

CONTRACT
BETWEEN
THE CITY OF CARBONDALE ILLINOIS
A MUNICIPAL CORPORATION
AND
LOCAL NO.160, UNITED ASSOCIATION OF JOURNEYMEN
AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY
OF THE UNITED STATES AND CANADA, AFL-CIO

MAY 1, 2017 THROUGH APRIL 30, 2021

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This Agreement made and entered into this _____ day of _____, 2017, by and between the City of Carbondale, Illinois, a municipal corporation of the State of Illinois, hereinafter called CITY, and Local #160, United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, hereinafter called UNION, witnesseth:

Now, therefore, in consideration of the covenants hereinafter set forth, it is mutually agreed between the parties as follows:

ARTICLE I - RECOGNITION

The CITY hereby recognizes the UNION as the sole and exclusive bargaining agent for employees of the Water and Sewage Divisions of the Public Works Department of the CITY contract work excepted, and further excepting the superintendents, probationary employees, temporary employees and all office employees.

ARTICLE II - UNION SHOP

It is recognized that the CITY shall have the right to hire all employees; however, all employees who at the date of execution of this Agreement are members of the UNION shall be required to maintain such membership in good standing during the term of this Agreement. All other employees shall require membership within thirty (30) days following the date of execution of this Agreement or within thirty (30) days following their date of permanent hire, whichever is later, and shall be required to maintain such membership in good standing as a condition of continued employment.

ARTICLE III - PROBATIONARY, APPRENTICE AND JOURNEYMAN EMPLOYEES

Section A. Probationary Employees. All employees shall be considered probationary employees for the first six (6) months following their date of hire. The CITY shall be the sole judge as to whether a probationary employee shall be continued in employment during the first probationary period.

All employees shall be considered apprentice employees on probation for the second six (6) months following their date of hire. The apprentice employee on probation shall have the right to become a union member and shall receive the wages and fringe benefits listed within this contract. The CITY shall be the sole judge as to whether an apprentice employee on probation shall be continued in

employment during the apprentice probationary period. Should the CITY decide to terminate an employee on probation, said employee shall have no right to appeal the CITY's decision through the UNION'S grievance procedure.

All employees on probation are required to pass a test based on the job duties assigned to the probationary employee and meet the license requirements set out below. The test shall be prepared and administered by the City of Carbondale. The UNION shall have the right to confer and consult with and make recommendations to the CITY in the preparation of the test. The test may be taken at any time following the first 6 month probation period at the request of the probationary employee; however, the test shall not be administered more than once in each month. The test shall be administered on the ten month anniversary date from the date of hire into the Water, Sewer, Distribution, and Lab Divisions if the probationary employee has not previously passed the test. If the probationary employee does not pass the test by the eleven month anniversary date from the date of hire into the Water, Sewer, Distribution, and Lab Divisions, the probationary employee shall be terminated from the City employment; however, nothing herein limits the CITY's right to terminate the probationary employee prior to the eleven month anniversary date. No employee shall complete the probationary period without having passed the job duties test. Employees shall still be required to meet the licensing requirements as set out in Article III, Section H, below.

Section B. Apprentice. . All employees hired after July 1, 1978 and before July 1, 2013 who have completed the one (1) year probationary period but who have not completed two (2) full years of service within the Division of the Water and Sewer Department of the City of Carbondale within which said employee is working shall be considered Apprentice Employees. All employees hired after July 1, 2013 and who have completed the one (1) year probationary period but have not completed four (4) full years of service within the Division of the Water and Sewer Department of the City of Carbondale shall be considered Apprentice Employees. Apprentice Employees shall receive wages as listed in Article XVI of this Agreement.

Section C. Journeyman.

1. Any employee hired after July 1, 1978 and before July 1, 2013 who has completed two (2) years of service in the Division of the Water and Sewer Department of the City of Carbondale and who has passed the job duties test which applies to the Division within which said employee is working shall be considered a Journeyman Employee and shall receive wages as listed in Article XVI of this Agreement.
2. Any employee hired after July 1, 2013 who has completed four (4) years of service in the Division of the Water and Sewer Department of the City of Carbondale and who

has passed the job duties test which applies to the Division within which said employee is working shall be considered a Journeyman Employee and shall receive wages as listed in Article XVI of this Agreement.

Section D. For the purposes of this Article, the Water and Sewer Department of the City of Carbondale is divided into four Divisions as follows:

1. Water Division. The Water Division shall include those persons working as Water Treatment Plant Operators of the City of Carbondale, but shall not include those persons working in the Water Distribution System of the City of Carbondale.
2. Sewer Division. The Sewer Division shall include Sewer Plant Operators, Lift Station Employees, but shall not include those persons working in the Sewer Collection System of the City of Carbondale.
3. Distribution Division Employees shall include those persons working in Water Distribution, Sewer Collection, and Meter Services of the City of Carbondale.
4. Lab Division shall include those persons working in the Central Laboratory of the City of Carbondale.

Section E. Any employee hired after July 1, 1978, who has achieved Journeyman status and who transfers from one Division to another within the Water and Sewer Department at the employee's request, shall be given a job duties test within one week of transfer, which test applies to the division within which the said employee is then working and if the said test is passed, shall retain his or her journeyman status. If the transferee does not pass the job's duty test within one week of transfer, he shall be reclassified as an Apprentice until such time as the test is passed. Said employee may then be reclassified to Journeyman status when he has passed the job duties test set forth in Section A of this Article III which applies to the Division within which said employee is working after the transfer or meets the license requirements set out below, if applicable. Said employee must pass the job duties test within the first six months from the date of transfer, except that Meter Readers shall have eleven (11) months to pass the job duties test. Failure to pass the job duties test within the first six months, or eleven months for Meter Readers, shall result in the employee returning to his former Division and position without loss of seniority. The job duties test shall be prepared and administered by the CITY with Union representation. The test may be taken at any time following the date of transfer at the request of the employee; however, the test shall not be administered more than once each month. The test shall be administered on the five (5) month anniversary date from the date of transfer or the eleventh month for Meter Readers. If, however, an employee transfers from one Division to another within the Water and Sewer Department of the City of Carbondale as a result of a reduction in the work force or as a result of

being physically unfit to perform the work required in the Division within which said employee was working prior to transfer, then said employee shall retain Journeyman status after the transfer. Said employee retaining Journeyman status after transfer, shall have twelve (12) months from the date of transfer within which to pass the job duties test and license requirements, if applicable, as set forth in Sections A and H of Article III which applies to the Division within which said employee is working after transfer. If, after the expiration of said twelve (12) month period, said employee has not passed the job duties test applicable to his Division, then he shall be re-classified to an apprentice until such time as the test is passed.

