186	30.0940	31.4604	32.8877	34.3146
24	Yearly	54,771.03	57,257.90	59,855.60	62,452.37	65,381.61
	Biweekly	2,106.58	2,202.23	2,302.14	2,402.01	2,514.68
	Hours	30.0940	31.4604	32.8877	34.3146	35.9340

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 35 Hours/ week	3% Longevity				
	Prior 7/1/12 After 7/1/12		7 years less than 11 15 Years less than 20		
Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	30,695.81	32,090.78	33,319.27	34,769.43	36,164.70
Biweekly	1,180.61	1,234.26	1,281.51	1,337.29	1,390.95
Hours	16.8658	17.6322	18.3072	19.1041	19.8707
11 Yearly	32,090.78	33,319.27	34,769.43	36,164.70	37,727.07
Biweekly	1,234.26	1,281.51	1,337.29	1,390.95	1,451.04
Hours	17.6322	18.3072	19.1041	19.8707	20.7291
12 Yearly	33,319.27	34,767.58	36,164.70	37,727.07	39,346.16
Biweekly	1,281.51	1,337.21	1,390.95	1,451.04	1,513.31
Hours	18.3072	19.1031	19.8707	20.7291	21.6188
13 Yearly	34,767.58	36,164.70	37,727.07	39,346.16	40,742.05
Biweekly	1,337.21	1,390.95	1,451.04	1,513.31	1,567.00
Hours	19.1031	19.8707	20.7291	21.6188	22.3857
14 Yearly	36,164.70	37,727.07	39,346.16	40,742.05	42,638.90
Biweekly	1,390.95	1,451.04	1,513.31	1,567.00	1,639.96
Hours	19.8707	20.7291	21.6188	22.3857	23.4279
15 Yearly	37,727.07	39,346.16	40,742.05	42,638.90	44,647.97
Biweekly	1,451.04	1,513.31	1,567.00	1,639.96	1,717.23
Hours	20.7291	21.6188	22.3857	23.4279	24.5318
16 Yearly	39,346.16	40,742.05	42,638.90	44,647.97	46,657.03
Biweekly	1,513.31	1,567.00	1,639.96	1,717.23	1,794.50
Hours	21.6188	22.3857	23.4279	24.5318	25.6357
17 Yearly	40,742.05	42,638.90	44,647.97	46,657.03	48,609.99
Biweekly	1,567.00	1,639.96	1,717.23	1,794.50	1,869.62
Hours	22.3857	23.4279	24.5318	25.6357	26.7087
18 Yearly	42,638.90	44,647.97	46,657.03	48,609.99	50,675.47
Biweekly	1,639.96	1,717.23	1,794.50	1,869.62	1,949.06
Hours	23.4279	24.5318	25.6357	26.7087	27.8437
19 Yearly	44,647.97	46,657.03	48,609.99	50,675.47	52,964.15
Biweekly	1,717.23	1,794.50	1,869.62	1,949.06	2,037.08
Hours	24.5318	25.6357	26.7087	27.8437	29.1011
20 Yearly	46,657.03	48,609.99	50,675.47	52,964.15	55,308.00
Biweekly	1,794.50	1,869.62	1,949.06	2,037.08	2,127.23
Hours	25.6357	26.7087	27.8437	29.1011	30.3890
21 Yearly	48,609.99	50,675.47	52,964.15	55,308.00	57,819.26
Biweekly	1,869.62	1,949.06	2,037.08	2,127.23	2,223.82
Hours	26.7087	27.8437	29.1011	30.3890	31.7688
22 Yearly	50,675.47	52,964.15	55,308.00	57,819.26	60,442.42
Biweekly	1,949.06	2,037.08	2,127.23	2,223.82	2,324.71
Hours	27.8437	29.1011	30.3890	31.7688	33.2101
23 Yearly	52,964.15	55,308.00	57,819.26	60,442.42	63,064.65
Biweekly	2,037.08	2,127.23	2,223.82	2,324.71	2,425.56
Hours	29.1011	30.3890	31.7688	33.2101	34.6510
24 Yearly	55,308.00	57,819.26	60,442.42	63,064.65	65,022.60
Biweekly	2,127.23	2,223.82	2,324.71	2,425.56	2,539.33
Hours	30.3890	31.7688	33.2101	34.6510	36.2762

