

BASIC COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF STAMFORD

AND

**LOCAL 2377 OF THE INTERNATIONAL UNION, UNITED
AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA-UAW**

July 1, 2010 - June 30, 2017

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AGREEMENT

AGREEMENT made and entered into this 23rd day of September 2014 by and between the CITY OF STAMFORD (hereinafter referred to as the City), LOCAL 2377 OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW (hereinafter referred to as the Union or Local) and THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW (hereinafter referred to as the International Union).

WITNESSETH

ARTICLE I RECOGNITION

- A. The City recognizes and acknowledges that the Union is the exclusive bargaining agent with respect to wages, hours and working conditions of all employees of the City including those employees who work for the Board of Education, except uniformed and investigatory employees of the Police and Fire Departments; crossing guards; employees in the Sanitation Division, including incinerator, sewage plant and garbage collection other than sanitation clerk and lab technician; Highway and Street Departments, including trade workers, laborers and equipment operators; dental hygienists, registered professional nurses, school cafeteria employees, janitresses, head custodians, custodians, maintenance trade workers, working foremen, stadium supervisor and utility servicemen and all other employees in the jurisdiction of the Board of Education who are covered by collective bargaining agreements with the Stamford Education Association; accountant; registered professional nurses in all departments; E. Gaynor Brennan Golf Course; certain employees in the Traffic & Parking Department represented by other bargaining units; employees excluded under Section 7-467 (2) of Act 159, Laws of 1965 as amended, including all positions in the Office of Labor Negotiator, Administrative Assistant-Board of Representatives, Administrative Assistant-Health, and except seasonal, substitute and temporary employees. All such employees other than those excepted being thereafter referred to as the employees.
- B. (1) Seasonal employees are employees hired by the City or Board of Education to perform work only during a particular season or program (e.g., summer recreation programs; golf course; ice skating); and those employees' employment will end at the end of the statutory seasonal period and will not be rehired again in the same calendar year in a non-bargaining unit position doing work covered by this Agreement. The status of seasonal employees will be covered by the Conn. State Statute, Sec. 7-467 to 477 and applicable rulings of the State Board of Labor Relations except as provided by the Special Seasonal Agreement between the City and the Union, dated Nov. 9, 1993, attached hereto, and as amended in Appendix C. Seasonal employees will not be used to deny employment opportunity for a part-time or full-time Union member.
- (2) Substitute employees are employees hired for the purpose of filling the position of a specific regular employee for the period of a sick leave or other extended leave of absence, provided however, that any person regularly used as a substitute for employees on such leave shall be deemed an employee covered by the terms of this Agreement.

(3) Provisional employees hired for a period not to exceed one hundred and eighty (180) days for such special purpose as the City or the Board of Education may see fit, in accordance with the Classified Service Rules. (City Charter Sec. C-5-90-3-No.6.)

(4) Temporary employees are employees hired for a period not to exceed thirty (30) days for such special purpose as the City or Board of Education may see fit. The use of temporary employees can be extended an additional thirty (30) days, upon mutual agreement, which shall not be unreasonably denied by the Union. Any extension beyond this requires mutual agreement of the parties.

- C. Unless otherwise specifically provided for in this Agreement, the terms of this Agreement shall apply to all employees from the date of their respective hirings other than seasonal, provisional, substitute and temporary employees, as defined in Article I subsection B(1),(2),(3) and (4).
- D. It is understood and agreed that unless otherwise specifically provided for in this Agreement, agreements, obligations and liabilities of the Board of Education are applicable only to those employees working for and under the administrative jurisdiction of the Board of Education and the agreements, obligations and liabilities of the City are applicable to all other employees covered by this Agreement.
- E. The recognition of "Special Seasonal" personnel and the terms of agreement for "Special Seasonal" personnel are set forth in full in the Supplemental Agreement dated November 9, 1993, and as amended in Appendix C.

ARTICLE II **UNION SECURITY**

- A. All new employees, including seasonal employees, shall become members of the Union, or pay agency fees, commencing thirty (30) days after date of hire, as a condition of continued employment. Seasonal employees who are re-employed in a succeeding season shall pay dues commencing with the first date of re-employment. All such employees and all present employees who are members of the Union on the effective date of this Agreement and all employees who become members of the Union hereafter shall remain members of the Union in good standing by the payment of their regular weekly dues as a condition of continued employment.
- B. The City or the Board of Education, as the case may be, shall deduct such Union dues and initiation fees and service fees weekly from the earned wages of each employee. All sums so deducted shall be deposited weekly to the bank account of the Union, designated by the President and Treasurer of the Union.
- C. Upon request the City will provide the Union with a monthly listing of all Union members and their addresses, and other information contained in the Labor Turnover Report, and, for new hires, the name, address and phone number when available. In addition, upon request the City will notify the International Union, UAW (at its Detroit address) of all new employees, including name, and address. The Union agrees to use said addresses only for Union business and that the listing will not be used, shared, loaned, sold or in any way be made available to third party individuals and/or organizations.
- D. The Union and the City shall cooperate to provide the Union with access to new employees during the orientation session for the purpose of discussing issues of concern to the Union. This will be paid time for the new employee and the Union representative on duty, not to exceed twenty (20) minutes in a private location, and the Union shall provide a copy of this Agreement to the new employee.

- E. Retiree Check-off: Notwithstanding any other provision of the Plan, any retired employee entitled to receive a pension or supplement may, pursuant to the retired employee's written authorization and direction acceptable to the City, authorize the deduction of monthly Union dues from any monthly pension or supplement otherwise payable and direct that such dues be remitted to the Union.

An authorization to deduct said monthly Union dues shall become effective as of the first of the second month following the month in which the City received such authorization from the Union, and shall remain in full force and effect until revoked by the retired employee's written notice given to the City.

- F. V-CAP: During the life of this agreement, the City agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes an "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form. Deductions shall be made, pursuant to the forms received by the City, from the employee's first union dues period in the first month following receipt of the check-off authorization card, and shall continue until the check-off is revoked in writing. The City agrees to remit said deductions promptly to UAW V-CAP, in care of the International Union, UAW. The parties agree to develop appropriate procedures to implement the V-CAP program.
- G. The Union and/or International Union agree to indemnify and hold harmless the City for any loss and/or damage arising from the operation and execution of this Article.

ARTICLE III **HOURS OF WORK**

- A. The regular hours of employment for all full-time employees shall be thirty-five (35) hours per week and seven (7) hours per day with a one (1) hour unpaid lunch, and two (2) fifteen (15) minute paid breaks. The regular hours of employment for employees shall be those hours now in effect in the various departments covered by this agreement. These hours may not be changed by any employee or supervisor without the specific agreement of the Human Resources Division and the Union. Employees in the Officer of Operations, Parks Maintenance Department, including parks maintenance, tree crew and marina employees shall work thirty-seven and one-half (37.5) hours per week.

Employees are not permitted to combine breaks with lunch, or breaks and/or lunch with the beginning or ending of their workday.

Employees working four (4) or (5) hours per day, will receive a fifteen (15) minute paid break only. Employees working six (6) hours a day will receive a thirty (30) minute paid break only, and no unpaid lunch.

- B. There shall be three (3) shifts in the E-911 Combined Dispatch Center and for Police Matrons as specified under Article XXV herein. Employees lunch/dinner hours may be staggered in order to provide 24 hours coverage as deemed necessary.
- C. All present provisions concerning special summer hours, lunch periods and coffee breaks, in effect in each of the various departments as of the date hereof, whether fixed or on an individual or group basis, shall continue in effect, provided that no employee shall be employed in a "split shift", i.e., a shift in which there are two regular working periods in a day separated by a period of time in excess of one hour of lunch.

- D. Unless otherwise provided for in this Agreement, the basic working hours shall be 8:30 a.m. to 4:30 p.m., except during the months of July and August when the hours shall be 8:00 a.m. to 4:00 p.m. Notwithstanding the above, for those employees normally assigned to the Government Center, the working hours shall commence no earlier than 8:00 a.m. and conclude no later than 6:00 p.m., except that during the months of January and July, the Tax Assessment and Collection Department employees may be assigned to conclude no later than 7:00 p.m. Within the aforesaid 8:00 a.m. to 6:00 p.m. period, no employee's established work schedule may be changed without giving said employee at least two (2) week's written notice.
- E. However, the Parks and Recreation Department may extend the scheduling practice currently in place for the Ice Rink and Recreation Divisions to include the Maintenance Division, including Special Seasonal employees, so that all such employees will be assigned regular schedules within a seven (7) day work week with overtime paid on the 6th and 7th working days as set forth in Article IV, Section E. (A five day work week, e.g.: Tuesday through Saturday with Sunday and Monday the 6th and 7th days as such). Such schedule change must be announced and discussed with the Union at least forty-five (45) days prior to implementation.
- F. The basic working hours for those employees assigned to the Board of Education shall be 8:00 a.m. to 4:00 p.m. except during the summer period when school is not in session. Summer hours for employees assigned to the Board of Education shall be established by June 1st of each year through mutual agreement of the Union and the Board of Education.
- G. (1) The City reserves the right to increase the work week, up to a maximum of forty (40) hours per week, for employees at the WPCA, Facilities and Lines and Signs. These changes, which have been identified to the Union, shall affect only employees outside the Government Center. Once increased, the hours will not be unilaterally modified by the City, and shall affect all employees within a given classification in a work group, within these departments. Individuals with a hardship will notify the City. The City will elect to accommodate the hardship, or to leave that employee's hours unchanged. In the event a dispute occurs over a hardship, the parties agree to submit the matter to expedited arbitration. The change will be held in abeyance pending the ruling on the matter. The City will provide the Union a minimum of thirty (30) days notice before seeking to increase the hours of work, unless otherwise agreed upon.
- (2) The City, in its sole discretion, reserves the right to increase the work-week, up to a maximum of forty (40) hours per week, for any vacancy. In situations where a vacancy exists, if there are employees in the same classification and work group, a current employee from such classification and work group will be offered the opportunity to accept the additional hours as part of his/her work-week. This opportunity will be offered to all such current employees, by order of seniority, prior to the hours being assigned to the vacancy. However, this provision shall not require the City to offer the additional hours to any employee who would be required to change supervisors, or to otherwise assume materially different job duties, as a result of accepting the additional hours. The City will provide the Union a minimum of thirty (30) days notice before seeking to assign the additional hours to any vacancy. Any increase in work hours accepted by a current employee, or assigned to an individual filling a vacancy, shall not be unilaterally modified by the City.
- (3) Employees will be compensated based upon the corresponding increase in hours. Overtime as outlined under Article IV, Section E, will begin after the employee has worked in excess of the new regular hours of work. Any previously accumulated sick, vacation, and personal days shall be counted toward the new work schedule on a day for day basis, notwithstanding the increase in the required work day. However, for payout purposes, employees will receive payments based upon their original accumulated hours accrued prior to the change.

H. Employees required to perform snow plowing duties during snow storms shall not be required to work more than fifteen (15) hours continuously without a rest period of six (6) hours.

ARTICLE IV
WAGES

A. (1) All employees, except as indicated in Appendix C or as indicated in the grants agreement, shall receive the wage increases as outlined below and contained in Appendix A or B as applicable based upon their hire date.

(a). Effective and retroactive to June 30, 2010, all wage rates in effect on June 30, 2010 will be increased by two percent (2%) effective June 30, 2011.

(b) Effective and retroactive to July 1, 2011, all wage rates in effect on June 30, 2011 will be increased by zero percent (0%).

(c) Effective and retroactive to July 1, 2012, all wage rates in effect on June 30, 2012 will be increased by two percent (2%).

(d) Effective and retroactive to July 1, 2013, all wage rates in effect on June 30, 2013 will be increased by two percent (2%).

(e) Effective and retroactive to July 1, 2014, all wage rates in effect on June 30, 2014 will be increase by two percent (2%).

(f) Effective July 1, 2015, all wage rates in effect on June 30, 2015 will be increased by two and one quarter percent (2.25%); and

(g) Effective July 1, 2016, all wage rates in effect on June 30, 2016 will be increased by two and one-half percent (2.50%).

Employees who are on active pay status on the date of the execution of the Agreement and each subsequent effective date of increase shall be eligible for wage increases and retroactive payments. Notwithstanding the above, any employee who voluntarily retired after 6/30/2010 with regular retirement in CERF shall be eligible for retroactive payment from 7/1/2010 until the date of their retirement. Those employees on authorized leaves of absences without pay on either the execution date or a subsequent date of increase shall receive increases or retroactive payments within 30 days of the employee's return to active pay.

(2) Appendix "B" applies to all employees hired on or after March 3, 2006.

(3) Effective and retroactive to July 1, 1998, each employee covered by this Agreement shall receive longevity in accordance with the following schedule:

After the tenth (10 th) year of service	\$350.00/yr.
After the fifteenth (15 th) year of service	\$450.00/yr.

After the twentieth (20 th) year of service	\$550.00/yr.
After the twenty-fifth (25 th) year of service	\$650.00/yr.

Longevity payments will be made lump-sum during the month of December each year. Longevity will continue to count towards the employee's pension in calculating base salary. An employee, who will be eligible for longevity during the fiscal year, will receive his/her longevity in December (ex. Employee with ten years as of February 20th during the fiscal year, will receive longevity pay in December, two months earlier. Conversely, an employee who reaches ten years as of August 20th will receive longevity in December, four months later).