In the event a dispute arises as to whether or not an employee transfers from one Division to another as a result of being unable to physically perform the work in the Division within which said employee was working prior to the transfer, then the City of Carbondale and the Union shall jointly designate a physician to examine the employee in order to make a determination of the fitness of the employee to perform the work required. The determination made by the physician so chosen shall be in writing and shall be final and binding upon the parties.

Section F. This Article III referring to Probationary, Apprentice, and Journeyman employees describes only employees' pay status and is not intended to affect employees' job titles or job descriptions. The terms "probationary," "apprentice," and "journeyman" shall not be used in position titles or job descriptions.

Section G. A union representative shall be present when the job duties test is administered.

Section H. License Requirements.

1. Employees hired in the Water Division after May 1, 2011 and prior to July 1, 2013 will be required to obtain and maintain a class "C" water license and will have two full years from date of hire to obtain the class "C" license. At that time the employee will be considered a Journeyman. In a case where the employee has not successfully obtained the class "C" license within the two year period, the employee will be terminated.
2. Employees hired in the Sewer Division after May 1, 2011 and prior to July 1, 2013 will be required to obtain and maintain a class "4" wastewater license and will have two full years from date of hire to obtain the class "4" license. At that time, the employee will be considered a Journeyman. In a case where the employee has not successfully obtained the class "4" license within the two year period, the employee will be terminated.
3. Employees hired in the Distribution Division after May 1, 2011 and prior to July 1,

2013 will be required to obtain and maintain a class “D” water license and will have two full years from date of hire to obtain the class “D” license. At that time, the employee will be considered a Journeyman. In a case where the employee has not successfully obtained the class “D” license within the two year period, the employee will be terminated.

4. Employees hired in the Lab Division after May 1, 2011 will be required to be certified by the Illinois Department of Public Health for Coliform Analysis. In a case where the employee has not successfully obtained said licenses and certification, the employee will be terminated.
5. The above license requirements of Section H shall not apply to employees employed by the Water and Sewer Department prior to May 1, 2011, including employees who may transfer between divisions of the Water and Sewer Department, so long as that employee was an employee of the Water and Sewer Department prior to May 1, 2011.
6. The City will make arrangements for all employees who are required by Section H to obtain a license to maintain their licenses during work time through attending training conferences, on-site training organized by the City, the use of in-house training materials or by other means as determined feasible by the City that may be used to obtain renewal training credits as required by the Illinois Environmental Protection Agency (IEPA).
7. All Employees hired after July 1, 2013 shall have four (4) years to obtain the relevant IEPA license for their job assignment as stated in paragraphs H1, H2, and H3 above. In a case where the employee has not successfully obtained the required IEPA license for their job assignment, as stated in paragraphs H1, H2 and H3 above, within the four (4) year apprenticeship period, the employee will be terminated.

Section I. The City may employ one part time employee who will work in the laboratory and will not be scheduled to exceed 1,250 work hours per calendar year. This position will be bid as a “part time” position and will be subject to the following conditions:

1. New hire part time employees will be on probation as set out in Article III;
2. After 6 months, the employee goes to the base pay rate;
3. Part time position must have regular scheduled hours;
4. All Holidays worked will be paid at the Holiday rate as set forth in Article VII;
5. The employee will receive 1 week of vacation (40) hours after 1 year of service;

6. The employee will accrue sick time at the rate of 4 hours for each month of service;
7. The employee's retirement shall accumulate from the date of hire;
8. The employee's insurance shall be according to hours worked;
9. Seniority for part time employees shall only apply for part time positions;
10. Part time employees shall receive the clothing allowance as per Article XIV.

Section J. Employees hired prior to May 1, 2011 shall be reimbursed the actual costs of obtaining a license as applicable to the Division in which they are currently assigned should they elect to obtain such a license. Eligible reimbursement costs shall include tuition, books, and testing fees for any pre-authorized course. Employees who wish to obtain a license shall request written approval from the Director of Public Works prior to beginning the training and testing process. If approved by the Director of Public Works employees will be eligible for reimbursement of those pre-approved expenses after successfully obtaining said license. The Director of Public Works shall grant any reasonable request made by an employee to obtain a license applicable to the Division in which they are currently assigned. The City will make arrangements and pay reasonable costs for all licensed employees to maintain their licenses, through attending training conferences, on-site training organized by the City, the use of in-house training materials, or by other means as determined feasible by the City that may be used to obtain renewal credits as required by the Illinois Environmental Protection Agency (IEPA).

ARTICLE IV - SENIORITY

Section 1. "Departmental Seniority" shall be defined as the length of the employee's service with the CITY in the Water and Sewer Department computed from the date of hire in this Department. In the event that any employees under this Agreement have the same "Departmental Seniority", their seniority shall be determined by the drawing of lots.

Section 2. "Division Seniority" shall be defined as the length of the employee's service with the CITY in any of the following listed Divisions: "Water", "Sewer", "Distribution," and "Lab". Those employees employed in the Lab, prior to May 1, 2011, shall retain and continue to accrue their division seniority, if any, in other divisions.