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 35 Hours/ week	After 7/1/12					4% Longevity 20 Years less than 25
Range	Step 1	Step 2	Step 3	Step 4	Step 5	
10 Yearly	30,993.82	32,402.34	33,642.76	35,106.99	36,515.82	
Biweekly	1,192.07	1,246.24	1,293.95	1,350.27	1,404.45	
Hours	17.0295	17.8034	18.4850	19.2896	20.0636	
11 Yearly	32,402.34	33,642.76	35,106.99	36,515.82	38,093.35	
Biweekly	1,246.24	1,293.95	1,350.27	1,404.45	1,465.13	
Hours	17.8034	18.4850	19.2896	20.0636	20.9304	
12 Yearly	33,642.76	35,105.12	36,515.82	38,093.35	39,728.16	
Biweekly	1,293.95	1,350.20	1,404.45	1,465.13	1,528.01	
Hours	18.4850	19.2885	20.0636	20.9304	21.8287	
13 Yearly	35,105.12	36,515.82	38,093.35	39,728.16	41,137.61	
Biweekly	1,350.20	1,404.45	1,465.13	1,528.01	1,582.22	
Hours	19.2885	20.0636	20.9304	21.8287	22.6030	
14 Yearly	36,515.82	38,093.35	39,728.16	41,137.61	43,052.87	
Biweekly	1,404.45	1,465.13	1,528.01	1,582.22	1,655.88	
Hours	20.0636	20.9304	21.8287	22.6030	23.6554	
15 Yearly	38,093.35	39,728.16	41,137.61	43,052.87	45,081.44	
Biweekly	1,465.13	1,528.01	1,582.22	1,655.88	1,733.90	
Hours	20.9304	21.8287	22.6030	23.6554	24.7700	
16 Yearly	39,728.16	41,137.61	43,052.87	45,081.44	47,110.01	
Biweekly	1,528.01	1,582.22	1,655.88	1,733.90	1,811.92	
Hours	21.8287	22.6030	23.6554	24.7700	25.8846	
17 Yearly	41,137.61	43,052.87	45,081.44	47,110.01	49,081.93	
Biweekly	1,582.22	1,655.88	1,733.90	1,811.92	1,887.77	
Hours	22.6030	23.6554	24.7700	25.8846	26.9680	
18 Yearly	43,052.87	45,081.44	47,110.01	49,081.93	51,167.47	
Biweekly	1,655.88	1,733.90	1,811.92	1,887.77	1,967.98	
Hours	23.6554	24.7700	25.8846	26.9680	28.1140	
19 Yearly	45,081.44	47,110.01	49,081.93	51,167.47	53,478.36	
Biweekly	1,733.90	1,811.92	1,887.77	1,967.98	2,056.86	
Hours	24.7700	25.8846	26.9680	28.1140	29.3836	
20 Yearly	47,110.01	49,081.93	51,167.47	53,478.36	55,844.97	
Biweekly	1,811.92	1,887.77	1,967.98	2,056.86	2,147.88	
Hours	25.8846	26.9680	28.1140	29.3836	30.6840	
21 Yearly	49,081.93	51,167.47	53,478.36	55,844.97	58,380.61	
Biweekly	1,887.77	1,967.98	2,056.86	2,147.88	2,245.41	
Hours	26.9680	28.1140	29.3836	30.6840	32.0772	
22 Yearly	51,167.47	53,478.36	55,844.97	58,380.61	61,029.24	
Biweekly	1,967.98	2,056.86	2,147.88	2,245.41	2,347.28	
Hours	28.1140	29.3836	30.6840	32.0772	33.5325	
23 Yearly	53,478.36	55,844.97	58,380.61	61,029.24	63,676.93	
Biweekly	2,056.86	2,147.88	2,245.41	2,347.28	2,449.51	
Hours	29.3836	30.6840	32.0772	33.5325	34.9874	
24 Yearly	55,844.97	58,380.61	61,029.24	63,676.93	66,663.60	
Biweekly	2,147.88	2,245.41	2,347.28	2,449.51	2,563.98	
Hours	30.6840	32.0772	33.5325	34.9874	36.6284	