- B. Employees, except as noted below, shall be paid weekly on a Friday for a week beginning the preceding Saturday, in an amount arrived at by dividing the current annual wages as listed in Appendix "A" or Appendix "B" (for employees hired after the execution of this agreement) by the number of pay days - 52 or 53 - there may be in the respective annual periods during the term of this Agreement. However, the hourly wage shall be calculated on a 52 week basis. Wages for employees at the E-911 combined dispatch center, dog wardens, and the police clerk matrons shall be paid weekly on Friday for a week beginning the preceding Friday.
- C. Any employee required to work temporarily in a higher rated classification for a period of five (5) consecutive working days or more shall receive for such work the rate in such higher rated classification at their same step rate, retroactive to the first day work commenced in said higher rated classification (Example: An employee at grade[step] S-4[D], who works out of classification at grade S-6 will be placed at step D).
- D. Employees working on a second shift (one starting between 12:00 Noon and 6:00 p.m.) shall receive a shift differential of seven percent (7%) over their regular straight time rates for all hours worked on said shift, and such employees working on a third shift (one starting after 6:00 p.m.) or on Saturday and/or Sunday, shall receive a shift differential of twelve percent (12%) over their regular straight time rates for all hours worked on said shift. (No shift differential shall be paid on premium ½ time pay).

Any employee who works in excess of thirty-five (35) hours in a work week or seven (7) hours within a work day shall be compensated at one and one-half (1-1/2) times regular straight time rates for any such including: Excess number times regular straight time rate for all hours worked on the sixth working day in any week, and at the rate of two (2) times regular straight time rate for all hours worked on the seventh working day of any week. Except as provided for in Article XXV, any employee required to work on a holiday provided for in Article V.A, shall receive time and one half (1½) for all hours worked on such holiday in addition to straight time rate equivalent to their normal scheduled work day.

- F. No employee shall be entitled to overtime unless he has the prior approval of his supervisor except as stated in Article IV(H) and (I). Employees shall be compensated at the highest overtime rate applicable, but shall not be allowed to compound such rates.
- G. Employees shall have the right to refuse to perform overtime work (except in an emergency), unless given at least twenty-four (24) hours prior notice.
- H. Overtime shall be distributed, in order of seniority, equally among employees in the same school, department or recognized subdivision of a department, who are performing the same type of work, provided such distribution does not unreasonably affect the efficiency of the work to be performed.

- I. Each employee required to perform "stand-by" duty at two-fifths (2/5) of regular straight time rates if the employee is required to stay at his/her home for the "stand-by" duty.
- J. Each employee required to carry a mobile communication device (e.g., a beeper) and is not required to stay at his/her home shall be compensated at the rate of ten dollars (\$10.00) per day of "stand-by" duty and shall receive overtime pay when the employee is called back to work.
- K. The preceding paragraphs I. and J. will not apply to employees assigned to repair traffic signals. Because of the necessity to have employees who repair traffic signals available twenty-four (24) hours per day, the following "stand-by" provision will prevail with respect to those employees: Each employee required to perform "stand-by" duty shall be compensated for time spent on "stand-by" duty at two sevenths (2/7) of regular straight time rates whether or not the employee is required to stay at his/her home for the "stand-by" duty. But, it is understood the employee will be accessible by City beeper while on "stand-by" duty.
- L. Each employee shall be paid for a minimum of four (4) hours worked at one and one-half straight time rate if called back to work after completion of a regular day's work. Hours worked which are contiguous to the regular shift, either before or after the regular shift, are not considered call back and will be paid in accordance with E. above. On all such calls, the employee called may be required to remain on duty for the full four (4) hours and thereafter until the emergency is over. Employees who are called back to work and work more than four (>4) hours shall receive an additional ½ hour pay for travel time.
- M. Parks and Recreation Supervisors, Park Security Officers, Ice Rink Operators, Recreation Leaders, Park/Recreation Maintenance Workers, Utility Service Workers, Gardeners, Working Foremen, Equipment Mechanics, Tree Climbers, Trades workers, Custodians, Watchmen, Laborers, Utility Servicemen, Offset Operators, Timekeepers, Public Works Dispatchers, Yard Clerks, Equipment Parts Clerks, Police Aide, and Dog Wardens shall be provided uniforms or a clothing allowance in the amount of One Hundred and Twenty-Five Dollars (\$125) per contract year payable on or before January 1st of each contract year.

The City will make coveralls available for Building Inspectors when performing field work

- N. Each new employee of the City or Board of Education, as the case may be, shall normally be paid the minimum rate of pay for the classification to which appointed except that the appointing authority may recommend a rate higher than the minimum rate by written request to the Director of Human Resources who may approve a starting rate up to the midpoint of the salary range, except as specifically provided for in this Article. Requests to appoint at a salary beyond the midpoint of the range shall require approval by the Personnel Commission.
- O. Mandatory Electronic Deposit. Mandatory electronic deposit with electronic records shall be implemented for all unit employees. However, no employee shall be denied the right to receive paper statements unless the City is able to provide computer access to a digital statement at that employee's work place.

ARTICLE V
HOLIDAYS AND PERSONAL LEAVE

- A. The following shall be paid holidays: New Year's Day, Martin Luther King Day, Presidents Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, day after Thanksgiving, one-half (1/2) day on Christmas Eve and Christmas Day. Easter Sunday shall likewise be a paid holiday for employees in jobs requiring seven (7) days per week coverage.
- B. Employees other than those in jobs requiring seven (7) days per week coverage shall not normally be required to work on any of the aforesaid holidays and shall receive their full weekly salary in each week in which such holidays occur.
- C. If any such holiday falls on a Sunday, the following day shall be deemed the holiday. If any such holiday falls on a Saturday the preceding Friday shall be deemed the holiday, except for employees working for the Board of Education, who shall receive in lieu of such holiday a compensatory day off, at such time as will not interfere with the efficient operation of the school or department in which they are employed. For those employees whose jobs require 7-day coverage the holiday shall be the day on which it actually falls.
- D. Any employee on paid leave shall receive his/her regular day's pay for any holiday during such period, and the same shall not be charged against his accumulated leave.
- E. Any employee absent from duty on the day before or the day following a holiday, except on sick or other authorized leave, shall not be paid for that holiday.
- F. Employees working for the Board of Education in a school which is closed on any day as a result of snow conditions shall not be required to report to work on such day and employees working in other Board of Education facilities on such day shall, at the discretion of the Board of Education, either be excused from work on such day or given compensatory day off to be taken at the discretion of the employee, at such time as will not interfere with the efficient operation of the school or department in which they are employed and employees working for the Board of Education at non-school facilities, including but not limited to the Government Center, will work the same schedule on such days as other City employees.
- G. If a special day off is declared for City employees by proclamation (e.g., for national mourning or an emergency), each employee covered by this Agreement required to work on such day shall be granted a compensatory day off at a time mutually convenient to the employee and his department head.
- H. All employees other than those employed by the Board of Education shall have three (3) days of personal leave in each contract year to be taken at such time as the employee may elect, with the consent of his department head, which such consent shall not be unreasonably withheld. Employees employed by the Board of Education shall not be required to work on Custodian's Picnic Day, Teachers' Convention Day, or Election Day unless the school custodians are at work on such day and the Board of Education employees are requested to do so by the Superintendent of Schools, in which event any employee so working shall receive a compensatory day off which day shall be designated by the Board from among any of the Jewish Holidays designated by the Board. Nevertheless, these employees may elect to take two (2) personal days per contract year in accordance with the procedure set forth in the first sentence of this Paragraph H.

ARTICLE VI
VACATIONS

A. Present vacation policies and schedules shall remain in effect, except as follows. Accruals are calculated on paid hours.

Less than six (6) years	Twelve (12) days vacation
More than six (6) years but less than ten (10) years	Fifteen (15) days vacation
More than ten (10) years but less than twenty (20) years	Twenty (20) days vacation
More than twenty (20) years	One (1) additional day for each year worked up to a maximum of twenty-five (25) days

B. Employees shall be allowed to carryover up to forty-five (45) days of earned vacation leave at fiscal year end. The limit for maximum carryover may be exceeded with the approval of the employee's Director and the Director of Human Resources. Notwithstanding the forgoing, no vacation shall have a duration of more than thirty (30) days at a given time, except in unusual circumstances when a vacation not to exceed fifty-five (55) days may be granted.

C. Vacation pay shall be paid in advance of vacation where two (2) weeks advance notice of vacation has been given to the employee's department head.

D. Any employee who terminates employment with the City or who has her/his employment terminated with the City and/or Board, shall be paid all accumulated vacation leave at the time of discharge. Employees shall not be forced to use vacation prior to their date of termination.

E. One employee (per year) in the Tax Department shall be granted up to three (3) consecutive days of vacation during the month of July; provided that the employee submits a written request no later than June 1. If more than one employee submits a written request, the time off will be granted by rotation in seniority order.

ARTICLE VII
SICK LEAVE AND LEAVE OF ABSENCE

A. Each regular full-time employee hired prior to the execution date of the contract effective July 1, 1998 shall be entitled to sick leave with full pay computed on the basis of one and one-quarter (1-1/4) working days for each completed month of service.

B. Full-time employees hired after July 1, 1998, shall receive sick leave with pay computed on the basis of one (1) day for each completed month of service. Each July 1st thereafter, the City will contribute an additional three (3) sick leave days to the UAW Sick Leave Bank. Employees may apply for sick days beyond their personal bank in accordance with the UAW Sick Leave Bank. There shall be no maximum accumulation for sick leave days in an employee's personal bank. Employees hired after July 1, 1998 will receive no pay-out

for unused sick leave. Employees are not eligible to use sick leave until completion of their probationary period, unless otherwise approved by his/her supervisor.

- C. For employees hired before July 1, 1998, the maximum accumulation of sick leave shall be one hundred and fifty (150) days, and the City and Board shall pay an employee at retirement on pension or after age 62 on Social Security for one-half of his/her then accumulated sick leave, not to exceed seventy-five (75) days, at his/her rate of pay immediately prior to such retirement. Upon death, an employee's estate shall receive pay for his/her full sick leave accumulation up to thirty (30) days and in addition, one-half of any accumulated sick leave over thirty (30) days to a total maximum of ninety (90) days, at his/her rate of pay immediately prior to death.
- D. Employees shall be required to furnish a certificate from a treating physician for all consecutive days of sick leave beyond three (3) days. Certificate need not state diagnosis. Sick leave shall not be taken in advance. The City reserves the right to have an independent physician examine any employee, at City expense, claiming sick leave.
- E. Employees shall have the right to use three (3) days of accumulated sick leave in any one calendar year for the purpose of family illness. This is the only exception for any individual to use accrued sick leave for any reason other than when an individual is personally sick and unable to work.
- F. A non-probationary employee, upon proper application in writing to and upon written approval by the department head, may obtain a continuous leave of absence without pay for a period not to exceed three (3) months. At the expiration of such leave, the employee shall be reinstated in the service without loss of any of his rights, unless the position is no longer available due to a budgetary reduction in staff. Failure on the part of an employee to report promptly at the expiration of the leave of absence, except for satisfactory reasons submitted in advance, shall be cause for dismissal. Leave of absence without pay, however, will not be granted until after all the employee's accumulative annual leave has been exhausted and if leave without pay is granted on account of sickness, until all of his/her accumulative sick leave has been exhausted. No annual leave or sick leave may be accumulative during a leave of absence without pay. Extensions of leave for additional three-month periods may be granted by the department head, or, in the event of disagreement, from the Director of Human Resources, but in no case shall the total period of time exceed two years. Should leave under this section be covered by the federal Family and Medical Leave Act (FMLA), then such leave will be counted towards the twelve (12) weeks allowed under the FMLA.
- G. **UAW Sick Leave Bank**
 - 1. The "Sick Leave Bank" is established to be used to provide additional paid sick leave for extreme hardship cases due to personal illness and/or personal injury and are not intended for casual use. Any employee hired before July 1, 1998, in order to be eligible to use the Sick Leave Bank, must contribute one (1) day of sick leave to the Sick Bank. Any day contributed shall be deducted from the contributing individual's accumulation of sick leave. Employees hired after July 1, 1998, will have three (3) days per year contributed to the UAW Sick Leave Bank, each July 1st. Only employees who contribute to the bank are eligible to participate.
 - 2. A committee shall be established consisting of two (2) persons designated by the Union and two (2) persons designated by the City, and the Director of Human Resources or his/her designee, who shall act as chairperson. The committee shall develop procedures for applying and granting of sick leave from the bank. The committee shall: (1) require a doctor's certificate regarding the illness; (2) limit to sixty (60) the number of days granted to any employee in any given fiscal year (per (4) below); (3) consider the

seriousness, nature and projected duration of the illness or disability involved; and (4) consider the applicant's prior record of sick leave use.

3. The granting of any sick leave days shall be by majority vote of the committee members; the chairperson will vote only in the event of a tie vote. All votes shall be final.
4. Any employee who has exhausted his or her sick leave may apply, in writing, to the Sick Leave Committee for a grant of sick leave from the Sick Leave Bank. The number of days granted shall be determined by the committee but shall not exceed thirty (30) days. A written request for a second thirty (30) day grant may be submitted; however, the total number of days granted may not exceed sixty (60) days in a fiscal year.
5. In no case will an employee receive a sick leave donation when absent due to a work-related injury.
6. Days from the sick leave bank may not be granted to employees who are permanently unable to return to work or who are not able to return to work within the reasonably foreseeable future, as determined by medical evaluation.
7. Employees who reach the current sick leave accumulation cap of one hundred and fifty (150) days will have all days earned in excess of 150 deposited in the Sick Leave Bank.
8. In the event a request is made that would result in a negative balance to the bank, the City will honor the request. However, no request will be honored in the event the bank has a negative balance.