Section 3. In filling vacancies and in promotions, "Division Seniority" shall prevail, providing the bidding employee in said division has sufficient qualifications to perform the duties of the position in question. It is understood that all employees working within a division will have the right to bid on any vacancy or promotion within said division. If an employee exercises his seniority and bids in a position, said employee shall be given a trial period of six months, and after this period, if in the CITY's judgment

the employee does not have the ability to perform the duties of such position, said employee shall return to his previous position without loss of seniority. Provided, however, that if in the CITY's judgment an additional time period is required to evaluate the employee's job performance, the CITY may extend the trial period for a period of time not to exceed an additional six months. Due notice of such extension shall be afforded both the employee and the UNION.

Section 4. In the event that an employee in the division is not qualified or does not bid for the job in question, the employee of the other Divisions who have bid on said job shall next be considered on the basis of the employee "Departmental Seniority".

Section 5. In the event of a layoff or other reduction of forces, the employee with the least "Departmental Seniority" shall be laid off first and the employee with the greatest "Departmental Seniority" shall be laid off last. However, if an employee has been transferred from another Division within the system, he shall continue to hold this seniority in the Division which he vacated.

Section 6. "Division Seniority" shall prevail in choice of vacations and other more favorable conditions of employment.

Section 7. Seniority shall be terminated by voluntary severance of employment; by discharge for just cause; by layoff in excess of twelve (12) months; by failure to report for work on or prior to the expiration of an approved leave of absence; by failure of an employee to report for work after a layoff within five (5) days after being notified by registered letter or telegram by the CITY at the employee's last known address as shown by the CITY's records, unless the employee has obtained permission from the CITY to report at a later date; by absence of an employee for three (3) consecutive days without notifying the CITY.

Section 8. In the event that an employee must be off on leave for an extended period of time, the City may, if it determines necessary for the good of the service, employ a temporary employee up to but not to exceed one year to fill the vacancy in the position of the employee on extended leave and the temporary filling of said vacancy will not be subject to bidding procedure described in Article IV - Section 3.

ARTICLE V - GRIEVANCE PROCEDURE - NO STRIKE

Section 1. Steps of Procedure. In case of any disagreement arising between the employer and employee and/or employees under this Agreement, such disagreement shall be resolved in the following manner with the understanding that nothing herein prevents the Business Manager from participating in any part of the grievance process:

Step 1. The grievance shall be presented to the Supervisor along with a Grievance Form and an

attempt made to reach a settlement. The Supervisor shall render his decision by the end of the next working day after the grievance is presented. The grievance must be presented within twenty-one (21) working days of the event addressed in the grievance, or within twenty-one (21) days of the employee having learned of the event. If the grievance is not timely filed, challenge of the event is waived.

Step 2. If no settlement is reached in Step 1, the grievance shall be reduced to writing and presented to the Director of Public Works within five (5) working days from the date of the Supervisor's decision. Further attempts will be made to reach a settlement. If no settlement is reached within fifteen (15) working days after the written grievance is presented to the Director of Public Works, the grievance will proceed to Step 3.

Step 3. If no settlement is reached in Step 2, the Business Manager (or his representative) and the City Manager, (or his representative) will meet and will further attempt to reach a settlement. The City Manager shall meet with all interested parties no later than five (5) working days after the appeal from Step 2. A copy of the City Manager's decision shall be submitted to all parties concerned within five (5) working days of said meeting.

Step 4. If the grievance is not settled in Step 3, either party shall have the right to request arbitration no later than twenty (20) working days after the City Manager's decision by giving notice to Federal Mediation and Conciliation Service, requesting a list of arbitrators, with a copy of the letter being sent to the other parties. Within five (5) working days after receipt of the list, the parties will meet and will alternately strike from the list until one name remains, and he shall be the arbitrator. The decision of the arbitrator shall be final and binding on the employer and the UNION, and the expenses of the arbitrator shall be shared equally by the two parties.

Section 2. Arbitration Limitation. Arbitration as provided in this Article shall be limited to disputes or differences between the employer and the UNION as to the interpretation or application of any of the provisions of this Agreement, and the arbitrator referred to in this Article shall have no power to add or to change the provisions of this Agreement.

Section 3. No Strike Pledge. During the term of this Agreement, the UNION and those it represents shall not engage in any strikes, slowdowns, withdrawal of services, or any other concerted effort designed to improve the UNION'S bargaining position which intentionally interferes with the normal operations of the employer, or which discourages employees from the full and faithful performance of their duties. Should any of the aforementioned actions take place, the UNION shall publicly disavow its support for such actions.

ARTICLE VI - VACATIONS

Section 1. Vacations with pay will be granted to employees in the bargaining unit in accordance with the following schedule:

- A. Employees shall receive two weeks (80 hours) vacation after one year's service.
- B. Each employee who has completed five years of full-time and continuous employment shall be granted three weeks (120 hours) of vacation.
- C. Each employee who has completed ten years of full-time and continuous employment with the CITY shall be entitled to a vacation of four weeks (160 hours) annually.

Section 2. Vacation time may be accumulated to a total not to exceed one and one-half (1.5) times the amount of vacation that an employee is eligible for in any one year.

Section 3. An employee, or his estate, will receive full pay for all accumulated vacation time in the event of a termination of employment with the CITY unless the employee resigns without giving the CITY fourteen (14) calendar days notice.

Section 4. Vacation time shall be granted to employees every six months, beginning with the employee's anniversary date of hire, on increments equal to one-half of the annual vacation time earned.

Section 5. Employees must submit their request for vacation time two full weeks before the vacation is scheduled to begin. Provided, however, that employees may take, in a minimum of two hour increments, up to three days of vacation leave plus an additional eighteen (18) hours as allowed by Article VIII, Section 3, per year for emergency or personal purposes without the normal fourteen calendar days notice to the employer. The employee still must notify the employer before he may use vacation time without the normal fourteen calendar days notice. The employer may deny the employee's request for vacation leave without the normal fourteen calendar days notice based on the good of the service.