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 35 Hours/ week	After 7/1/12				5% Longevity 25+ Years
Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	31,291.84	32,713.90	33,966.25	35,444.56	36,866.93
Biweekly	1,203.53	1,258.23	1,306.39	1,363.25	1,417.96
Hours	17.1933	17.9746	18.6627	19.4751	20.2565
11 Yearly	32,713.90	33,966.25	35,444.56	36,866.93	38,459.63
Biweekly	1,258.23	1,306.39	1,363.25	1,417.96	1,479.22
Hours	17.9746	18.6627	19.4751	20.2565	21.1316
12 Yearly	33,966.25	35,442.67	36,866.93	38,459.63	40,110.16
Biweekly	1,306.39	1,363.18	1,417.96	1,479.22	1,542.70
Hours	18.6627	19.4740	20.2565	21.1316	22.0386
13 Yearly	35,442.67	36,866.93	38,459.63	40,110.16	41,533.16
Biweekly	1,363.18	1,417.96	1,479.22	1,542.70	1,597.43
Hours	19.4740	20.2565	21.1316	22.0386	22.8203
14 Yearly	36,866.93	38,459.63	40,110.16	41,533.16	43,466.84
Biweekly	1,417.96	1,479.22	1,542.70	1,597.43	1,671.80
Hours	20.2565	21.1316	22.0386	22.8203	23.8828
15 Yearly	38,459.63	40,110.16	41,533.16	43,466.84	45,514.92
Biweekly	1,479.22	1,542.70	1,597.43	1,671.80	1,750.57
Hours	21.1316	22.0386	22.8203	23.8828	25.0081
16 Yearly	40,110.16	41,533.16	43,466.84	45,514.92	47,562.99
Biweekly	1,542.70	1,597.43	1,671.80	1,750.57	1,829.35
Hours	22.0386	22.8203	23.8828	25.0081	26.1334
17 Yearly	41,533.16	43,466.84	45,514.92	47,562.99	49,553.87
Biweekly	1,597.43	1,671.80	1,750.57	1,829.35	1,905.92
Hours	22.8203	23.8828	25.0081	26.1334	27.2273
18 Yearly	43,466.84	45,514.92	47,562.99	49,553.87	51,659.46
Biweekly	1,671.80	1,750.57	1,829.35	1,905.92	1,986.90
Hours	23.8828	25.0081	26.1334	27.2273	28.3843
19 Yearly	45,514.92	47,562.99	49,553.87	51,659.46	53,992.58
Biweekly	1,750.57	1,829.35	1,905.92	1,986.90	2,076.64
Hours	25.0081	26.1334	27.2273	28.3843	29.6662
20 Yearly	47,562.99	49,553.87	51,659.46	53,992.58	56,381.94
Biweekly	1,829.35	1,905.92	1,986.90	2,076.64	2,168.54
Hours	26.1334	27.2273	28.3843	29.6662	30.9791
21 Yearly	49,553.87	51,659.46	53,992.58	56,381.94	58,941.96
Biweekly	1,905.92	1,986.90	2,076.64	2,168.54	2,267.00
Hours	27.2273	28.3843	29.6662	30.9791	32.3857
22 Yearly	51,659.46	53,992.58	56,381.94	58,941.96	61,616.05
Biweekly	1,986.90	2,076.64	2,168.54	2,267.00	2,369.85
Hours	28.3843	29.6662	30.9791	32.3857	33.8550
23 Yearly	53,992.58	56,381.94	58,941.96	61,616.05	64,289.21
Biweekly	2,076.64	2,168.54	2,267.00	2,369.85	2,472.66
Hours	29.6662	30.9791	32.3857	33.8550	35.3238
24 Yearly	56,381.94	58,941.96	61,616.05	64,289.21	67,304.59
Biweekly	2,168.54	2,267.00	2,369.85	2,472.66	2,588.64
Hours	30.9791	32.3857	33.8550	35.3238	36.9806