ARTICLE VIII WORKER'S COMPENSATION

- A. (1) The City acknowledges that all employees are subject to the Worker's Compensation Law of the State of Connecticut and are entitled to all benefits thereunder, subject to the provisions of Article VII, sections 2 through 8.
- (2) The department shall keep a separate roster of the employees who have been injured while on duty. This roster shall be kept separate from the employees on sick leave.
- (3) An employee who has a work-related injury or illness shall file immediately or as soon as is practicable a Worker's Compensation claim pursuant to State Law.

Injury Leave: Injury Leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an accident or injury that occurred while the employee was engaged in the performance of his duties. Employees are covered by Worker's Compensation Act, and are paid stated amounts due to injuries sustained on the job. The Employer, in case of injury leave, shall supplement the payment of the statutory payment so that the employee will receive his/her net pay during the absence up to a maximum of sixty (60) days.
- (4) An employee who has properly filed a Worker's Compensation claim and is unable to perform his/her normal job tasks shall be placed on Worker's Compensation leave for the period of his or her absence while the claim is actively processed. By placing a member on Worker's Compensation leave the City does not waive any rights it may have under the Connecticut Worker's Compensation Act.

- (5) In order to receive compensation for a work-related injury or illness, the employee is required to file a Worker's Compensation claim and to submit medical evidence of the injury or illness, inability to work and a prognosis for return to work. No payments will be made for injured on duty in cases where no Worker's Compensation claim has been properly filed.
- (6) Any employee who is on extended sick leave or Worker's Compensation injury leave who has reached maximum improvement in the opinion of the treating physician, or is unable to perform the essential functions of the job classification, shall be terminated as an employee, but such termination shall not affect whatever rights he may have under the Worker's Compensation insurance carrier case evaluation and physician's diagnosis.
- (7) Modified/Light Duty: The City may assign a member who is on Worker's Compensation leave to modified or light duty consistent with the finding of the Worker's Compensation insurance carrier case evaluation and/or the City's PPO network physician. In doing so, the City may temporarily change the employee's schedule and/or assignments for the duration of the light/modified duty. The City reserves the right to limit the number of positions on restricted/modified duty. These assignments are intended to transition employees back to full duty and are not permanent in nature.
- (8) An employee's failure to file a Worker's Compensation claim, as set forth in Paragraph (4) above, will result in absences being charged to sick time. If the absence subsequently determined to have been the result of a bonafide Worker's Compensation injury and claim, the days charged against the individual's sick bank will be restored.

B. Any employee who has received from the City or Board any payments in addition to Workers' Compensation benefits pursuant to subparagraphs A or B above and who thereafter receives any payments from a third party as a result of a claim or action against such third party for damages in connection with an accident which gave rise to Worker's Compensation benefits and to the additional payments referred to above, shall repay to the City or Board, as the case may be, in addition to such sums as he may otherwise be required to pay by law, the amount of such additional payments, provided however, that if such employee receives, as a result of such claim or action, less than twice the amount of all repayments to the City or Board required to be made pursuant to provisions of law or this Agreement, the employee shall have the right to deduct from the amount of any such repayment that proportion of the employee's attorneys' fees and out-of-pocket disbursements necessarily incurred in connection with such claim or action which the amount of the additional payments to be repaid to the City or Board bears to the total amount received by the employee on account of such claim or action.

ARTICLE IX **INSURANCE AND PENSIONS**

SECTION 1 - Health Insurance

The City agrees to provide medical benefits to each eligible individual employed under the terms of this collective bargaining agreement, along with their enrolled eligible dependents, in accordance with an Open Access Plus Plan (OAPP.) plan design. The OAPP benefits provisions are set forth in Exhibit I attached to this Agreement.

Seasonal employees are not eligible for any health insurance. The health insurance benefits (including vision and dental) will be effective on the first of the month following the employees date of hire for employees hired

before the 15th day of the month. Employees hired after the 15th day will be eligible for health insurance benefits the first day of the following month.

SECTION 2 - Dental and Vision

The City will provide a PPO dental plan as follows:

<u>Co-insurance</u>		<u>Deductibles</u>	
Class A Expense	100% R/C	Class A	None
Class B Expense	80% R/C	Class B & C	\$50/\$100
Class C Expense	75% R/C		
Orthodontics	50% R/C	Orthodontics	None

Maximums

Annual Max \$1,500/per covered dependent

Effective July 1, 2007: Annual Dental Maximum will increase from \$1500 to \$1750

Orthodontics \$2,500 lifetime/per covered dependent

Effective the 1st of the month following the execution of this agreement, the City shall provide and pay for an optical plan which shall yearly provide the following benefits for each employee and his/her dependents:

\$ 62.50	for eye exams
\$125.00	for eyeglass frames
\$ 55.00	for single lenses
\$ 90.00	for bifocal lenses
\$125.00	for progressive lenses
\$135.00	for trifocal lenses
\$225.00	for contact lenses (when medically prescribed)

SECTION 3 - Life Insurance

A.

Effective July 1, 2007, the City will provide each employee with a term life insurance policy in an amount of Fifty thousand dollars (\$50,000) Dollars at no cost to the employee.

B. Current employees who are participating in the life insurance program and have life insurance in an amount in excess of Fifty Thousand Dollars (\$50,000) may continue to receive such coverage. The amount will be frozen at the July 1, 2003 annual salary and the employee will pay three cents (\$.03)per week, per each thousand dollars of benefits, rounded to the nearest thousand.

C. For employees who retired prior to the execution date of this contract, the City will provide and pay for a life insurance policy in the face amount of Six Thousand Dollars (\$6,000) for each active employee, who elected to participate in term life plan under a previous contract and who retired from the City. Effective July 1, 2003, in lieu of the Six Thousand Dollars (\$6,000) insurance benefit, the retired employee's eligible beneficiary will receive a Six Thousand Dollars (\$6,000) lump-sum pension bonus at time of death. Upon execution of this agreement, employees will no longer be eligible for such coverage upon retirement and may not enroll as a retired employee.

SECTION 4 - Retiree Insurance

A. Retiree Benefits

- i. Pre Age Sixty-Five (65): The City will make available its health insurance plan, providing for hospital and medical benefits, but not including dental or optical, to employees who retire on a Normal Retirement, as defined in Section 5 (F) herein, with a pension from the City of Stamford Classified Employee's Retirement Fund.
- ii. Post Age Sixty-Five (65): The City will provide supplementary coverage to Medicare, not including dental or optical, as outlined in the Summary Plan Description, to employees who retired on a Normal Retirement.

Each employee, who hereafter retires and when sixty-five (65) years of age or older, shall receive premium reimbursement for coverage paid for under Medicare Part B. The cost of such coverage shall be borne by the City of Stamford Classified Employee's Retirement Fund (CERF).

B. Retiree Costs

- i. Cost to age 65: Employees eligible for normal retirement on or before December 31 2014 shall contribute one-third (33.33%) for the City's ore-65 health plan. Employees not eligible for normal retirement on or before December 31, 2014 shall pay fifty (50%) percent for the City's pre-65 retiree health plan, provided they retire on or before June 30, 2015. Employees not eligible for normal retirement on or before December 31, 2014 who retire on or after July 1, 2015 shall pay a percentage of retiree healthcare premium to the pre-65 health care plan as follows: 50% at age 64, and 2% more for each year under age 64. However, this group shall pay fifty (50%) percent regardless of age if they retire as a result of an involuntary layoff.
- ii. Cost Post 65: The retiree must pay one-third (33.33%) and the City will pay two-thirds (66.66%) of the cost for the supplementary coverage as referenced in Section A(ii) above.

Each employee, who hereafter retires and when sixty-five (65) years of age or older, shall receive premium reimbursement for coverage paid for under Medicare Part B. The cost of such coverage shall be borne by the City of Stamford Classified Employee's Retirement Fund (CERF).

SECTION 5 - Pension Benefits

- A. Each employee shall be, and remain covered by the City of Stamford Classified Employees Retirement Fund, as described in Section C-7-30-1 through 11 of the Charter of the City of Stamford, as amended and revised, and as modified by the terms of this and previous collective bargaining agreements between the City and the Union, except for any employee who is eligible to be included in the Custodians and Mechanics Pension Funds.
- B. The cost of actuarial and associated administrative expenses for the CERF will be paid for by the Plan.
- C. The provisions of the Classified Employees Pension Fund will be modified to provide for non-work related disability pension eligibility for individuals with ten (10) or more years of credited service.
- D. An employee will be eligible for a disability pension provided he/she submits evidence satisfactory to the CERF Trustees that he/she has become totally and permanently disabled from performing the job duties and

functions outlined in the classification's job description. An employee who receives a work related disability pension from the CERF will not be subject to an annual review.

E Employee Pension Multiplier and Pension Calculation:

1..Pension Multiplier and Earnings. The multiplier for years of service shall be unchanged for employees with twenty-five (25) years of service as of January 1, 2015, or who were otherwise eligible to retire on or before January 1, 2015. Other employees hired before January 1 2015 shall have their pension multiplier changed to 1.75% only for years of service beginning on and after January 1, 2015. Employees hired on or after January 1, 2015 shall have a pension multiplier of 1.5%.

2. The pension shall be based upon the average of the employee's highest three (3) years of earnings. Only the final ten (10) years of employment shall be reviewed for this purpose absent the specific request otherwise by the employee.

3. Should the CERF plan funding level rise above 138% as determined by the plan actuary in its annual actuarial evaluation , the UAW may request to reopen the contract for the sole purpose of discussing an early retirement option for those persons who have been employed for 25 years or more. The request to reopen must be made in writing to the Director of Human Resources within 30 days of issuance of the comprehensive report or the right to reopen the contract will be deemed waived. If the parties fail to agree to the early retirement option, the parties reserves all rights to challenge the 25 years early retirement option based on feasibility, costs and any other factors set forth in the binding arbitration statute.

- F. The Normal Retirement Date for employees covered by this agreement shall be age sixty (60) with at least ten (10) years credited service to the City, or age fifty-eight (58) with at least fifteen (15) years credited service to the City. Notwithstanding the foregoing, effective January 1, 2015 employees shall no longer be eligible to retire at age 58 with 15 years of service. Employees with 25 years of more of service and age 55 as of January 1, 2015 will not be affected by this change.
- G. Effective July 1, 1998, employees will be considered fully vested in their pension benefits after completion of five (5) years of credited service. Vested employees who have not achieved Normal Retirement are not eligible for retiree insurance benefits as defined in Section 5 (F).
- H. The penalty for early retirement under the CERF for employees covered by this agreement shall be reduced from the current fifty-five one hundredths (.55) of one (1) percent per month to twenty-five one hundredths (.25) of one (1) percent per month, for the first thirty-six (36) months prior to the normal retirement date. Any time beyond the first thirty-six (36) months shall be reduced by the current fifty-five one hundredths (.55) of one (1) percent per month.
- I. Effective the beginning of the month following the ratification of this agreement, and provided the requirements under Section 414(h) of the I.R.C. are met, the City will "pick-up" contributions in accordance with a 414(h) I.R.C. plan that will enable employees to have pension contributions deducted on a pre-tax basis.
- J. Effective July 1, 1999 and continuing each year thereafter, the City will contribute to the CERF the amount actuarially necessary to fund the plan.

K. Employees who retire after the ratification of this agreement will be covered by the provisions of the CITY OF STAMFORD CLASSIFIED EMPLOYEES RETIREMENT FUND ADJUSTMENT, attached hereto as Appendix D.

L. The parties agree that the pension trust document currently in the process of being drafted, will accurately reflect the pension benefits of the Classified Employees Retirement Fund, with respect to the employees covered by this agreement. It is not the intention of the parties to change, alter or amend the pension benefits of the CERF plan as set forth in appropriate documents and described in the Charter of the City of Stamford, as amended and revised, other appropriate documents, and collective bargaining agreements between the City and the Union.

M. CERF pension contribution shall be as follows: (not retroactive))

- | | |
|--|----------------|
| a. Employees with ongoing pension multipliers below 2% | 4.5% of salary |
| b. Employees with ongoing pension multipliers of 2% | 5% of salary |

N. Effective upon the ratification and execution date of the contract, the City may, in its sole discretion, offer employees, with vacation and/or sick leave banks, who are eligible for pay-out, the following options, upon retirement:

- a. Exchanging up to a total of One Hundred (100) vacation/sick leave days for additional pension credit. The calculation will be based on twenty-five (25) vacation/sick leave days equating to an additional one percent (1%) added to his/her pension, up to a maximum of four percent (4%). Notwithstanding the foregoing employees hired after January 1, 2015 will not be eligible to exchange sick leave or vacation time for additional pension accruals. No pension will exceed the maximum of seventy percent (70%); or
- b. Exchanging vacation leave days for a one-time, lump-sum pension bonus, equating to the dollar amount calculated by multiplying the number of days vacation/sick leave times their daily rate at time of retirement.

The cost of this section will be borne entirely by the City of Stamford Classified Employees Retirement Fund (CERF).

In the event the City elects not to offer the above options, employees eligible for sick leave pay-out, will be paid out for his/her accrued sick leave in accordance with Article VII(C) above.