ARTICLE VII - HOLIDAYS

Section 1. All Employees shall have the following holidays with pay:

New Year's Day	Fourth of July
Martin Luther King's Jr. Day	Labor Day
Presidents Day	Veteran's Day
Easter Sunday	Thanksgiving Day
Memorial Day (May 30 th)	Day-After-Thanksgiving
Employee's Birthday	Christmas Day

Section 2. Special Provisions for Distribution Division and Lab Division Employees. All Employees of the Distribution and Lab Divisions will have the above listed holidays as days off with pay the same as all non-union personnel and shall observe them on the same days. Distribution and Lab Division Employees shall observe Good Friday in lieu of the Easter Sunday holiday and the Observed Memorial Day holiday in lieu of May 30th as listed in Article VII, Section 1.

Section 3. Special Provisions for Non- Distribution and Lab Division Employees. If a holiday falls on an employee's day off or approved sick day in that week, he shall receive double time for his first day of work on his next scheduled day of work after the holiday.

Section 4. Double time at the basic hourly rate shall be paid employees over and above the regular pay that they receive for each of the Holidays worked listed in this Article.

ARTICLE VIII - OVERTIME

Section 1. Time and one-half at the basic hourly rate shall be paid for all hours worked after eight hours in each day and after forty hours in each week.

Section 2. For purposes of making clear the circumstances under which overtime rates shall be paid, the CITY agrees that sick leave with pay during the work week shall be considered time worked.

Section 3. Each employee may elect to accumulate up to eighteen (18) hours of additional "Emergency Vacation" time, as per Article VI, Section 5, by converting overtime hours to "Emergency Vacation" hours at the applicable prevailing overtime rate. The employee must notify the City, by written notice to the immediate supervisor, of the intent to convert overtime to "Emergency Vacation" time immediately after overtime is worked. Additional "Emergency Vacation" time unused by April 30th of the fiscal year shall be added to the employee's regular vacation time to be used subject to the provisions of Article VI.

ARTICLE IX - CALL OUTS

Section 1. Any employee called to work outside of his regular scheduled hours of work shall be paid a minimum of two hours pay at prevailing overtime rates. If the work he is called to do is completed in less than two hours, he shall not be required to other work to complete two actual hours of work.

ARTICLE X - LEAVES

Section 1. Sick leave with pay shall be granted for the following reasons: personal illness or physical incapacity resulting from causes beyond the employee's control; illness of a member of the employee's household that requires the employee's personal care and attention; enforced quarantine of the employee in accordance with the community health regulations; or to keep a doctor's or dentist's appointment. Each employee shall earn sick leave with pay at the rate of one day (8 hours) of sick leave for each month of service to a maximum of 12 days (96 hours) in each year. Sick leave need not be used within a specified leave year, but may be accumulated indefinitely.

Section 2. The CITY may require sufficient proof for use of sick leave. The CITY will not normally require a doctor's certificate for absences of three days or less, except in cases of suspected abuse. Sick leave with pay in excess of three consecutive working days for reasons of personal illness or physical incapacity shall be granted after presentation (if required by the CITY) of a written statement by a licensed practitioner in medical arts certifying that the employee's condition prevented him from performing the duties of his position.

Section 3. Sick leave shall be granted only if the requirements of these provisions are complied with and the employee reports illness in accordance with the rules of the Department, except where sufficiently extenuating circumstances exist.

Section 4. The CITY may require an employee to undergo a medical physical examination at the CITY'S expense. The employee's time for said examination shall be considered as work time.

Section 5. Layoffs. An employee who is laid off from his position for reasons that are not discreditable to him may, if reappointed within twelve (12) months, have available for his necessary use any unused sick leave existing at the time of his layoff. When an employee is transferred to another position, any unused sick leave which may have accumulated to his credit shall continue to be available for his use as necessary.

Section 6. Military Leave. Military duty means training and service performed by an inductee, enlistee, or reservist, or any entrant into a temporary component of the armed forces of the United States and time spent in reporting for and returning from such training in service or, if a rejection occurs, from the place of reporting for service. It also includes active duty training as a reservist in the armed forces of

the United States or as a member of the National Guard of the United States where the call is for training only.

- A. Eligibility. Any permanent employee who has completed his probationary period and who leaves the CITY'S service for compulsory military duty shall be placed on military duty shall be placed on military leave without pay, such leave to extend through a date of 90 days after his release from the service. Also, a permanent employee who has completed his probationary period shall be granted a leave of absence for the purpose of being inducted or otherwise entering military service. If not accepted for such duty, the employee shall be reinstated in his position without loss of seniority or status or reduction in pay.
- B. Restoration. An employee returning from military leave shall be entitled to restoration to his former position, provided he makes application within 90 days after his release from duty under conditions other than dishonorable (this will warrant review before reinstatement) and is physically and mentally capable of performing the duties of the position involved. In the event that the position he vacated no longer exists at the time he qualifies for return to work, such person shall be entitled to be re-employed in another existing position of the same class provided such re-employment does not necessitate the laying off of another person with greater seniority.
- C. Disposition of Vacation and Sick Leave. A regular employee who leaves the service directly for such military leave without pay may elect to be paid for any accrued vacation as he may be entitled to if he were actually separating from the CITY'S service. His decision shall be noted on the personnel action for effecting the leave. If the employee elects not to be paid for such leave, the accrued leave credits shall be reinstated upon return of the employee. Employees returned to duty under this provision shall have unused sick leave credits restored to their use.
- D. Military Reserve Training or Emergency National Guard Service. A regular employee who has completed his probationary period and who is a member of any reserve component of the United States armed forces will be allowed leave of absence for required training or duty without loss of pay for a period not exceeding 15 working days during any one calendar year. In the event that the time of such training is optional, the time shall be designated at the discretion of the CITY. All employees who are members of the National Guard shall be entitled to military leave of absence not to exceed 30 days in any calendar year from their CITY duties at times during

which they shall be engaged in field training ordered or authorized and at times when they are called into the actual service of the State by the Commander in Chief. An employee on military leave shall receive his regular pay check. All salaries and fees received by an employee on military leave (other than meal or travel allowances) shall be submitted to the CITY. A copy of the employee's orders must be submitted to the Personnel Department before any request for military leave with pay shall be granted.