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 35 Hours/ week		Prior 7/1/12			5.5% Longevity 11 Years less than 15	
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly		31,440.85	32,869.68	34,127.99	35,613.34	37,042.49
Biweekly		1,209.26	1,264.22	1,312.62	1,369.74	1,424.71
Hours		17.2752	18.0602	18.7516	19.5678	20.3530
11 Yearly		32,869.68	34,127.99	35,613.34	37,042.49	38,642.77
Biweekly		1,264.22	1,312.62	1,369.74	1,424.71	1,486.26
Hours		18.0602	18.7516	19.5678	20.3530	21.2323
12 Yearly		34,127.99	35,611.45	37,042.49	38,642.77	40,301.16
Biweekly		1,312.62	1,369.67	1,424.71	1,486.26	1,550.04
Hours		18.7516	19.5667	20.3530	21.2323	22.1435
13 Yearly		35,611.45	37,042.49	38,642.77	40,301.16	41,730.94
Biweekly		1,369.67	1,424.71	1,486.26	1,550.04	1,605.04
Hours		19.5667	20.3530	21.2323	22.1435	22.9290
14 Yearly		37,042.49	38,642.77	40,301.16	41,730.94	43,673.83
Biweekly		1,424.71	1,486.26	1,550.04	1,605.04	1,679.76
Hours		20.3530	21.2323	22.1435	22.9290	23.9965
15 Yearly		38,642.77	40,301.16	41,730.94	43,673.83	45,731.66
Biweekly		1,486.26	1,550.04	1,605.04	1,679.76	1,758.91
Hours		21.2323	22.1435	22.9290	23.9965	25.1272
16 Yearly		40,301.16	41,730.94	43,673.83	45,731.66	47,789.49
Biweekly		1,550.04	1,605.04	1,679.76	1,758.91	1,838.06
Hours		22.1435	22.9290	23.9965	25.1272	26.2579
17 Yearly		41,730.94	43,673.83	45,731.66	47,789.49	49,789.84
Biweekly		1,605.04	1,679.76	1,758.91	1,838.06	1,914.99
Hours		22.9290	23.9965	25.1272	26.2579	27.3570
18 Yearly		43,673.83	45,731.66	47,789.49	49,789.84	51,905.46
Biweekly		1,679.76	1,758.91	1,838.06	1,914.99	1,996.36
Hours		23.9965	25.1272	26.2579	27.3570	28.5195
19 Yearly		45,731.66	47,789.49	49,789.84	51,905.46	54,249.68
Biweekly		1,758.91	1,838.06	1,914.99	1,996.36	2,086.53
Hours		25.1272	26.2579	27.3570	28.5195	29.8074
20 Yearly		47,789.49	49,789.84	51,905.46	54,249.68	56,650.43
Biweekly		1,838.06	1,914.99	1,996.36	2,086.53	2,178.86
Hours		26.2579	27.3570	28.5195	29.8074	31.1266
21 Yearly		49,789.84	51,905.46	54,249.68	56,650.43	59,222.64
Biweekly		1,914.99	1,996.36	2,086.53	2,178.86	2,277.79
Hours		27.3570	28.5195	29.8074	31.1266	32.5399
22 Yearly		51,905.46	54,249.68	56,650.43	59,222.64	61,909.46
Biweekly		1,996.36	2,086.53	2,178.86	2,277.79	2,381.13
Hours		28.5195	29.8074	31.1266	32.5399	34.0162
23 Yearly		54,249.68	56,650.43	59,222.64	61,909.46	64,595.35
Biweekly		2,086.53	2,178.86	2,277.79	2,381.13	2,484.44
Hours		29.8074	31.1266	32.5399	34.0162	35.4920
24 Yearly		56,650.43	59,222.64	61,909.46	64,595.35	67,625.09
Biweekly		2,178.86	2,277.79	2,381.13	2,484.44	2,600.97
Hours		31.1266	32.5399	34.0162	35.4920	37.1567