O. The maximum years of service for pension purposes will increase from thirty-three (33) years to thirty-five (35) years. The maximum pension will not exceed seventy percent (70%). Notwithstanding the foregoing for employees hired after January 1, 2015 the maximum pension will not exceed sixty-six percent (66%). Employees will be required to continue contributing to the pension until reaching thirty-five (35) years of service, unless employee has reached his/her maximum.

P. Effective July 1, 2005, employees hired before July 1, 2005, who have served in the United States Military shall be given up to six (6) months to exercise an option to buy-back up to a maximum of three (3) years of their service time, credited under the city of Stamford Classified Employees Retirement Fund (CERF) and shall be allowed up to twenty-four (24) months to pay for such credited service. This option shall not be available to any employee who has previously exercised an option for military buy-back under CERF.

Newly hired employees shall also be eligible to the Military Buy Back option outlined in (1) above within six (6) months of their initial date of hire.

SECTION 6 - Employee Assistance Program

The City shall establish and maintain an Employee Assistance Program (EAP). The provisions of the current program regarding confidentiality shall be maintained.

SECTION 7 - Employee Contribution

Effective July 1, 2008, employees shall be required to contribute, pursuant to Internal Revenue Code Sec. 125, on a pre-tax payroll deduction based eleven percent (11%) of the premium equivalent rate for single, two-person (two [2] times single coverage), family coverage (two and one-half [2½] times single coverage), respectively for the medical, dental, vision and prescription drug benefits effective July 1.

Effective January 1, 2015, employees shall be required to contribute, pursuant to Internal Revenue Code Sec. 125, on a pre-tax payroll deduction based twelve percent (12%) of the premium equivalent rate for single, two-person (two [2] times single coverage), family coverage (two and one-half [2½] times single coverage), respectively for the medical, dental, vision and prescription drug benefits.

Effective July 1, 2015, employees shall be required to contribute, pursuant to Internal Revenue Code Sec. 125, on a pre-tax payroll deduction based thirteen percent (13%) of the premium equivalent rate for single, two-person (two [2] times single coverage), family coverage (two and one-half [2½] times single coverage), respectively for the medical, dental, vision and prescription drug benefits effective July 1.

Effective July 1, 2016, employees shall be required to contribute, pursuant to Internal Revenue Code Sec. 125, on a pre-tax payroll deduction based thirteen and one-half percent (13.5%) of the premium equivalent rate for single, two-person (two [2] times single coverage), family coverage (two and one-half [2½] times single coverage), respectively for the medical, dental, vision and prescription drug benefits effective July 1.

Effective April 1, 2017, employees shall be required to contribute, pursuant to Internal Revenue Code Sec. 125, on a pre-tax payroll deduction based fourteen percent (14%) of the premium equivalent rate for single, two-person (two [2] times single coverage), family coverage (two and one-half [2½] times single coverage), respectively for the medical, dental, vision and prescription drug benefits.

Deductions shall be made from each payroll check.

SECTION 8 - Waiver of Medical, Dental and Vision Benefits

An employee who is eligible for health benefits provided by the City and where such benefits are extended to his/her spouse and/or child(ren), the employee may voluntarily elect, subject to Section 125 of the Internal Revenue Code, to waive all medical/dental/vision benefits, and in lieu thereof, be remunerated an annual amount of seven hundred and fifty dollars (\$750), provided the employee has notified the Benefit Manager's Office during the enrollment period. In order to be eligible for this annual payment, the employee must provide evidence of similar coverage under another group health benefit program. If an eligible employee has waived his/her insurance benefits the previous year, and does not notify the Benefit Manager's Office of his/her selection for the coming fiscal year, the waiver will remain in effect. Payment for the waiver will be made in two (2) equal installments, six months apart (January and July).

An eligible employee choosing this option shall be able to rescind such option during the annual open enrollment window period, or as a result of a change in "family status". A change in "family status" results from the eligible employee's marriage, divorce, birth or adoption of a child, death of a spouse or child, or the loss of other health benefit coverage. An employee wishing to change this waiver option must give the Benefit Manager's Office at least fifteen (15) days advance written notice. If such option is rescinded, all prior rescinded coverage will become effective at the beginning of the calendar month following the written notice to reinstate such coverage. An eligible employee, who reinstates health benefits during the medical plan year, must reimburse the City the money received for waiving such insurance coverage. In lieu of a lump sum payment, an employee may elect to reimburse the City in equal weekly installments through payroll deduction, over a six (6) month period.

SECTION 9 - Administration of Benefits

The City will provide the medical, dental, vision and/or prescription drug benefits as set forth in this agreement through a properly licensed insurance company in the state of Connecticut, or through an alternative self-insured arrangement. If benefits are self-insured by the City, employees shall have all claims adjudicated in conformance with applicable confidentiality standards, along with the same internal rights of appeal extended by the service provider as if the benefits were insured. In no event shall, the coverages and benefits provided through an alternative insurance carrier, managed care vendor, either self-insured or self-administered, be less than the benefits and coverages as set forth in Exhibit I. The size and scope of a preferred provider network of physicians, hospitals, dentists, optometrists, etc. shall not be a factor in determining the duplication of benefits by an insurance carrier or managed care vendor. It is agreed that an alternative insurance carrier or managed care vendor can be selected by the City provided that the new insurance carrier or managed care vendor network includes seventy (70%) percent of the hospitals and physicians in Fairfield County of the original preferred provider network of hospitals and physicians. The City retains the sole and exclusive right to select and/or change insurance carriers or managed care vendors. The City shall review any proposed changes with the Union prior to implementation, and if there is a disagreement on the level of benefits, coverages or services provided with the proposed insurance carrier and/or managed care provider, the Union may submit the issue to binding arbitration.

SECTION 10 - Flexible Spending Accounts

The City shall make available under IRC Section 125, a pre-tax Medical Reimbursement Account, Dependent Care Reimbursement Account (up to a maximum of \$5,000 per year, or as allowed by the Internal Revenue Code) and pre-tax employee health insurance premiums to the extent allowed by law.

ARTICLE X **SENIORITY**

- A. Upon request the City and the Board of Education shall furnish to the Secretary of the Union a list of their employees covered by this Agreement in order of their seniority, together with the then current salary of each.
- B. All newly hired employees shall serve a probationary period of six (6) months dating from the first day of employment. Upon completion of the probationary period, the seniority of such new employees shall date from the date of hiring.

- C. The City or Board agrees that it will provide the Union with names and positions of employees to be laid off (2) weeks prior to the actual layoff.
- D. Seniority for all purposes under this contract shall be based upon the employee's length of service in his/her job classification. When there is a reduction in the work force, seniority will be applied in accordance with the procedure set forth in Sec. E below.
- E. When a reduction in the number of employees becomes necessary for economic reasons, the reorganization of a department ("department" consists of all divisions, bureaus and subdivisions under its jurisdiction), curtailment of activities or for other related reasons beyond the employee's control, the resulting layoffs shall be made among incumbents by classification in order of seniority in the classification in the affected department, bureau or division as the case may be. An employee so laid off in a particular department, bureau or division shall have the right to "bump" the least senior employee in that classification anywhere in the bargaining unit provided that bumped employee has more seniority in that classification.
- F. In the event the affected employee has no "bump" as described in paragraph "E" above, the employee shall have the right to reach to a previously held job classification in the Bargaining Unit, if such employee has greater seniority, (as defined in "D" above) than the employee(s) occupying the lower classification regardless of the department, bureau or division in which the lower classification is located. It is understood and agreed that an employee exercising a "retreat" shall displace the least senior employee in the lower classification. The employee exercising the retreat will be credited with seniority back to the original hire date into the lower classification plus time spent in all subsequent higher classifications. This applies only in cases of retreats.
- G. Any employee who exercises his right to retreat as described above, shall not relinquish his rights to "recall" to the higher classification from which he/she retreated. Said recall rights shall be effective for two (2) years from the date the employee retreated to the lower classification. Recall to higher classifications shall follow the recall procedure of seniority.
- H. (1) No Union member shall bump or revert into positions in another bargaining unit unless by agreement with the bargaining unit's exclusive representative. Likewise, no member of another bargaining unit shall bump a member of the Union unless by agreement with the Union.
- (2) No Union employee shall be laid off from any position while any provisional, temporary, probationary employees in the same classification in the affected department, bureau or division are working or doing a majority of the work of the laid off employee. The provisions of Article XVIII are also incorporated in this paragraph H.
- I. Any employee so laid off shall be placed on the reemployment list for a period of two (2) years and shall be rehired in the inverse order of seniority in the event of a vacancy in the classification last held. Said employee shall not serve a probationary period upon reemployment. Said employee shall retain all sick time accrued at time of layoff, and seniority shall accrue during periods of layoff. Said employee shall regain step in grade previously held upon reemployment.
- J. At the time of discharge, the City will provide a "pink slip" and all monies due to the employee for all hours worked and accrued vacation. Likewise, a discharged employee will surrender all keys and City equipment in his/her possession.

ARTICLE XI
PROMOTION AND TRANSFERS

- A. Prior to filling any vacancy, there shall be notices posted of all such positions filled through transfers and/or promotions and announcements of examinations to fill them on bulletin boards customarily used for employee information. There shall be at least one such bulletin board in each building available for posting of Union notices.
- B. When a vacancy exists in a position to which appointments are customarily made without examination, the City or the Board of Education, as the case may be, shall post notice of such vacancy and offer such position to the employees in the same department in which the vacancy exists who are qualified to fill the vacancy, in order of seniority. If no employee in such department accepts such position, it shall be offered to employees outside the department, but in the bargaining unit, who are qualified to fill the vacancy, in order of their seniority.
- C. When a vacancy exists in an existing and/or new position to which transfers are not customarily made without an examination, an examination shall be given and candidates shall be certified in accordance with the Classified Service Rules and Regulations in force at the time when said vacancy exists.
- D. In no event shall the City or the Board of Education be required to make more than one transfer as a result of any such vacancy, except for transfers within the same department in which the first person transferred was employed.
- E. When the head of an appropriate department shall have declared that a vacancy exists and the Personnel Commission shall have certified the persons eligible to fill such vacancy, the vacancy shall be filled within thirty (30) days of such certification, and in no event shall any such vacancy be filled on a provisional basis for more than one hundred and eighty (180) days.
- F. New employees shall have no transfer or promotional rights during their probationary period.
- G. Upon promotion from one job classification to another, the employee promoted shall be placed on a step in the new salary range which is the next highest amount above his/her current salary, but not less than ten percent (10%) higher than his/her present salary, but not above the maximum for the salary grade.
- H. The City will provide copies of postings for jobs and exam dates, on a monthly basis, to the Union President. Errors shall not be subject to the grievance procedure.
- I. Employees shall be furnished with copies of revised Merit System Rules/Classified Service Rules when requested.
- J. The City will provide a list of seasonal hires within two (2) weeks of hire date.
- K. Employees appointed to a provisional position will have right to retreat back to their current position at the conclusion of their provisional appointment. The City will have the right to hire a temporary employee during the period of the provisional appointment.
- L. An employee will receive credit for out-of-title work if such work is performed for thirty (30) or more consecutive calendar days.

- M. Prior to filling any vacancies, the Department will review the transfer list and provide at least the top five most senior employees on the transfer list an opportunity to interview for the vacancy. The Department is not required to fill the position from the transfer list.
- N. Employees who transfer from the BOE to the City or vice versa shall receive an orientation within 30 days of the employee's transfer date. The orientation shall be designed to acquaint the employee to the unique environment of the new assignment and facilitate his/her transition.

ARTICLE XII
TOOL AND CAR ALLOWANCE

- A. Each employee who is required by the City or Board of Education to supply his own hand tools to perform the work assigned to him shall receive as a tool allowance for the purchase of such tools the sum of One Hundred Dollars (\$100) for the contract year.

Effective July 1, 2002, the tool allowance will increase to Two Hundred Dollars (\$200) per contract year and will become a voucher system. Under such voucher system, the eligible employee will be required to submit a receipt in order to receive reimbursement. Such request for reimbursement must be made before June 30th.

- B. Current "grandfathered" employees receiving a car allowance of One Hundred Ninety Dollars (\$190), as listed in Appendix F, must now meet the mileage criteria as outlined in the Collective Bargaining Agreement. Employees who use their automobile less than one hundred (100) miles per month will receive mileage reimbursement at the current IRS rate. Employees who use their automobile in excess of one hundred (100) miles per month will receive the One Hundred Ninety Dollars (\$190) per month car allowance.

Computer Technicians shall be entitled to the sum of ten dollars (\$10) per day for each day in which such employee uses his/her car on City/Board business.

Effective the first day of the month following ratification:

Employees who use their automobile less than one hundred (<100) miles per month or five hundred or more (≥500) miles per month will receive mileage reimbursement at the current IRS rate. Employees who use their automobiles in excess of one hundred (>100) miles a month but less than five hundred (<500) miles a month shall receive one hundred and ninety dollars (\$190) per month.

For employees not receiving the car allowance, the City shall reimburse employees for mileage at the current IRS rate. Employees will submit a mileage log, provided by the City, on a monthly basis, or in the case of a conference or seminar, on a per occurrence basis, to be eligible for reimbursement. Additionally, employees will be reimbursed for parking fees, upon submission of receipt.

- C. Any employee who presently is not required to furnish his/her own transportation in the performance of his/her duties, but who hereafter is required to do so because of a change in his/her position or duties, shall be entitled to the rights and benefits of this Article XII, and no employee shall be compelled to commence his/her position or duties in the absence thereof. No employee will be required to use his or her personal vehicle without compensation.