Section 7. Leave Without Pay. The City Manager may grant a regular employee leave without pay for a period not to exceed one year when it is in the interest of the CITY to do so. The employee's request shall be considered when he has shown by his record to be of more than average value to the CITY and where it is desirable to retain the employee even at some sacrifice. During the employee's approved leave of absence his position may be filled by limited-term appointment, temporary promotion, or temporary reassignment of any employee. At the expiration of the leave without pay, the employee has the right to, and shall be reinstated to, the position he vacated if the position still exists, or, if not, to any other vacant position in the same class. Approved leave without pay shall not constitute a break in service.

Section 8. Funeral Leave. Upon request, an eligible employee shall be granted, without loss of pay, funeral leave for a maximum of three (3) work days. Such leave shall only be used to prepare for and attend the funeral or memorial service and for actual related travel upon the death of a member of the immediate family. Immediate family shall include the employee's: mother and father (including step), wife or husband, children (including stepchildren), brother and sister (including half or step), father-in-law and mother-in-law, daughter-in-law and son-in-law, grandparents or grandchild, brother-in-law and sister-in-law. Abuse of this leave could lead to discipline, just as other violations of this Contract.

Section 9. Injury Leave

- A. General Policy. Employees who are otherwise eligible for sick leave accumulation and are injured on the job shall be paid to the extent of 90 working days for each new and separate injury, in addition to and prior to the use of sick leave accumulations except as provided hereafter in this section. After all injury leave is used, the employee may elect to use any sick leave or vacation due him at the time of injury.
- B. Use of Injury Leave. The employee's eligibility for payment of injury leave will be based on the determination of the City's Worker Compensation insurance carrier under the terms of the State Worker's Compensation Act. Such employee shall be paid the difference between his actual wages and that received from the Worker's Compensation insurance carrier. Under no conditions shall an employee receive injury

leave until the insurance carrier rules whether or not the employee's accident was job related and covered by Worker's

Compensation. Further, the City will not pay injury leave to any employee unless the employee provides documentation from a licensed medical doctor that an injury exists. In the event there is any dispute as to whether or not the accident was job related, the initial determination made by the insurance carrier will be binding, pending further appeal, pursuant to the State Worker's Compensation Act. Should a question arise concerning the employee's ability to return to work, the employee shall submit documentation concerning the injury from a licensed medical doctor.

- C. Period not Covered by Workers' Compensation. Charges shall be made against sick leave accruals for the three day waiting period not covered by the State Worker's Compensation Act.
- D. Use of Sick Leave and Vacation. In all cases where an employee is receiving Worker's Compensation payments, and where an employee has used his/her entire 90 working days of injury leave, sick leave may be used in an amount equal to the difference between the regular pay of the employee and his/her Worker's Compensation payments until the employee's sick leave credits expire or he/she returns to work. If all sick leave has been exhausted, an employee may elect to use accumulated vacation leave in an amount equal to the difference between the regular pay of the employee and his Worker's Compensation payments until the employee's vacation leave credits expire or he/she returns to work.
- E. Contested Injuries. Charges may be made against sick leave accrual, if any, in any case the City or its Worker's Compensation insurance carrier is contesting that the injury occurred on the job. In the event that the final determination is in favor of the employee, sick leave so charged shall be reaccredited to the employee's sick leave accrual wages and payments received from the insurance carrier shall be recoverable by the City. In the event eligibility for payment is denied, the employee shall be eligible to utilize sick leave or vacation leave accruals, if any, retroactive to the date of his injury.
- F. Medical Proofs. In order to limit the obligation of the City for each new separate injury, the City may require the employee to furnish medical proof or submit to medical examination by the City at its expense to determine whether a subsequent injury is a new and separate injury or an aggravation of a former injury received while

in the City service.

Section 10. Jury Duty. Any employee shall be given necessary time off without loss of pay when performing Jury Duty. "Necessary time off" for Jury Duty shall be defined as from two hours prior to the Jury Duty obligation to one hour after the Jury Duty obligation, each day; except that for Jury Duty in East St. Louis, Illinois, necessary time off shall be defined as three hours prior to Jury Duty obligation and three hours after Jury Duty obligation, each day. The CITY will not require a night shift worker to work while such employee is doing jury duty in the daytime in accordance with Chapter 78, Section 4.1, Illinois Revised Statutes. In the case of an employee performing Jury Duty, all fees received (other than meal or travel allowances) shall be promptly returned to the City.

ARTICLE XI - NO DISCRIMINATION

THE CITY and THE UNION agree that there shall be no discrimination against any employee because of age, sex, marital status, physical handicap, race, color, creed or national origin.

ARTICLE XII - RIGHTS AND PRIVILEGES OF THE EMPLOYEE

Section 1. The employees in the Water Treatment and Sewage Treatment Plants shall have the first option to all work in connection with the Treatment Plants.

Section 2. The employees of the Water and Sewage Distribution Divisions shall have the first option to all work in connection with the Water and Sewage Distribution Divisions.

Section 3. The employees of the Lab Division shall have the first option to all work in connection with the Lab Division.

Section 4. Only in cases of emergency or major maintenance, as determined within the reasonable discretion of the CITY, the CITY may make temporary assignments within the bargaining unit; provided, however, that divisional rights shall not be waived for routine maintenance.

ARTICLE XIII - MANAGEMENT RIGHTS

Section 1. The UNION recognizes the prerogative of the CITY to operate and manage its affairs in all respects in accordance with its responsibilities. The powers and authority which the CITY has not officially abridged, delegated or modified by this Agreement are retained by the CITY. The UNION recognizes that the CITY's rights, powers, and authority include and are not limited to the following: determination of the standards to be offered by the Water and Sewage Departments; determination of the standards of selection for employment; direction of its employees; the taking of disciplinary action; relieving its employees from duty because of lack of work or for other legitimate reasons; issuance of

rules and regulations; maintenance of the efficiency of governmental operations; determination of the methods, means and personnel by which the CITY's operations are to be conducted, including the right to sub-contract; establishment and revision or discontinuance of policies, programs, and procedures to meet changing conditions to better serve the needs of the public; determination of the content of job classifications; exercise of complete control and discretion over its organization and the technology of performing its work; and to fulfill all of its legal responsibilities. In addition, certification as a classified operator may be imposed by State regulations and shall be enforced according to State guidelines.