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
1m Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase		After 7/1/12			8% Longevity	
35 Hours/ week					15 Years less than 20	
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10	Yearly	32,185.89	33,648.58	34,936.71	36,457.26	37,920.27
	Biweekly	1,237.92	1,294.18	1,343.72	1,402.20	1,458.47
	Hours	17.6845	18.4882	19.1959	20.0315	20.8353
11	Yearly	33,648.58	34,936.71	36,457.26	37,920.27	39,558.48
	Biweekly	1,294.18	1,343.72	1,402.20	1,458.47	1,521.48
	Hours	18.4882	19.1959	20.0315	20.8353	21.7354
12	Yearly	34,936.71	36,455.32	37,920.27	39,558.48	41,256.17
	Biweekly	1,343.72	1,402.13	1,458.47	1,521.48	1,586.78
	Hours	19.1959	20.0304	20.8353	21.7354	22.6682
13	Yearly	36,455.32	37,920.27	39,558.48	41,256.17	42,719.82
	Biweekly	1,402.13	1,458.47	1,521.48	1,586.78	1,643.07
	Hours	20.0304	20.8353	21.7354	22.6682	23.4724
14	Yearly	37,920.27	39,558.48	41,256.17	42,719.82	44,708.75
	Biweekly	1,458.47	1,521.48	1,586.78	1,643.07	1,719.57
	Hours	20.8353	21.7354	22.6682	23.4724	24.5652
15	Yearly	39,558.48	41,256.17	42,719.82	44,708.75	46,815.35
	Biweekly	1,521.48	1,586.78	1,643.07	1,719.57	1,800.59
	Hours	21.7354	22.6682	23.4724	24.5652	25.7226
16	Yearly	41,256.17	42,719.82	44,708.75	46,815.35	48,921.94
	Biweekly	1,586.78	1,643.07	1,719.57	1,800.59	1,881.61
	Hours	22.6682	23.4724	24.5652	25.7226	26.8801
17	Yearly	42,719.82	44,708.75	46,815.35	48,921.94	50,969.70
	Biweekly	1,643.07	1,719.57	1,800.59	1,881.61	1,960.37
	Hours	23.4724	24.5652	25.7226	26.8801	28.0053
18	Yearly	44,708.75	46,815.35	48,921.94	50,969.70	53,135.44
	Biweekly	1,719.57	1,800.59	1,881.61	1,960.37	2,043.67
	Hours	24.5652	25.7226	26.8801	28.0053	29.1953
19	Yearly	46,815.35	48,921.94	50,969.70	53,135.44	55,535.22
	Biweekly	1,800.59	1,881.61	1,960.37	2,043.67	2,135.97
	Hours	25.7226	26.8801	28.0053	29.1953	30.5138
20	Yearly	48,921.94	50,969.70	53,135.44	55,535.22	57,992.86
	Biweekly	1,881.61	1,960.37	2,043.67	2,135.97	2,230.49
	Hours	26.8801	28.0053	29.1953	30.5138	31.8642
21	Yearly	50,969.70	53,135.44	55,535.22	57,992.86	60,626.02
	Biweekly	1,960.37	2,043.67	2,135.97	2,230.49	2,331.77
	Hours	28.0053	29.1953	30.5138	31.8642	33.3110
22	Yearly	53,135.44	55,535.22	57,992.86	60,626.02	63,376.51
	Biweekly	2,043.67	2,135.97	2,230.49	2,331.77	2,437.56
	Hours	29.1953	30.5138	31.8642	33.3110	34.8223
23	Yearly	55,535.22	57,992.86	60,626.02	63,376.51	66,126.04
	Biweekly	2,135.97	2,230.49	2,331.77	2,437.56	2,543.31
	Hours	30.5138	31.8642	33.3110	34.8223	36.3331
24	Yearly	57,992.86	60,626.02	63,376.51	66,126.04	69,227.58
	Biweekly	2,230.49	2,331.77	2,437.56	2,543.31	2,662.60
	Hours	31.8642	33.3110	34.8223	36.3331	38.0372

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O.
In Annual, Biweekly, and Hour Increments
1-Jul-23