- D. Effective and retroactive to July 1, 2001, there shall be an annual clothing cleaning allowance of One Hundred and Twenty Five Dollars (\$125.00) per contract year for Police Aides.

ARTICLE XIII
DISCHARGE/DISCIPLINE

- A. No employee shall be discharged, suspended or otherwise disciplined except for just cause. However, the City or Board of Education, as the case may be, shall have the right in its sole discretion to discharge any employee during such employee's probationary period referred to in Article X, and it shall not be subject to the arbitration step of the grievance procedure.
- B. Insofar as possible, just cause as defined herein shall embody the elements of reasonableness, fairness, honesty and good faith on the part of the City or Board.
- C. Prior to imposing discipline, the supervisor or his/her designee will notify the Union that a pre-disciplinary meeting will be scheduled. Meetings will be scheduled on a date mutually agreed to by the Union and supervisor, but in no case later than three (3) working days from the original date of contact by the City/Board. The supervisor will notify the employee that such meeting has been scheduled so that the employee has sufficient time to prepare. The employee may be accompanied by his/her union representative at such meeting.

Within one week of the pre-disciplinary meeting, the supervisor will notify the employee and the Union, in writing, of his/her decision regarding any discipline to be imposed.

This procedure for scheduled pre-disciplinary meetings does not apply in the event of suspension without pay for theft; fighting on the job; the use of, or being under the influence of drugs and/or alcohol on the job; and/or acts endangering employees or public health and safety.

Grievances resulting from suspension or discharge may be appealed directly to Step 3 of the Grievance Procedure (Article XIV). Such grievances must be filed within thirty (30) calendar days of the suspension or discharge. All other grievances must follow Article XIV.

- D. The parties agree that the disciplinary process outlined above supersedes and replaces all disciplinary procedures set forth in the Civil Service Personnel Procedures.

ARTICLE XIV
GRIEVANCE/ARBITRATION PROCEDURE

- A. Employees shall have the right to have union representation at any stage of the Grievance/Arbitration Procedure.
- B. An employee having a grievance with respect to any disciplinary or unfair action, taken against him/her has the right, and may if he or she so chooses, file a grievance seeking adjustment of the grievance. The procedure for filing and processing an individual grievance is as follows:

Step 1. For all disputes, other than disciplinary actions described in Article XIII (Discipline/Discharge), an individual shall discuss a grievance with his/her immediate supervisor within thirty (30) calendar days of the event giving rise to the grievance, or of when he/she reasonably should have become aware of event giving rise to the grievance. The immediate supervisor will meet with the employee and his or her Union representatives

within five (5) working days of notification of a grievance to discuss, and when appropriate, reach a resolution of the grievance. The time limits may be extended by mutual agreement. If said meeting is not scheduled within five (5) working days or at a mutually arranged time, or if the supervisor does not respond within five(5) working days, the employee can proceed to Step 2 described below.

Step 2. If the grievance is not resolved at Step 1, an employee may appeal, in writing, within ten (10) working days to the appropriate Director or his/her designee. The Director or designee will meet with the employee and his or her Union representative within five (5) working days of receipt of the written grievance. The time limits may be extended by mutual agreement. The Director will respond within five (5) working days of the meeting. Such dispute resolution meetings will be conducted by the appropriate department heads or their designee. If said meeting is not scheduled within five (5) working days or at a mutually arranged time, or if the Director does not respond within five (5) working days, the employee can proceed to Step 3 described below.

Step 3. If the grievance is not resolved at Step 2, it may be appealed, within ten (10) working days to the Director of Human Resources or his/her designee. The Director of Human Resources or his/her designee will meet with the Union representative (up to two representatives), within ten (10) working days to discuss the grievance or issue in an effort to resolve the dispute. The Director of Human Resources or his/her designee will respond within five (5) working days of the meeting. If said meeting is not scheduled within ten (10) working days, or at a mutually arranged time, or if the Director of Human Resources or his/her designee does not respond within five (5) working days, the Union can proceed to Step 4.

Step 4. In the event the grievance is not resolved at Step 3 either party may submit it to binding arbitration before the State Board of Mediation and Arbitration within sixty (60) calendar days of the Step 3 response or date the Step 3 response was due. The City and the Union mutually agree that all arbitration hearings will be held at the Government Center, 888 Washington Boulevard, Stamford, CT, if the State so allows.

Either the City or Union may each elect, up to two (2) times per fiscal year, to submit a grievance to arbitration with the American Arbitration Association (AAA), and in such cases, the filing fee and cost of the arbitrator will be split equally between the parties.

Further, the City maintains the right to go to AAA on other cases at full cost to the City. In such cases, the City will pay the AAA and arbitrator's charges for said cases.

Upon mutual agreement, the parties may submit any grievance to AAA and the parties shall equally pay the AAA and arbitrator's charges for said case.

A Union representative designated by the Union, the grievant, and witnesses who are members of the bargaining unit, shall be granted time off with pay at his/her normal straight time rate of pay if such hearing is held during the employee's working hours. If the Union representative, grievant and/or witnesses are scheduled for the midnight shift (11:00 p.m. - 7:00 a.m.), he/she/they shall be released with pay from the midnight shift which commences the evening of the day on which he/she/they appeared at the hearing. If the Union representative who presents the case in arbitration is a member of the bargaining unit, the Union shall be entitled to have two (2) Union representatives granted time off with pay as provided for in the preceding two sentences.

C. Either the City or the Union may file a grievance on the interpretation and application of the terms of this Agreement. Such grievance, as well as any class action grievances filed by the Union, will be initiated at Step 3 of the procedure within thirty (30) calendar days. Such grievances will be filed with the President of the Union, or the Director of Human Resources, respectively.

- D. Grievances initiated at Step 3 as a result of discipline, in accordance with Article XIII Discharge/Discipline, must be filed within thirty (30) calendar days of the discipline.
- E. Employees involved in any meeting as set forth above, shall be granted time off with pay, provided such meeting is during the employee's work hours.

ARTICLE XV
TIME SPENT ON UNION BUSINESS

- A. The Union will provide the City, in writing, on the effective date of this agreement and on Nov. 1st of each year thereafter, a listing of official Union offices and the names of the individuals holding offices. Any changes in assignment of individuals will be promptly submitted to the City by the Union.
- B. The City will pay, at his or her, regular straight time hourly rate a total of five (5) individuals designated by the Union as the Negotiating Committee for all time spent, during working hours, in negotiation meetings between the parties pertaining to the negotiation of a new or interim labor agreement.
- C. Union Business Leave:
 - (1) Local President - The President will be released from his/her duties to conduct union business, as needed. Advance notice will be given in situations when the meeting is pre-scheduled and proper notice can be provided. The President shall use his/her best efforts to schedule union business at a time which will not create unavoidable hardship for the City. Union business leave associated with out-of-town meetings and conferences/training will be deducted from the bank of union business leave outlined below.
 - (2) Chief Steward - The Chief Steward will be released from his/her duties to investigate grievances and meet with grievant(s) for up to a maximum of seven (7) hours per week. Advance notice will be given in situations when the meeting is pre-scheduled and proper notice can be provided. The Chief Steward shall use his/her best efforts to schedule union business at a time which will not create unavoidable hardship for the City. In situations where advance notice is not possible, the Chief Steward will notify his/her supervisor of the meeting and request time for union business. In all cases, union business leave will not be unreasonably denied. Time spent in meetings with City representatives will not be counted towards the seven (7) hours per week.
 - (3) Financial Secretary - The Local Financial Secretary will be released from his/her duties to conduct union business for up to a maximum of two (2) hours per week. The Local Financial Secretary must schedule such time, in advance, with his/her supervisor, around operational requirements and needs of the department. Up to one (1) additional hour per week total may be granted to either the Recording or Financial Secretary with the permission of the employee's supervisor, which shall not be unreasonably denied.
 - (4) Recording Secretary - The Local Recording Secretary will be released from his/her duties to conduct union business for up to a maximum of one (1) hour per week. The Local Recording Secretary must schedule such time, in advance, with his/her supervisor, around operational requirements and needs of the department.
 - (5) Union Business Leave Bank - In addition to the time outlined above, there shall be a total of an additional twenty-five (25) days of union business leave, per fiscal year, for attending union training and/or conferences. In fiscal years during which there is an International Convention, there shall be an

additional ten (10) days of union business leave added to the bank. No individual, except the Local President, can use more than five (5) days of union business leave continuously per fiscal year. The City shall have the right to deny requests under this provision in the event such request would result in an adverse impact on operations, such requests shall not be unreasonably denied. Effective upon the ratification of the agreement, there shall be an additional sixty (60) days UBL per fiscal year, without pay, for attending union training and/or conferences. Such UBL without pay may not result in the City incurring an overtime cost for releasing the employee from work.

(6) Local Grievance Committee - Each month, members of the Local Grievance Committee will be released from their duties at 2:30 p.m. on a given day, for the purposes of reviewing local grievances. The Union President will provide the Director of Human Resources with the date of such meeting at least two weeks in advance. Stewards will be granted a total of up to thirty (30) additional hours per month to investigate grievances. Stewards must secure approval from their supervisor for union business leave, and such approval will not be unreasonably denied.

D. A Union representative will not leave his/her assigned work position/area without notification to the Department Head or Supervisor. Time off the job for Union business will be recorded.

E. The City will locate space in the Government Center for the purposes of providing the Local Union with an office. The office shall be suitably secured at all times, except when occupied. The office shall be accessible to maintenance personnel at such times as may be required. The office shall be equipped with a suitable number of electrical outlets, telephone jacks, and lighting fixtures. The Local Union will be responsible for all telephone costs associated with the office. Aside from telephone service, computer, copy and fax equipment, the Union agrees not to install any equipment within said office, which would overburden existing utilities, deface the physical plant or modify the structure of the building without consultation and approval of the Director of Human Resources.

ARTICLE XVI

UPGRADING OF EMPLOYEES

A. The following shall be the procedure for handling new job classifications, reallocations and/or claims of substantial changes in job content. The City or Board shall have the right to establish the rates of compensation for new job classifications after negotiation with the Union with respect thereto. Substantial changes in job content shall be deemed to create a new job classification. Any failure to agree as to whether changes in job content are substantial or any failure to agree as to the rate of compensation for a new job or whether a position should be reallocated shall be deemed a grievance and shall, at the request of the Union, be submitted to arbitration under the provisions of Article XIV hereof. After consideration of the evidence and arguments presented, the arbitrator shall issue a decision based upon the point factor system designed by the J.W. Thompson Associates Study of February, 1988.

B. Effective January 1, 2003, the City and Union agree to meet and negotiate the criteria for use in determining upgrades for positions. In the event the parties are unable to reach an agreement on the issue, they agree to continue to utilize the point factor system designed by the J.W. Thompson Associates Study of February, 1988, as the basis and criteria for future upgradings.

ARTICLE XVII
BEREAVEMENT LEAVE

- A. Employees shall be entitled to a bereavement leave of five (5) working days at the time of the death of a spouse, parent, child, grandparent, grandchild, brother or sister, and any other relative permanently domiciled in the employee's household.

Employees shall be entitled to three (3) working days at the time of the death of a mother-in-law or father-in-law, sister-in-law or brother-in-law.

Employees shall be entitled to one (1) working day at the time of the death of any other relative in the event that such other relative is not domiciled in the employee's household.

- B. Additional bereavement leave in connection with required travel or other unusual circumstances shall be granted at the discretion of the employee's supervisor.

ARTICLE XVIII
WORK ASSIGNMENT

Work customarily performed by employees in the bargaining unit shall not be assigned to employees not in the bargaining unit where such work would thereby constitute a substantial part of such employee's time. Such provision shall not be construed to prevent assignment of work performed by employees in the bargaining unit to supervisors or to employees in other bargaining units where such assignment is only incidental to and a part of supervisor's or other employee's regular duties. In no event shall such assignment be made for the purpose of eliminating or reducing overtime for employees covered by this Agreement.

ARTICLE XIX
PERMANENT PART-TIME EMPLOYEES

- A. Permanent part-time employees are those employees working a regular schedule of twenty (20) or more hours per week, or whose employment is more than a seasonal as defined herein. Permanent part-time employees shall receive all the benefits of this Agreement except that, in lieu of those provided for in Article IV through VII and XVII hereof, such permanent part-time employees shall receive those benefits provided for below.
- B. The rate of compensation of such part-time employees shall be a pro rata portion of that provided for in Article IV hereof, and such employees shall be compensated for hours worked in excess of their regularly scheduled hours at additional straight time hourly rates unless the total number of hours in any week worked by any such employee shall exceed the hours customarily worked by full time employees occupying the same position, in which event such employee shall be compensated at one and one-half (1-1/2) times his regular straight time rate for any hours for which a full time employee occupying the same position would be compensated.

Compensation for holidays, vacations, sick leave and bereavement leave shall be a pro rata portion of that provided for herein for full time employees. Permanent part-time employees will receive personal leave days pursuant to the grievance settlement dated 9/20/99, and attached hereto in Appendix E.

- C. The City will provide each employee in the bargaining unit with the opportunity to enroll in a term life insurance policy in an amount equal to his/her annual salary to the lowest thousand at a cost to the employee of seven cents (\$.07) per week per thousand dollars of benefits. For those employees who choose to participate in this term life insurance plan while an active employee the City will provide and pay for a term life insurance policy in the face amount of six thousand (\$6,000) dollars upon retirement from the City.
- D. The City shall furnish all permanent part-time employees covered by this agreement and their families with health benefits equivalent to the health plan in effect for other classified employees covered by this agreement.