Section 2. The rights, responsibilities and prerogatives set forth above are inherent in the City Council and City Manager by virtue of law and cannot be subject to any grievance or arbitration proceeding except as specifically provided for in this Agreement.

ARTICLE XIV - UNIFORMS

Section 1. The CITY agrees to provide each employee with an uniform/clothing allowance of \$850 in the 2018 Fiscal Year, \$850 in the 2019 Fiscal Year, \$850 in the 2020 Fiscal Year and \$850 in the 2021 Fiscal Year for the express purpose of acquiring uniforms, gloves, hard hats, rain suits and rain boots, pants, coveralls, coats, personal protective equipment (PPE), and ANSI/ASTM approved steel toed safety footwear. Said uniform/clothing allowance shall be payable to each employee employed and working for the CITY on the first day of May of the respective fiscal year. Said allowance shall be paid in the first full pay period of May of the respective fiscal year by a separate check.

Uniforms/approved clothing shall be worn by all employees while on duty. Specifications for said uniforms/approved clothing that will apply during the term of this contract shall be posted by the Director of Public Works upon adoption of this contract. Said uniform/approved clothing shall consist of the designated shirt with City Crest, appropriate pants (including approved blue jeans), ASTM/ANSI compliant safety footwear, and job appropriate personal protective equipment (PPE) including ANSI compliant safety vests. Failure to wear such uniforms/approved clothing may subject the employee to discipline, up to and including dismissal.

ASTM/ANSI compliant steel toed safety footwear shall be worn by all employees while on duty. The failure to wear such footwear will subject the employee to discipline, up to and including dismissal.

The City will provide safety glasses/goggles and ANSI approved safety vests for employees. Employees shall keep said safety glasses/goggles and safety vests in good condition and shall return them to the City upon request. The City will replace, at no cost to the employee, safety glasses/goggles and safety vests that require replacement due to normal wear and tear.

Section 2. All employees must wear a shirt with sleeves and long pants. Badly torn garments are

not permitted. Clothing must be of an appearance that would not offend the public.

Section 3. Employees who receive the monies provided for in this Article, but who leave employment with the City prior to September 1 of that same year shall repay the City the monies received in accordance with the following schedule:

<u>Departure Date</u>	<u>Percentage to be repaid to the City</u>
Between 5/1 and 5/15	100%
Between 5/16 and 5/31	80%
Between 6/1 and 6/30	60%
Between 7/1 and 7/31	40%
Between 8/1 and 8/31	20%
September 1 or after	0%

ARTICLE XV - NO STRIKE ARBITRATION

Section 1. The UNION agrees not to strike or picket, nor to engage in any activities which shall disrupt operation of the CITY'S Water Treatment and Distribution System and the CITY'S Sewage Treatment Plants and facilities.

Section 2. Should any disagreement arise between the parties which cannot be settled by negotiation, either party may request the dispute be submitted to arbitration for a finding of fact and settlement. The UNION and CITY shall each select one arbitrator, with a third arbitrator to be selected by the two so chosen. In the event the two so chosen cannot agree upon the third arbitrator, the parties shall request the Federal Mediation and Conciliation Service to provide a panel of arbitrators from which the two so chosen shall select the third arbitrator. The finding of fact of the arbitrators shall be final.

ARTICLE XVI - RATE OF PAY

Section 1. For all employees hired prior to July 1, 2013 there shall be an apprenticeship period of 18 months beginning on the 6th month of employment. For the first six months of their apprenticeship period, the pay rate for Apprentice Chief Plant Operator, Apprentice Utility Foreman, Apprentice Meter Reader, Apprentice Plant Operator, Apprentice Utility Maintenceman, and Apprentice Lab Technician shall be 87% of the pay rate for Journeyman Chief Plant Operator, Journeyman Utility Foreman, Journeyman Meter Reader, Journeyman Plant Operator, Journeyman Utility Maintenceman, and Apprentice Lab Technician respectively. For the remainder of their apprenticeship period, the pay rate for Apprentice Chief Plant Operator, Apprentice Utility Foreman, Apprentice Meter Reader, Apprentice

Plant Operator, Apprentice Utility Maintenceman, and Apprentice Lab Technician shall be 92% of the pay rate for Journeyman Chief Plant Operator, Journeyman Utility Foreman, Journeyman Meter Reader, Journeyman Plant Operator, Journeyman Utility Maintenceman, and Apprentice Lab Technician respectively.

For all employees hired after July 1, 2013, there shall be an apprenticeship period of 42 months beginning on the 6th month of employment and ending at the completion of the 48th month of employment for all positions covered under this contract. The rate of apprenticeship pay shall be as follows:

Description	Time Period	Rate of Journeyman Pay
Probationary Employee	0 to 6 months	Not Applicable
Probationary Apprentice	6 to 12 months	75%
2 nd Year Apprentice	12 to 24 months	80%
3 rd Year Apprentice	24 to 36 months	85%
4 th Year Apprentice	36 to 48 months	90%
Journeyman Employee	48 months and beyond	100%

Section 2. City shall Pay UNION employees covered hereunder the hourly rate of pay set forth here after from May 1, 2017 to April 30, 2018 (2.25% over FY2017 rates):

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$19.25	\$20.53	\$21.81	\$23.09	\$25.66
Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$17.99	\$19.19	\$20.39	\$21.59	\$23.99

Section 3. City shall Pay UNION employees covered hereunder the hourly rate of pay set forth here after from May 1, 2018 to April 30, 2019 (2.25% over FY2018 rates):

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$19.68	\$20.99	\$22.30	\$23.62	\$26.24

Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$18.40	\$19.62	\$20.85	\$22.08	\$24.53
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Section 4. City shall Pay UNION employees covered hereunder the hourly rate of pay set forth here after from May 1, 2019 to April 30, 2020 (2.25% over FY2019 rates):

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$20.12	\$21.46	\$22.81	\$24.15	\$26.83
Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$18.81	\$20.06	\$21.32	\$22.57	\$25.08

Section 5. City shall Pay UNION employees covered hereunder the hourly rate of pay set forth here after from May 1, 2020 to April 30, 2021 (2.50% over FY2020 rates):

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$20.63	\$22.00	\$23.38	\$24.75	\$27.50
Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$19.28	\$20.57	\$21.85	\$23.14	\$25.71

Section 6. In addition to the applicable above rates, the following percent shall be added for longevity or years of service to the CITY:

Less than five years	None
Five years, but less than ten	2.5%
Ten years, but less than fifteen	5.0%
Fifteen years, but less than twenty	7.5%
Twenty years, but less than twenty-five	10.0%
Twenty-five years or more	12.5%

Examples are contained in Exhibit A of this Agreement, which Exhibit is attached hereto, incorporated

herein, and hereby made a part hereof.

ARTICLE XVII - SAFETY PROVISIONS

Section 1. When it is necessary for an employee to go into a wet well at a lift station, the Supervisor will assign an additional man to stand by and assist the employee when assistance is requested.

Section 2. When in the opinion of the work foreman it is necessary for an employee to go into a manhole, the foreman will see that the employee wears a harness with a rope attached, and that there are at least two men outside the manhole to assist when assistance is requested. Any employee going into a manhole may refuse to go into the manhole until a test has been made to determine the existence of gas.

Section 3. The CITY agrees to have two men present when it is necessary to change chlorine at the water treatment plant, wastewater treatment plants and lift stations, but reserves the right to make such change when two men are regularly on duty.

ARTICLE XVIII - CONTINGENCY PROVISION

It is mutually agreed that in the event changes in the law of the State of Illinois should occur affecting this contract in its entirety and rendering the same null and void in all of the above terms and conditions, then this contract shall become merely a memorandum of understanding without legal efficacy between the parties; and in the event a part of the terms and provisions hereinabove set forth shall become null and void, then only that part rendered void shall become inoperative between the parties and the remaining terms and provisions shall be binding upon the parties hereto.

ARTICLE XIX - DUES CHECK OFF

Section 1. Upon receipt of a lawfully executed written authorization from an employee, which may be revoked in writing at any time, the CITY agrees to deduct the monthly UNION dues of such employee from his pay and remit such deduction by the 15th day of the succeeding month to the official designated by the UNION in writing to receive such deductions. The UNION will notify the CITY in writing of the exact amount of such regular membership dues to be deducted.

Section 2. The UNION agrees to indemnify and hold the CITY harmless for any loss or damages arising from the operation of this Section. It is also agreed that neither any employee nor the UNION shall have any claim against the CITY for any deductions made or not made, as the case may be, unless a claim or error is made in writing to the CITY within thirty (30) calendar days after the date such deductions were or should have been made.

ARTICLE XX - RULES AND REGULATIONS

Subject to Article XXII below, the parties hereto agree that the terms contained within this contract constitute the entire Agreement between the parties. The Personnel Rules and Regulations of the CITY pursuant to this negotiated contract, do not apply to the members of the bargaining unit. The contract shall be binding upon the parties hereto, their heirs, successors and assigns.

ARTICLE XXI - INSURANCE

The CITY shall provide substantially the same group hospitalization and medical insurance plan for members of the bargaining unit as it presently does.

ARTICLE XXII - SICK LEAVE BUY BACK

Paragraphs 1 through 9, both inclusive, of Section 13-3-H of the Non-Union Personnel Rules and Regulations of the City of Carbondale are hereby incorporated herein and by reference are made a part hereof as if set forth herein verbatim.

ARTICLE XXIII - OUTSIDE EMPLOYMENT

Employees shall not be employed by employers other than the CITY, nor shall they contract for or accept anything of value in return for services, nor shall they otherwise be self-employed for remuneration which will result in a conflict of interest or infringe on their ability to do their job for the CITY. The CITY has the right to restrict the outside employment, including self-employment, if it is shown that such employment would/does result in a conflict of interest or is infringing on the abilities of the employee to do their duties with the CITY. Employees shall not perform outside employment, including self-employment, while receiving Worker Compensation benefits from the CITY.

ARTICLE XXIV - LABOR MANAGEMENT MEETINGS

Meeting Request. The UNION and the CITY agree that in the interest of efficient management and harmonious employee relations, that meetings be held if mutually agreed between UNION representatives and CITY representatives. Such meetings may be requested by either party in writing and expressly providing the agenda for such meetings. Such meetings and locations, if mutually agreed upon, shall be limited to:

- a. discussion on the implementation and general administration of this Agreement;
- b. a sharing of general information of interest to the parties;
- c. notifying the UNION of changes in conditions of employment contemplated by

the CITY which may affect employees;

d. items concerning safety issues.

Content. It is expressly understood and agreed that such meetings shall be exclusive of the grievance procedure. Specific grievances being processed under the grievance procedure shall not be considered at the “labor-management meetings” nor shall negotiations for the purpose of altering any or all of the terms of this Agreement be carried on at such meetings.

Attendance. Attendance at labor-management meetings shall be voluntary on the employees’ part. Attendance for such meetings shall be during the City hours of 8:00 a.m. - 3:00 p.m., Monday-Friday with no overtime being paid. Normally, five (5) persons from each side may attend these meetings, schedules permitting.

ARTICLE XXV - CONTRACT PERIOD

Section 1. This Agreement shall terminate at 11:59 p.m. on the 30th day of April, 2021.

Section 2. Both parties hereto hereby agree to begin negotiations toward a new contract sixty (60) days prior to the expiration of this contract. If the parties reach an impasse, the matter may be submitted to arbitration. Further, any new contract entered into shall provide that any salary increase contained in said new contract shall take effect as of May 1, 2021.