3% Increase 35 Hours/ week		10.5% Longevity Over 20 years				
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10	Yearly	32,930.94	34,427.48	35,745.43	37,301.18	38,798.06
	Biweekly	1,266.57	1,324.13	1,374.82	1,434.66	1,492.23
	Hours	18.0939	18.9161	19.6403	20.4952	21.3176
11	Yearly	34,427.48	35,745.43	37,301.18	38,798.06	40,474.19
	Biweekly	1,324.13	1,374.82	1,434.66	1,492.23	1,556.70
	Hours	18.9161	19.6403	20.4952	21.3176	22.2385
12	Yearly	35,745.43	37,299.20	38,798.06	40,474.19	42,211.17
	Biweekly	1,374.82	1,434.58	1,492.23	1,556.70	1,623.51
	Hours	19.6403	20.4941	21.3176	22.2385	23.1930
13	Yearly	37,299.20	38,798.06	40,474.19	42,211.17	43,708.71
	Biweekly	1,434.58	1,492.23	1,556.70	1,623.51	1,681.10
	Hours	20.4941	21.3176	22.2385	23.1930	24.0157
14	Yearly	38,798.06	40,474.19	42,211.17	43,708.71	45,743.68
	Biweekly	1,492.23	1,556.70	1,623.51	1,681.10	1,759.37
	Hours	21.3176	22.2385	23.1930	24.0157	25.1338
15	Yearly	40,474.19	42,211.17	43,708.71	45,743.68	47,899.03
	Biweekly	1,556.70	1,623.51	1,681.10	1,759.37	1,842.27
	Hours	22.2385	23.1930	24.0157	25.1338	26.3181
16	Yearly	42,211.17	43,708.71	45,743.68	47,899.03	50,054.39
	Biweekly	1,623.51	1,681.10	1,759.37	1,842.27	1,925.17
	Hours	23.1930	24.0157	25.1338	26.3181	27.5023
17	Yearly	43,708.71	45,743.68	47,899.03	50,054.39	52,149.55
	Biweekly	1,681.10	1,759.37	1,842.27	1,925.17	2,005.75
	Hours	24.0157	25.1338	26.3181	27.5023	28.6535
18	Yearly	45,743.68	47,899.03	50,054.39	52,149.55	54,365.43
	Biweekly	1,759.37	1,842.27	1,925.17	2,005.75	2,090.98
	Hours	25.1338	26.3181	27.5023	28.6535	29.8711
19	Yearly	47,899.03	50,054.39	52,149.55	54,365.43	56,820.76
	Biweekly	1,842.27	1,925.17	2,005.75	2,090.98	2,185.41
	Hours	26.3181	27.5023	28.6535	29.8711	31.2201
20	Yearly	50,054.39	52,149.55	54,365.43	56,820.76	59,335.28
	Biweekly	1,925.17	2,005.75	2,090.98	2,185.41	2,282.13
	Hours	27.5023	28.6535	29.8711	31.2201	32.6018
21	Yearly	52,149.55	54,365.43	56,820.76	59,335.28	62,029.40
	Biweekly	2,005.75	2,090.98	2,185.41	2,282.13	2,385.75
	Hours	28.6535	29.8711	31.2201	32.6018	34.0820
22	Yearly	54,365.43	56,820.76	59,335.28	62,029.40	64,843.56
	Biweekly	2,090.98	2,185.41	2,282.13	2,385.75	2,493.98
	Hours	29.8711	31.2201	32.6018	34.0820	35.6283
23	Yearly	56,820.76	59,335.28	62,029.40	64,843.56	67,656.74
	Biweekly	2,185.41	2,282.13	2,385.75	2,493.98	2,602.18
	Hours	31.2201	32.6018	34.0820	35.6283	37.1741
24	Yearly	59,335.28	62,029.40	64,843.56	67,656.74	70,830.07
	Biweekly	2,282.13	2,385.75	2,493.98	2,602.18	2,724.23
	Hours	32.6018	34.0820	35.6283	37.1741	38.9177

APPENDIX B

MEMORANDUM OF AGREEMENT Dispatchers

WHEREAS, the Town entered into a Memorandum of Agreement dated November 20, 2018 with the Rhode Island Laborer's District Council, on behalf of Local Union 1033 (Union) relative to Police Dispatchers, and

WHEREAS, the Town and the Union have entered discussions regarding Civilianizing Dispatch in the Town of North Kingstown, thereby incorporating Fire Dispatch under the Dispatch Division and creating one Communication/Dispatch Division of fully trained Dispatchers handling Police and Fire calls in order to deliver better services and efficiencies to the citizens of the Town and better working conditions for all Dispatchers, and

WHEREAS those discussions have resulted in an agreement and the Town and the Union desire to codify their Agreement and be bound by the same.