Benefit service for pension purposes for permanent part-time employees (employees who are regularly scheduled to work twenty or more hours per week) will be determined as follows:

Employees will receive credit for permanent part-time pension credit on the basis that one thousand eight hundred and twenty (1820) hours equals one full year of service (52 weeks time 35 hours per week). Therefore, pension service credit will be the number of hours (but no more than 1820) divided by 1820.

Total benefit service years (excluding other full-time service which will be determined in the usual manner) will be sum of the amount determined above, for each fiscal year (or portion thereof) that the employee worked. In no event will an employee receive credit for more than one year for any fiscal year.

Weekly pension contributions and the crediting of pension service will be based on the employees regular base weekly schedule and any applicable longevity and/or educational payments. Employees will not be permitted to make contributions on hours in excess of their regular weekly schedule. Furthermore, employees will not receive pension service credit for overtime, leaves of absence without pay, and/or for any hours in excess of their regular schedule.

- E. Permanent part-time employees on the active payroll as of the effective date of this agreement will become eligible for participation in the pension plan and enrollment in the plan will be completed within thirty (30) days.

ARTICLE XX **ACCESS TO RECORDS**

The Union shall have reasonable access during business hours to such employment, compensation and similar data necessary to ascertain whether the terms of this Agreement are being complied with by the City and Board of Education. The data will be provided within two (2) weeks of the submission of the request at no cost to the Union and its members.

ARTICLE XXI **INTERRUPTION OF WORK**

- A. The Union agrees that so long as the City and the Board of Education shall abide by this Agreement and by any decision of an arbitrator as herein provided for, the Union and members of the Union will not cause, sanction or take part in any strike against the City or Board of Education whatsoever (whether sit-down, sit-in, sympathetic, general or of any other kind) walkout, picketing (except informational picketing), stoppage of work, retarding of work or boycott either of a primary or secondary nature, or any other interference with the operation and maintenance of the schools. The City and the Board of Education agree that so long as the

Union shall abide by this Agreement and by any decision of an arbitrator as herein provided for, the City and the Board of Education will not lock out employees covered by this Agreement. The foregoing shall not be deemed in derogation of, but in addition to, any prohibition against strike provided for by Public Law 159, Laws of 1965, or by any other statute or provision of law.

B. Any violation of the foregoing paragraph shall be cause for disciplinary action.

ARTICLE XXII PREROGATIVES OF CITY AND BOARD

Except as herein provided for, the City and the Board of Education shall have the sole right to determine all matters affecting the operation, management and administration of the City and the school system and to direct and control the working force, including the exclusive right to hire and make temporary transfers (other than on account of union activity) for any cause which in the judgment of the City and the Board of Education may affect the efficient operation of the City and the school system, and the City's decision in all such matters shall not be subject to contest or review by the Union or any employee unless arbitrary and capricious.

ARTICLE XXIII DRUG AND ALCOHOL POLICY

(a) Commercial Drivers License

1. The first positive test will result in a three (3) day unpaid suspension with a mandatory referral to EAP. A treatment program will be developed by the provider. The employee shall be obligated to continue and complete the requirements of the program as a condition of continued employment. The employee shall also be subject to all the requirements of the Federal Regulations regarding follow-up drug and alcohol testing.

2. If the employee tests positive for a second time, the employee shall be suspended for five (5) days, and be reevaluated by the EAP provider. The employee shall be required to follow the recommended treatment program and be subject to follow-up drug and alcohol testing. The employee shall not be eligible for any promotion or assignment that would require the employee to drive.

3. If an employee tests positive for a third time, the employee shall be terminated.

4. This agreement does not limit the City's ability to impose more severe discipline, up to and including termination, for underlying misconduct beyond the positive drug and alcohol test.

5. If the employee has not had a further violation of this nature for a period of five (5) years from the original discipline, then the employee's previous discipline shall not be used against him or her after that point in time.

6. If the employee refuses to take the test or does not show up for the test, it will be considered a positive test for the purpose of this agreement.

(b) City Drug and Alcohol Testing

The City of Stamford and the UAW Local #2377 recognize that illegal use of drugs and abuse of alcohol are a threat to the public welfare and a safe work environment. Moreover, it is understood that illegal drug use and alcohol abuse severely lowers productivity and quality of work performed. Therefore, the parties agree to take necessary steps to eliminate illegal drug use and alcohol abuse. As the initial goal of this Drug and Alcohol Testing Policy, and in order to facilitate rehabilitation, the City shall provide assistance towards rehabilitation for any member who seeks such assistance from the City in overcoming an addiction to, dependence on, or problem with drugs and/or alcohol.

1. Random or mass testing is prohibited except for probationary employees.
2. All employees shall report to their places of employment fit and able to perform their required duties and shall not by any improper act render themselves unfit for work.
3. Testing shall only occur if reasonable suspicion to believe an employee is under the influence of illegal drugs, alcohol or chemical substance while on duty. For purposes of this section, reasonable suspicion shall be defined as the quality of proof or evidence that is more than a mere hunch but less than probable cause and must be based on specific objective facts and any rationally derived inferences from those facts about the conduct of an individual that would lead the reasonable person to suspect that an individual is or has been using illegal drugs or abusing prescribed drugs or alcohol while on work time.
4. In the event that testing occurs:
 - A. Said testing shall be conducted by an independent medical laboratory which is not associated with the City and said laboratory shall be required to maintain all information as required by law.
 - B. Each testing sample shall be split in order that a portion of the sample can be retained to be independently tested if requested by the employee to verify the results of the first test. If the sample is not split and a portion retained for use by the employee, the results of the first test shall not be valid.
 - C. If the employee refuses to submit to the test, the test result shall be deemed "positive" and appropriate action, up to and including termination, will be taken.
 - D. The results, if positive, will be forwarded to the Medical Review Officer who shall examine alternate medical explanations for any positive test result. This action could include conducting a medical interview with the individual, review of the individual's medical history, or a review of any other relevant biomedical factors. The Medical Review Officer shall review all medical records made available by the tested individual when a confirmed positive test could have resulted from legally prescribed medication.
 - E. Upon the confirmation of a positive test result, the employee shall be enrolled in a Primary Care Rehabilitation Program. The Department Head will be notified, and kept informed of the employee's status. The type of treatment and the length of the program shall be determined jointly by the Director of the City's Employee Assistance Program and the facility providing the care. Any and all costs incurred above and beyond that which is covered by the employee's insurance policy shall be paid for by the City.
 - F. Rejection of treatment, or failure to complete all aspects of the program, including attendance to all follow-up maintenance meetings shall subject the employee to termination.

5. If as a result of said test it is determined that an employee is under the influence of illegal drugs, alcohol or illegal chemical substance while on duty, the following will occur:

A. The first positive test will result in a three (3) day unpaid suspension with a mandatory referral to EAP. A treatment program will be developed by the provider. The employee shall be obligated to continue and complete the requirements of the program as a condition of continued employment. The employee shall also be subject to all the requirements regarding follow-up drug and alcohol testing.

B. If the employee tests positive for a second time, the employee shall be suspended for five (5) days, and be reevaluated by the EAP provider. The employee shall be required to follow the recommended treatment program and be subject to follow-up drug and alcohol testing. The employee shall not be eligible for any promotion or assignment that would require the employee to drive.

C. If an employee tests positive for a third time, the employee shall be terminated.

6. If an employee voluntarily admits he/she has a problem, and such admission is not the result of an impending test, the employee will be referred to EAP with no disciplinary action.

7. This agreement does not limit the City's ability to impose more severe discipline, up to and including termination, for underlying misconduct beyond the positive drug and alcohol test.

8. Any employee who seeks treatment for any drug or alcohol problem, shall be required to use all accrued sick leave. In the event they exhaust sick leave, they can use any other accrued leave time, while seeking treatment for such condition. Upon successful completion of treatment and a written statement to that effect to the Department, the employee shall be returned to active status without reduction in pay or seniority.

ARTICLE XXIV FAMILY AND MEDICAL LEAVE

Family and medical leave requests shall be governed in accordance with the federal Family and Medical Leave Act. The City is not responsible for providing health insurance benefits beyond that required by law. Employees requesting leave, under the FMLA, for medical purposes (their own or a family member designated under the FMLA), or for the birth/adoption of a child, or the placement of a foster child, must use all accrued paid leave time (vacation, sick and personal) prior to receiving leave without pay. Except that, an employee can preserve two (2) weeks of vacation leave, provided that said vacation can not be used within one (1) month of the end of a family medical leave. Such paid leave time shall be counted towards the twelve (12) weeks allowed under the FMLA. Seniority continues to accrue during FMLA leave, except for the purpose of calculating pension credit. Married couples, who are eligible for FMLA leave, will be allowed to have such leave run separately.

ARTICLE XXV E-911 COMBINED DISPATCH CENTER AND POLICE CLERK MATRON

The following provisions shall apply only to employees of E-911 Combined Dispatch Center and Police Clerk Matrons shall be in addition to those provisions hereof applying to all employees covered by this Agreement.

- A. The hours of work for employees of E-911 Combined Dispatch Center and Police Clerk Matrons are 7:00 a.m. to 3:00 p.m.; 3:00 p.m. to 11:00 p.m.; 11:00 p.m. to 7:00 a.m.; with one (1) hour for lunch, during which time the employee may leave the facility/department.
- B. (1) The parties agree that employees scheduled to work five (5) days during a pay period (which is currently Friday - Thursday) will receive one and one-half (1½) times their regular hourly rate for the (6th consecutive day worked)/1st R/O day worked in the pay period. Furthermore, an employee will receive double (2) times their regular hourly rate for the (7th consecutive day worked)/2nd R/O day worked in the pay period.
- (2) The parties further agree that employees scheduled to work four (4) days during a pay period will receive one and one-half (1½) times their regular hourly rate for the (5th and 6th consecutive day worked)/1st and 2nd R/O day worked in the pay period. Furthermore, an employee will receive double (2) time their regular hourly rate for the (7th consecutive day worked)/3rd R/O day worked in the pay period.
- (3) The parties agree that payment for time and one-half (1½) and double (2) time shall not occur for regularly scheduled work days, holidays excluded.
- (4) The parties agree that any day in which an employee is regularly scheduled to work and uses accrued paid leave time for that day, will have such day charged as though they worked for the purposes of overtime pay under this agreement.
- C. If a vacancy is created other than for overtime purposes on the 11:00 p.m. to 7:00 a.m. shift, the City will first seek volunteers to fill the vacancy. If there are not enough volunteers then the City will fill the vacancy with the least senior Public Safety Dispatcher who has not been involuntarily transferred within the last twelve (12) months to the 11:00 p.m. to 7:00 a.m. shift.
- D. Employees involuntarily and voluntarily placed on the 11:00 p.m. to 7:00 a.m. shift shall not be required to remain on that shift more than three (3) months in any twelve (12) month period. At the end of the three (3) months the involuntarily or voluntarily transferred employee shall revert to rotating shifts of 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. and follow the provisions for those shifts as provided in this Article. An individual may volunteer to remain on the 11:00 p.m. to 7:00 a.m. shift for additional three (3) month periods.
- E. The City will post the Public Safety Dispatchers work schedule one (1) year in advance every January 1. An employee who is not scheduled to work on a holiday as defined in this Agreement shall receive a holiday slip. The holiday slip must be used by the employee within one year from the holiday worked.
- F. An employee who works a holiday will receive one and one-half (1-1/2) times his/her regular straight time pay and, at the employee's option, shall also receive his/her regular straight time pay or shall retain the holiday slip to be used within one year from the holiday worked.
- G. In the event of a confirmed life threatening situation at the Government Center, the Public Safety Dispatchers will be allowed to leave the building.
- H. If a Public Safety Dispatcher is absent and the City decides to fill the vacancy, the City will follow the procedure set forth in Section 2 of the agreement entitled *Settlement Agreement for Public Safety Dispatchers* signed April 23, 1997, attached hereto in Appendix E.

- I. The *Settlement Agreement for Telecommunicators/Public Safety Dispatchers* signed April 23, 1997, the *Settlement Agreement for Public Safety Dispatchers* signed April 23, 1997, the *Memorandum of Agreement* signed June 12, 1997 and the *Memorandum of Understanding* dated December 9, 1997, all attached hereto as Appendix E shall continue in full force and effect except as modified during the 1998/99 negotiations.
- J. Employees hired for the classification of Public Safety Dispatcher will be required to complete a twelve (12) month probationary period. During the second six (6) months of the probationary period, the employee can be terminated for job performance related problems only. Pursuant to Article XIII(A), the City shall have the right in its sole discretion to discharge any employee during such employee's probationary period and it shall not be subject to the arbitration step of the grievance procedure. Probationary employees may use accrued leave after the first six (6) months.

ARTICLE XXVI
PART-TIME PARK POLICE

- A. Each Parks Police Officer shall be eligible for the same benefits as any permanent part-time employee except as follows:
 1. Each officer shall receive a uniform allowance of one hundred dollars (\$100) per fiscal year, provided they work on average at least two (2) shifts per week in the prior fiscal year. Such allowance will be payable in December of each fiscal year.
 2. Overtime after forty (40) hours, every attempt will be made to distribute overtime as equitably as practicable among the part-timers.
 3. Employees shall receive shift differential as outlined in Article IV of the Collective Bargaining Agreement.
 4. Part-time Park Police wage rates will be adjusted as follows:
 - a. Effective January 1, 2015 \$26.62
 - b. Effective July 1, 2015, all wage rates in effect on June 30, 2015 will be increased by two and one quarter percent (2.25%); and
 - c. Effective July 1, 2016, all wage rates in effect on June 30, 2015 will be increased by two and one-half percent (2.50%).
- B. The above represents the total package of benefits for parks police officers.
- C. Notwithstanding the above, the City retains the right to utilize law enforcement personnel from other bargaining units to perform law enforcements duties, provided that it does not impact the incumbent park police employees' current work schedule or their ability to perform their duties or their eligibility for overtime assignments.