CITY OF CARBONDALE

By: _____
City Manager

LOCAL NO. 160, UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBERS AND PIPEFITTERS INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO

WITNESS: _____

By: _____

EXHIBIT A – USING PROPOSED PAY RATES

Section 1: Hourly rate plus longevity for period beginning May 1, 2017 and ending April 30, 2018.

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$19.25	\$20.53	\$21.81	\$23.09	\$25.66
5 Years of Service +2.5%	\$19.73	\$21.04	\$22.36	\$23.67	\$26.30
10 Years of Service +5.0%	\$20.21	\$21.56	\$22.90	\$24.24	\$26.94
15 Years of Service +7.5%	\$20.69	\$22.07	\$23.45	\$24.82	\$27.58
20 Years of Service +10.0%	\$21.18	\$22.58	\$23.99	\$25.40	\$28.23
25 Years of Service +12.5%	\$21.66	\$23.10	\$24.54	\$25.98	\$28.87

Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$17.99	\$19.19	\$20.39	\$21.59	\$23.99
5 Years of Service +2.5%	\$18.44	\$19.67	\$20.90	\$22.13	\$24.59
10 Years of Service +5.0%	\$18.89	\$20.15	\$21.41	\$22.67	\$25.19
15 Years of Service +7.5%	\$19.34	\$20.63	\$21.92	\$23.21	\$25.79
20 Years of Service +10.0%	\$19.79	\$21.11	\$22.43	\$23.75	\$26.39
25 Years of Service +12.5%	\$20.24	\$21.59	\$22.94	\$24.29	\$26.99

Section 2: Hourly rate plus longevity for period beginning May 1, 2018 and ending April 30, 2019.

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$19.68	\$20.99	\$22.30	\$23.62	\$26.24
5 Years of Service +2.5%	\$20.17	\$21.51	\$22.86	\$24.21	\$26.90
10 Years of Service +5.0%	\$20.66	\$22.04	\$23.42	\$24.80	\$27.55
15 Years of Service +7.5%	\$21.16	\$22.56	\$23.97	\$25.39	\$28.21
20 Years of Service +10.0%	\$21.65	\$23.09	\$24.53	\$25.98	\$28.86
25 Years of Service +12.5%	\$22.14	\$23.61	\$25.09	\$26.57	\$29.52

Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$18.40	\$19.62	\$20.85	\$22.08	\$24.53
5 Years of Service +2.5%	\$18.86	\$20.11	\$21.37	\$22.63	\$25.14
10 Years of Service +5.0%	\$19.32	\$20.60	\$21.89	\$23.18	\$25.76
15 Years of Service +7.5%	\$19.78	\$21.09	\$22.41	\$23.74	\$26.37
20 Years of Service +10.0%	\$20.24	\$21.58	\$22.94	\$24.29	\$26.98
25 Years of Service +12.5%	\$20.70	\$22.07	\$23.46	\$24.84	\$27.60

Section 3: Hourly rate plus longevity for period beginning May 1, 2019 and ending April 30, 2020.

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$20.12	\$21.46	\$22.81	\$24.15	\$26.83
5 Years of Service +2.5%	\$20.62	\$22.00	\$23.38	\$24.75	\$27.50
10 Years of Service +5.0%	\$21.13	\$22.53	\$23.95	\$25.36	\$28.17
15 Years of Service +7.5%	\$21.63	\$23.07	\$24.52	\$25.96	\$28.84
20 Years of Service +10.0%	\$22.13	\$23.61	\$25.09	\$26.57	\$29.51
25 Years of Service +12.5%	\$22.64	\$24.14	\$25.66	\$27.17	\$30.18

Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$18.81	\$20.06	\$21.32	\$22.57	\$25.08
5 Years of Service +2.5%	\$19.28	\$20.56	\$21.85	\$23.13	\$25.71
10 Years of Service +5.0%	\$19.75	\$21.06	\$22.39	\$23.70	\$26.33
15 Years of Service +7.5%	\$20.22	\$21.56	\$22.92	\$24.26	\$26.96
20 Years of Service +10.0%	\$20.69	\$22.07	\$23.45	\$24.83	\$27.59
25 Years of Service +12.5%	\$21.16	\$22.57	\$23.99	\$25.39	\$28.22

Section 4: Hourly rate plus longevity for period beginning May 1, 2020 and ending April 30, 2021.

JobTitle	Probationary Apprentice 6 thru 12 months (75%)	2 nd Year Apprentice 12 thru 24 months (80%)	3 rd Year Apprentice 12 thru 24 months (85%)	4 th Year Apprentice 12 thru 24 months (90%)	Journeyman Employee 48 plus Months (100%)
Chief Plant Operator or Utility Foreman	\$20.63	\$22.00	\$23.38	\$24.75	\$27.50
5 Years of Service +2.5%	\$21.15	\$22.55	\$23.96	\$25.37	\$28.19
10 Years of Service +5.0%	\$21.66	\$23.10	\$24.55	\$25.99	\$28.88
15 Years of Service +7.5%	\$22.18	\$23.65	\$25.13	\$26.61	\$29.56
20 Years of Service +10.0%	\$22.69	\$24.20	\$25.72	\$27.23	\$30.25
25 Years of Service +12.5%	\$23.21	\$24.75	\$26.30	\$27.84	\$30.94

Plant Operator, Utility Maintenceman, Water Meter Reader, or Lab Technician	\$19.28	\$20.57	\$21.85	\$23.14	\$25.71
5 Years of Service +2.5%	\$19.76	\$21.08	\$22.40	\$23.72	\$26.35
10 Years of Service +5.0%	\$20.24	\$21.60	\$22.94	\$24.30	\$27.00
15 Years of Service +7.5%	\$20.73	\$22.11	\$23.49	\$24.88	\$27.64
20 Years of Service +10.0%	\$21.21	\$22.63	\$24.04	\$25.45	\$28.28
25 Years of Service +12.5%	\$21.69	\$23.14	\$24.58	\$26.03	\$28.92