THEREFORE BE IT RESOLVED that the parties hereby agree:

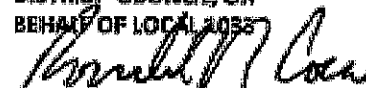
- 1. That any reference to "Police Dispatchers" within the Collective Bargaining Agreement and accompanying MOU(s) shall now reflect the change to position of "Dispatcher" which will now include both Police and Fire Dispatchers.**
- 2. All Police Dispatcher Job Descriptions shall be revised to be referred to as Dispatcher Job Descriptions and the duties of Dispatcher under the revised job description shall hereby include both Police and Fire Dispatch responsibilities and duties.**
- 3. All current and future Dispatchers will be properly trained by the Town of North Kingstown in order for them to be able to properly handle the job of Dispatcher (both Police and Fire).**
- 4. The rate of pay of Dispatcher and other applicable terms and conditions of employment shall be as outlined in the current and future Collective Bargaining Agreements.**
- 5. The regular work schedule for all Dispatchers shall continue to be a fourteen (14) day cycle starting on Tuesday and consisting of two (2) consecutive working days of twelve (12) hours followed by two (2) consecutive days off, followed by three (3) consecutive days on, then two (2) consecutive days off, followed by two (2) consecutive days on followed by three (3) consecutive days off.**
- 6. Dispatcher compensation shall be in line with and in accordance with FLSA requirements and standards and, as required by FLSA, will relate to hours "worked".**
- 7. The Shift Differential pay set forth in Section 3.7 of the Collective Bargaining Agreement shall not apply to Dispatchers.**

8. The term "day" as used in Section 5.2 and Section 5.3 of the Collective Bargaining Agreement relative to vacation and sick leave as applied to Dispatchers shall be equivalent to eight (8) hours.
9. The term "day" as used in Section 5.4 of the Collective Bargaining Agreement relative to death, family illness and personal leave as applied to Dispatchers shall be equivalent to twelve (12) hours.
10. Dispatchers shall not be granted Victory Day and Christmas Eve as paid holidays, but shall be granted Good Friday (the Friday before Easter) as a paid holiday.
11. As a result of the net loss of a paid holiday as set forth above, Dispatchers shall receive one (1) extra personal day, for a total of four (4) personal leave days.
12. If a paid holiday falls on a day upon which a Dispatcher is not scheduled to work, the Dispatcher shall receive nine (9) hours of straight time pay.
13. If a paid holiday falls on a day which a Dispatcher is scheduled to work, the Dispatcher shall receive regular rate of pay for that day plus time and one half of regular rate of pay for all hours actually worked on that day.
14. If a paid holiday falls on a day which the Dispatcher is scheduled to work and the Dispatcher does not work that day due to a discharge of any form of leave provided by the Collective Bargaining Agreement, the Dispatcher shall receive regular rate of pay for that day and no additional compensation.
15. All shift vacancies in Dispatch shall be offered to the currently employed Dispatchers on a rolling basis based on seniority and will be in conformance with the terms and conditions of the parties Collective Bargaining Agreement.
16. The terms of this MOU are effective and shall commence on July 1, 2020 or as soon thereafter as administratively feasible.

TOWN OF NORTH KINGSTOWN


 A. RALPH MOLLIS
 TOWN MANAGER

RHODE ISLAND LABORERS'
 DISTRICT COUNCIL, ON
 BEHALF OF LOCAL 2033


 RONALD R. COIA, ESQ.
 BUSINESS MANAGER

APPENDIX C



Town of North Kingstown, Rhode Island

Office of the Town Manager
100 Fairway Drive
North Kingstown, RI 02852-6202
Phone: (401) 268-1501
Fax: (401) 583-4140
Web: www.northkingstown.org

~~November 14, 2018~~

July 2, 2021 RRC
A.Z.M.