ARTICLE XXVII
OFFICE SUPPORT SPECIALIST TRAINING

- A. Employee's who have not yet passed the OSS examination will be given special consideration and individual training for the OSS exam. The cost of such consideration and training will be borne entirely by the training and tuition fund set forth in Article XXIX.
- B. Employees will be reimbursed for the cost of tuition for computer classes taken prior to the execution of this agreement, in preparation for taking the OSS examination. The cost of such courses will be borne entirely by the training and tuition fund set forth herein.

ARTICLE XXVIII
HEALTH AND SAFETY COMMITTEE

The City recognizes its obligation to provide a safe and healthy workplace. The City and the Union agree that cooperation and mutual understanding between the parties is essential to promoting the health, safety and welfare of the Employees and maintaining high standards of public service. Accordingly, the parties agree to set up a Joint Committee, consisting of three (3) Union Employee representatives and three (3) management representatives. The Joint Committee shall meet quarterly, or at a frequency it determines, to discuss problems and exchange views and suggest solutions related to health and safety. Such meetings shall not constitute negotiations. Where practicable, grievances concerning health and safety will be presented to the Joint Committee for suggested solutions prior to arbitration, such suggested solutions will not be offered during arbitration. Unless mutually agreed, arbitrations concerning health and safety will be submitted to the American Arbitration Association (AAA).

ARTICLE XXIX
TUITION AND TRAINING

- A. The City agrees to create a tuition and training fund for employees covered by this agreement. The fund will be administered by two (2) representatives from the Union and two (2) representatives from the City. Requests for tuition or training must be pre-approved by a majority vote of the committee. Tuition or training requests shall be approved on the basis that the tuition or training will allow the employee to enhance his/her current skills or proficiency and enable them to enhance their job performance, or provide skills enhancement that will directly assist their ability for promotional opportunities. Requests for tuition may include reimbursement for books. Tuition reimbursement will be paid within sixty (60) days upon receipt of evidence of completion of the course(s) with a grade of C or better. Probationary and seasonal employees are not eligible for the tuition or training fund.
- B. The tuition and training fund will be One Hundred Thousand Dollars (\$100,000) per fiscal year. Any funds remaining in the tuition and training fund at the end of the fiscal year will not carry-over.
- C. The City shall not spend more than 25% of the Tuition and Training fund on training required for a single classification, absent the agreement of the Union.
- D. The City will explore the possibility of providing staff development and training on line for employees.

ARTICLE XXX
MILITARY LEAVE

An employee, who is a member of the reserve corps of any branch of the armed forces of the United States, as defined by section 27-103, shall be entitled to be absent from his or her duties or services while engaged in required field training in such reserve corps. The period of paid absence in any calendar year shall not exceed fifteen (15) working days. During these fifteen (15) working days, employees will receive full pay from the City.

ARTICLE XXXI
TERMS AND SCOPE OF AGREEMENT

- A. This Agreement shall go into effect upon ratification and approval of the City Boards. The provisions hereof shall be retroactive to July 1, 2010, including wages, overtime, differentials and holiday pay, clothing and tool allowances and longevity bonuses, unless otherwise specifically provided for herein.
- B. The length of agreement will be from July 1, 2010 through June 30, 2017; however, the pension and retiree health care provisions of this agreement shall not expire on June 30, 2017, and shall continue in effect unchanged absent mutual agreement otherwise until 2025. With respect to the provisions of the agreement expiring on June 30, 2017, an arbitrator's award on a successor agreement if necessary shall be due no later than January 1, 2018.

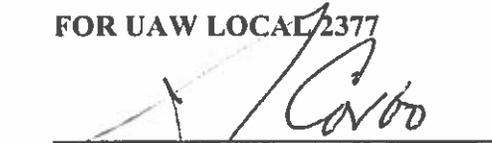
SIGNED THIS THE ____ DAY OF FEBRUARY, 2015.

Approved 11/5/14 By Bd of Ref.

FOR THE CITY OF STAMFORD

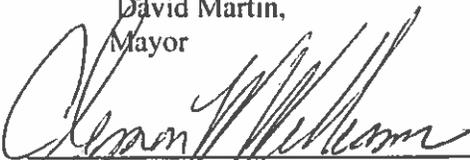
FOR UAW LOCAL 2377



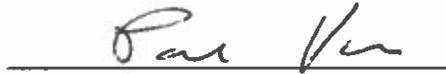


David Martin,
Mayor

Alison Corbo
President



Clemon W. Williams
Director of Human Resources

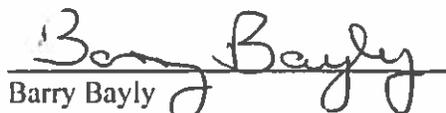


Paul Vakos
Chief Steward/2nd V.P.

**FOR THE INTERNATIONAL
UNION-UAW**



Julie Kushner
Regional Director



Barry Bayly
International Representative

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377

5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-01	Step A	Hrs. Week	\$15.65	\$15.65	\$15.97	\$16.29	\$16.61	\$16.98	\$17.41
		35 hours	\$28,487.88	\$28,487.88	\$29,057.63	\$29,638.79	\$30,231.56	\$30,911.77	\$31,684.57
		37.5 hours	\$30,522.72	\$30,522.72	\$31,133.18	\$31,755.84	\$32,390.96	\$33,119.76	\$33,947.75
		40 hours	\$32,557.57	\$32,557.57	\$33,208.72	\$33,872.90	\$34,550.36	\$35,327.74	\$36,210.93
	Step B	Hrs. Week	\$16.32	\$16.32	\$16.64	\$16.98	\$17.32	\$17.71	\$18.15
		35 hours	\$29,698.80	\$29,698.80	\$30,292.78	\$30,898.64	\$31,516.61	\$32,225.73	\$33,031.38
		37.5 hours	\$31,820.15	\$31,820.15	\$32,456.55	\$33,105.68	\$33,767.79	\$34,527.57	\$35,390.76
		40 hours	\$33,941.49	\$33,941.49	\$34,620.32	\$35,312.73	\$36,018.98	\$36,829.41	\$37,750.14
	Step C	Hrs. Week	\$17.01	\$17.01	\$17.35	\$17.70	\$18.05	\$18.46	\$18.92
		35 hours	\$30,963.08	\$30,963.08	\$31,582.34	\$32,213.99	\$32,858.27	\$33,597.58	\$34,437.52
		37.5 hours	\$33,174.73	\$33,174.73	\$33,838.22	\$34,514.99	\$35,205.29	\$35,997.41	\$36,897.34
		40 hours	\$35,386.38	\$35,386.38	\$36,094.10	\$36,815.99	\$37,552.31	\$38,397.23	\$39,357.16
	Step D	Hrs. Week	\$17.73	\$17.73	\$18.09	\$18.45	\$18.82	\$19.24	\$19.72
		35 hours	\$32,275.35	\$32,275.35	\$32,920.86	\$33,579.27	\$34,250.86	\$35,021.50	\$35,897.04
		37.5 hours	\$34,580.73	\$34,580.73	\$35,272.34	\$35,977.79	\$36,697.35	\$37,523.04	\$38,461.11
		40 hours	\$36,886.11	\$36,886.11	\$37,623.83	\$38,376.31	\$39,143.84	\$40,024.57	\$41,025.19
	Step E	Hrs. Week	\$18.49	\$18.49	\$18.86	\$19.24	\$19.62	\$20.06	\$20.56
		35 hours	\$33,649.38	\$33,649.38	\$34,322.36	\$35,008.81	\$35,708.99	\$36,512.44	\$37,425.25
		37.5 hours	\$36,052.90	\$36,052.90	\$36,773.96	\$37,509.44	\$38,259.63	\$39,120.47	\$40,098.48
		40 hours	\$38,456.43	\$38,456.43	\$39,225.56	\$40,010.07	\$40,810.27	\$41,728.50	\$42,771.72

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6-30-11 Hourly 2%	7-1-2011 - 6-30-12 0%	7-1-2012 Hourly 2%	7-1-13 Hourly 2%	7-1-14 Hourly 2%	7-1-15 Hourly 2.25%	7-1-16 Hourly 2.5%
S-02	Step A	Hrs. Week	\$16.51	\$16.51	\$16.84	\$17.18	\$17.52	\$17.92	\$18.37
		35 hours	\$30,055.41	\$30,055.41	\$30,656.52	\$31,269.65	\$31,895.04	\$32,612.68	\$33,428.00
		37.5 hours	\$32,202.22	\$32,202.22	\$32,846.27	\$33,503.19	\$34,173.26	\$34,942.16	\$35,815.71
		40 hours	\$34,349.04	\$34,349.04	\$35,036.02	\$35,736.74	\$36,451.48	\$37,271.63	\$38,203.42
	Step B	Hrs. Week	\$17.22	\$17.22	\$17.56	\$17.91	\$18.27	\$18.68	\$19.15
		35 hours	\$31,334.41	\$31,334.41	\$31,961.10	\$32,600.32	\$33,252.32	\$34,000.50	\$34,850.51
		37.5 hours	\$33,572.58	\$33,572.58	\$34,244.03	\$34,928.91	\$35,627.49	\$36,429.11	\$37,339.84
		40 hours	\$35,810.75	\$35,810.75	\$36,526.97	\$37,257.51	\$38,002.66	\$38,857.72	\$39,829.16
	Step C	Hrs. Week	\$17.95	\$17.95	\$18.31	\$18.67	\$19.05	\$19.47	\$19.96
		35 hours	\$32,663.50	\$32,663.50	\$33,316.77	\$33,983.11	\$34,662.77	\$35,442.68	\$36,328.75
		37.5 hours	\$34,996.61	\$34,996.61	\$35,696.54	\$36,410.47	\$37,138.68	\$37,974.30	\$38,923.66
		40 hours	\$37,329.72	\$37,329.72	\$38,076.31	\$38,837.84	\$39,614.59	\$40,505.92	\$41,518.57
	Step D	Hrs. Week	\$18.71	\$18.71	\$19.09	\$19.47	\$19.86	\$20.30	\$20.81
		35 hours	\$34,053.98	\$34,053.98	\$34,735.06	\$35,429.76	\$36,138.35	\$36,951.46	\$37,875.25
		37.5 hours	\$36,486.40	\$36,486.40	\$37,216.13	\$37,960.45	\$38,719.66	\$39,590.86	\$40,580.63
		40 hours	\$38,918.83	\$38,918.83	\$39,697.23	\$40,491.15	\$41,300.97	\$42,230.25	\$43,286.00
	Step E	Hrs. Week	\$19.51	\$19.51	\$19.90	\$20.29	\$20.70	\$21.17	\$21.70
		35 hours	\$35,501.43	\$35,501.43	\$36,211.46	\$36,935.69	\$37,674.40	\$38,522.08	\$39,485.13
		37.5 hours	\$38,037.25	\$38,037.25	\$38,797.99	\$39,573.05	\$40,365.43	\$41,273.65	\$42,305.49
		40 hours	\$40,573.06	\$40,573.06	\$41,384.52	\$42,212.21	\$43,056.46	\$44,025.23	\$45,125.86

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377

5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-03	Step A	Hrs. Week	\$17.44	\$17.44	\$17.79	\$18.15	\$18.51	\$18.93	\$19.40
		35 hours	\$31,748.95	\$31,748.95	\$32,383.93	\$33,031.61	\$33,692.24	\$34,450.31	\$35,311.57
		37.5 hours	\$34,016.73	\$34,016.73	\$34,697.07	\$35,391.01	\$36,098.83	\$36,911.05	\$37,833.83
		40 hours	\$36,284.51	\$36,284.51	\$37,010.20	\$37,750.41	\$38,505.42	\$39,371.79	\$40,356.08
	Step B	Hrs. Week	\$18.18	\$18.18	\$18.55	\$18.92	\$19.30	\$19.73	\$20.23
		35 hours	\$33,096.59	\$33,096.59	\$33,758.52	\$34,433.69	\$35,122.37	\$35,912.62	\$36,810.44
		37.5 hours	\$35,460.63	\$35,460.63	\$36,169.85	\$36,893.24	\$37,631.11	\$38,477.81	\$39,439.75
		40 hours	\$37,824.68	\$37,824.68	\$38,581.17	\$39,352.79	\$40,139.85	\$41,043.00	\$42,069.07
	Step C	Hrs. Week	\$18.96	\$18.96	\$19.34	\$19.72	\$20.12	\$20.57	\$21.09
		35 hours	\$34,503.70	\$34,503.70	\$35,193.77	\$35,897.65	\$36,615.60	\$37,439.45	\$38,375.44
		37.5 hours	\$36,968.25	\$36,968.25	\$37,707.62	\$38,461.77	\$39,231.00	\$40,113.70	\$41,116.54
		40 hours	\$39,432.80	\$39,432.80	\$40,221.46	\$41,025.89	\$41,846.40	\$42,787.95	\$43,857.65
	Step D	Hrs. Week	\$19.76	\$19.76	\$20.16	\$20.56	\$20.97	\$21.44	\$21.98
		35 hours	\$35,969.32	\$35,969.32	\$36,688.71	\$37,422.48	\$38,170.93	\$39,029.77	\$40,005.52
		37.5 hours	\$38,538.56	\$38,538.56	\$39,309.33	\$40,095.51	\$40,897.42	\$41,817.62	\$42,863.06
		40 hours	\$41,107.79	\$41,107.79	\$41,929.95	\$42,768.55	\$43,623.92	\$44,605.46	\$45,720.59
	Step E	Hrs. Week	\$20.60	\$20.60	\$21.02	\$21.44	\$21.87	\$22.36	\$22.92
		35 hours	\$37,499.76	\$37,499.76	\$38,249.75	\$39,014.75	\$39,795.04	\$40,690.43	\$41,707.69
		37.5 hours	\$40,178.31	\$40,178.31	\$40,981.88	\$41,801.51	\$42,637.55	\$43,596.89	\$44,686.81
		40 hours	\$42,856.87	\$42,856.87	\$43,714.00	\$44,588.28	\$45,480.05	\$46,503.35	\$47,665.93