Mr. Ronald R. Coia, Esq.
Business Manager
LIUNA Local Union 1033
410 South Main Street
Providence, RI 02903

Re: Town of North Kingstown & LIUNA Local 1033

Dear Mr. Coia:

7/1/21 - 6/30/24

In connection with the parties' ~~FY2019-FY2021~~ collective bargaining agreement, the Town and the Union have agreed as follows:

Existing full-time employees who have worked at least ten (10) full years as full-time employees of the Town as of July 1, 2012 or at least ten (10) full years as part-time employees of the Town as of July 1, 2012, may count their full years as part-time employees of the Town toward the eligibility requirement for receiving health insurance in retirement under Section 3.4(D) of the collective bargaining agreement using the following formula: two (2) full years as a part-time employee of the Town will be equal to one (1) full year as a full-time employee of the Town.

This formula shall only be used for the purpose of determining an employee's eligibility to receive health insurance in retirement under Section 3.4(D) of the parties' collective bargaining agreement, and it shall not be used for any other purpose, e.g., calculating pension credit. Also, this formula shall be applied as a one-time only event to employees who were full-time as of July 1, 2012 and who had either ten (10) or more full years of full-time employment with the Town as of July 1, 2012 or ten (10) or more full years of part-time employment with the Town as of July 1, 2012. No other employees shall have

their part-time employment with the Town credited toward their eligibility to receive health insurance in retirement under Section 3.4(D) of the parties' collective bargaining agreement.

Very truly yours,



A. Ralph Mollis,
Town Manager

AGREED AS TO SUBSTANCE AND FORM:

Rhode Island Laborers' District Council, LIUNA Local 1033

By: _____



11/29/18
(Date)

00014167.DOCX2



Town of North Kingstown, Rhode Island

Office of the Town Manager
100 Fairway Drive
North Kingstown, RI 02852-6202
Phone: (401) 268-1501
Fax: (401) 583-4140
Web: www.northkingstown.org

~~November 14, 2018~~

July 2, 2021 RRC
A.Z.M

Mr. Ronald R. Coia, Esq.
Business Manager
LIUNA Local Union 1033
410 South Main Street
Providence, RI 02903

Re: Town of North Kingstown & LIUNA Local 1033

Dear Mr. Coia:

7/1/21 - 6/30/24

In connection with the parties' ~~FY 2019-FY 2021~~ collective bargaining agreement ("CBA"), the Town and the Union have agreed as follows:

For the purposes of Section 4.4 (E) and (F) of the CBA, the classifications that currently exist within this bargaining unit include, but are not limited to, the following:

- Custodian;
- Dispatcher;
- Mechanic;
- Equipment operator, which includes equipment operator I and equipment operator II;
- Clerk I, which also includes clerical assistant(s);
- Clerk II;
- Secretary, which also includes administrative assistant(s);
- Water – servicemen;
- Water – pump operator;
- Bus driver;
- Librarian and librarian assistant;
- Library associate, library technician, library clerk, and senior library clerk.

Nothing contained in this side letter agreement or in the parties' collective bargaining agreement is intended to create any obligation on the part of the Town to employ any particular number of employees, or to employ any employees at all, in the foregoing classifications, or to limit the Town's authority to create additional employee classifications from time to time.

Very truly yours,



A. Ralph Mollis,
Town Manager

AGREED AS TO SUBSTANCE AND FORM:

Rhode Island Laborers' District Council, LIUNA Local 1033

By:



(Date)

00034168.DOCX2



Town of North Kingstown, Rhode Island

Office of the Town Manager
100 Fairway Drive
North Kingstown, RI 02852
Phone: (401) 268-1501
Fax: (401) 583-4140
Web: www.northkingstown.org

June 30, 2021

Mr. Ron Coia, Esq.
Business Manager
LIUNA Local Union 1033
410 South Main Street
Providence, RI 02903

Re: Town of North Kingstown and Public Service Employees' Local Union 1033

Dear Ron,

In connection with the parties' FY 2021-2022 Collective Bargaining Agreement, the Town and the Union have agreed to make the following wage reclassifications effective July 1, 2021:

- Sofia Alavosius will be reclassified from Level 96 to Pay Grade 10
- Elizabeth Ferrara will be reclassified from Level 96 to Pay Grade 10

Thank you.

Sincerely,

ARalph Molis
Town Manager

AGREED AS TO SUBSTANCE AND FORM:
RHODE ISLAND LABORERS' DISTRICT COUNCIL
ON BEHALF OF PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033

By:  Date: 7/2/21