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-04	Step A	Hrs. Week	\$18.45	\$18.45	\$18.82	\$19.19	\$19.58	\$20.02	\$20.52
		35 hours	\$33,577.87	\$33,577.87	\$34,249.42	\$34,934.41	\$35,633.10	\$36,434.84	\$37,345.71
		37.5 hours	\$35,976.28	\$35,976.28	\$36,695.81	\$37,429.73	\$38,178.32	\$39,037.33	\$40,013.27
		40 hours	\$38,374.70	\$38,374.70	\$39,142.20	\$39,925.04	\$40,723.54	\$41,639.82	\$42,680.82
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step B	Hrs. Week	\$19.23	\$19.23	\$19.62	\$20.01	\$20.41	\$20.87	\$21.39
		35 hours	\$35,003.52	\$35,003.52	\$35,703.59	\$36,417.66	\$37,146.02	\$37,981.80	\$38,931.35
		37.5 hours	\$37,503.77	\$37,503.77	\$38,253.85	\$39,018.92	\$39,799.30	\$40,694.79	\$41,712.16
		40 hours	\$40,004.02	\$40,004.02	\$40,804.10	\$41,620.19	\$42,452.59	\$43,407.77	\$44,492.97
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step C	Hrs. Week	\$20.05	\$20.05	\$20.45	\$20.86	\$21.28	\$21.76	\$22.30
		35 hours	\$36,490.75	\$36,490.75	\$37,220.56	\$37,964.97	\$38,724.27	\$39,595.57	\$40,585.46
		37.5 hours	\$39,097.23	\$39,097.23	\$39,879.17	\$40,676.76	\$41,490.29	\$42,423.82	\$43,484.42
		40 hours	\$41,703.71	\$41,703.71	\$42,537.78	\$43,388.54	\$44,256.31	\$45,252.08	\$46,383.38
	Step D	Hrs. Week	\$20.90	\$20.90	\$21.32	\$21.75	\$22.18	\$22.68	\$23.25
		35 hours	\$38,042.98	\$38,042.98	\$38,803.84	\$39,579.92	\$40,371.52	\$41,279.88	\$42,311.87
		37.5 hours	\$40,760.34	\$40,760.34	\$41,575.55	\$42,407.06	\$43,255.20	\$44,228.44	\$45,334.15
		40 hours	\$43,477.69	\$43,477.69	\$44,347.25	\$45,234.19	\$46,138.88	\$47,177.00	\$48,356.43
	Step E	Hrs. Week	\$21.79	\$21.79	\$22.23	\$22.67	\$23.13	\$23.65	\$24.24
		35 hours	\$39,660.04	\$39,660.04	\$40,453.24	\$41,262.30	\$42,087.55	\$43,034.52	\$44,110.38
		37.5 hours	\$42,492.90	\$42,492.90	\$43,342.76	\$44,209.61	\$45,093.50	\$46,108.41	\$47,261.12
		40 hours	\$45,325.76	\$45,325.76	\$46,232.27	\$47,156.92	\$48,100.06	\$49,182.31	\$50,411.87

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377

5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011- 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-05	Step A	Ers. Week	\$19.54	\$19.54	\$19.93	\$20.32	\$20.73	\$21.20	\$21.73
		35 hours	\$35,554.59	\$35,554.59	\$36,265.68	\$36,990.99	\$37,730.81	\$38,579.75	\$39,544.25
		37.5 hours	\$38,094.20	\$38,094.20	\$38,856.08	\$39,633.20	\$40,425.87	\$41,335.45	\$42,368.84
		40 hours	\$40,633.81	\$40,633.81	\$41,446.49	\$42,275.42	\$43,120.93	\$44,091.15	\$45,193.43
	Step B	Ers. Week	\$20.37	\$20.37	\$20.77	\$21.19	\$21.61	\$22.10	\$22.65
		35 hours	\$37,065.33	\$37,065.33	\$37,806.64	\$38,562.77	\$39,334.02	\$40,219.04	\$41,224.52
		37.5 hours	\$39,712.85	\$39,712.85	\$40,507.11	\$41,317.25	\$42,143.60	\$43,091.83	\$44,169.12
		40 hours	\$42,360.38	\$42,360.38	\$43,207.58	\$44,071.74	\$44,953.17	\$45,964.62	\$47,113.73
	Step C	Ers. Week	\$21.23	\$21.23	\$21.66	\$22.09	\$22.53	\$23.04	\$23.61
		35 hours	\$38,640.89	\$38,640.89	\$39,413.71	\$40,201.99	\$41,006.03	\$41,928.66	\$42,976.88
		37.5 hours	\$41,400.96	\$41,400.96	\$42,228.98	\$43,073.56	\$43,935.03	\$44,923.57	\$46,046.65
		40 hours	\$44,161.02	\$44,161.02	\$45,044.24	\$45,945.13	\$46,864.03	\$47,918.47	\$49,116.43
	Step D	Ers. Week	\$22.13	\$22.13	\$22.58	\$23.03	\$23.49	\$24.02	\$24.62
		35 hours	\$40,284.53	\$40,284.53	\$41,090.22	\$41,912.02	\$42,750.26	\$43,712.14	\$44,804.95
		37.5 hours	\$43,161.99	\$43,161.99	\$44,025.23	\$44,905.74	\$45,803.85	\$46,834.44	\$48,005.30
		40 hours	\$46,039.46	\$46,039.46	\$46,960.25	\$47,899.45	\$48,857.44	\$49,956.74	\$51,205.65
	Step E	Ers. Week	\$23.07	\$23.07	\$23.54	\$24.01	\$24.49	\$25.04	\$25.66
		35 hours	\$41,995.09	\$41,995.09	\$42,834.99	\$43,691.69	\$44,565.52	\$45,568.24	\$46,707.45
		37.5 hours	\$44,994.73	\$44,994.73	\$45,894.63	\$46,812.52	\$47,748.77	\$48,823.12	\$50,043.70
		40 hours	\$47,994.38	\$47,994.38	\$48,954.27	\$49,933.36	\$50,932.02	\$52,077.99	\$53,379.94

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-06	Step A	Hrs. Week	\$20.71	\$20.71	\$21.13	\$21.55	\$21.98	\$22.47	\$23.04
		35 hours	\$37,694.60	\$37,694.60	\$38,448.49	\$39,217.46	\$40,001.81	\$40,901.85	\$41,924.40
		37.5 hours	\$40,387.07	\$40,387.07	\$41,194.81	\$42,018.71	\$42,859.08	\$43,823.41	\$44,919.00
		40 hours	\$43,079.54	\$43,079.54	\$43,941.13	\$44,819.96	\$45,716.35	\$46,744.97	\$47,913.60
	Step B	Hrs. Week	\$21.59	\$21.59	\$22.02	\$22.46	\$22.91	\$23.43	\$24.01
		35 hours	\$39,297.31	\$39,297.31	\$40,083.26	\$40,884.93	\$41,702.62	\$42,640.93	\$43,706.96
		37.5 hours	\$42,104.27	\$42,104.27	\$42,946.35	\$43,805.28	\$44,681.38	\$45,686.71	\$46,828.88
		40 hours	\$44,911.22	\$44,911.22	\$45,809.41	\$46,725.63	\$47,660.14	\$48,732.50	\$49,950.81
	Step C	Hrs. Week	\$22.51	\$22.51	\$22.96	\$23.42	\$23.89	\$24.42	\$25.03
		35 hours	\$40,965.81	\$40,965.81	\$41,785.12	\$42,620.82	\$43,473.24	\$44,451.39	\$45,562.67
		37.5 hours	\$43,891.94	\$43,891.94	\$44,769.77	\$45,665.17	\$46,578.47	\$47,626.49	\$48,817.15
		40 hours	\$46,818.06	\$46,818.06	\$47,754.43	\$48,709.51	\$49,683.70	\$50,801.59	\$52,071.63
	Step D	Hrs. Week	\$23.47	\$23.47	\$23.94	\$24.41	\$24.90	\$25.46	\$26.10
		35 hours	\$42,708.10	\$42,708.10	\$43,562.27	\$44,433.51	\$45,322.18	\$46,341.93	\$47,500.48
		37.5 hours	\$45,755.68	\$45,755.68	\$46,673.86	\$47,607.33	\$48,559.48	\$49,652.07	\$50,893.37
		40 hours	\$48,809.26	\$48,809.26	\$49,785.45	\$50,781.16	\$51,796.78	\$52,962.21	\$54,286.26
	Step E	Hrs. Week	\$24.46	\$24.46	\$24.95	\$25.45	\$25.96	\$26.54	\$27.21
		35 hours	\$44,523.44	\$44,523.44	\$45,413.91	\$46,322.19	\$47,248.64	\$48,311.73	\$49,519.52
		37.5 hours	\$47,703.69	\$47,703.69	\$48,657.76	\$49,630.92	\$50,623.54	\$51,762.87	\$53,056.63
		40 hours	\$50,883.94	\$50,883.94	\$51,901.62	\$52,939.65	\$53,998.44	\$55,213.41	\$56,593.74

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-07	Step A	Hrs. Week	\$21.99	\$21.99	\$22.42	\$22.87	\$23.33	\$23.86	\$24.45
		35 hours	\$40,013.20	\$40,013.20	\$40,813.47	\$41,629.74	\$42,462.33	\$43,317.73	\$44,503.18
		37.5 hours	\$42,871.29	\$42,871.29	\$43,728.71	\$44,603.29	\$45,495.35	\$46,519.00	\$47,681.97
		40 hours	\$45,729.37	\$45,729.37	\$46,643.56	\$47,576.84	\$48,528.38	\$49,620.27	\$50,860.77
	Step B	Hrs. Week	\$22.92	\$22.92	\$23.38	\$23.85	\$24.32	\$24.87	\$25.49
		35 hours	\$41,713.63	\$41,713.63	\$42,547.90	\$43,398.86	\$44,266.83	\$45,162.84	\$46,394.41
		37.5 hours	\$44,693.17	\$44,693.17	\$45,587.03	\$46,498.77	\$47,428.75	\$48,395.90	\$49,708.29
		40 hours	\$47,672.71	\$47,672.71	\$48,626.17	\$49,598.69	\$50,590.67	\$51,728.96	\$53,022.18
	Step C	Hrs. Week	\$23.89	\$23.89	\$24.37	\$24.86	\$25.36	\$25.93	\$26.57
		35 hours	\$43,485.75	\$43,485.75	\$44,355.47	\$45,242.58	\$46,147.43	\$47,183.75	\$48,365.39
		37.5 hours	\$46,591.88	\$46,591.88	\$47,523.72	\$48,474.19	\$49,443.67	\$50,556.16	\$51,820.06
		40 hours	\$49,698.00	\$49,698.00	\$50,691.56	\$51,705.80	\$52,739.92	\$53,926.57	\$55,274.73
	Step D	Hrs. Week	\$24.91	\$24.91	\$25.41	\$25.92	\$26.43	\$27.03	\$27.70
		35 hours	\$45,334.36	\$45,334.36	\$46,241.05	\$47,165.87	\$48,109.19	\$49,191.65	\$50,421.44
		37.5 hours	\$48,572.53	\$48,572.53	\$49,543.58	\$50,534.86	\$51,545.56	\$52,705.33	\$54,022.97
		40 hours	\$51,810.70	\$51,810.70	\$52,846.91	\$53,903.85	\$54,981.93	\$56,219.02	\$57,624.50
	Step E	Hrs. Week	\$25.97	\$25.97	\$26.49	\$27.02	\$27.56	\$28.18	\$28.88
		35 hours	\$47,261.56	\$47,261.56	\$48,206.79	\$49,170.93	\$50,154.35	\$51,282.82	\$52,564.89
		37.5 hours	\$50,637.39	\$50,637.39	\$51,650.13	\$52,683.14	\$53,736.80	\$54,945.88	\$56,319.52
		40 hours	\$54,013.21	\$54,013.21	\$55,093.48	\$56,195.35	\$57,319.25	\$58,608.94	\$60,074.16

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-08	Step A	Hrs. Week	\$23.37	\$23.37	\$23.83	\$24.31	\$24.80	\$25.35	\$25.99
		35 hours	\$42,524.73	\$42,524.73	\$43,375.23	\$44,242.73	\$45,127.59	\$46,142.96	\$47,296.53
		37.5 hours	\$45,562.22	\$45,562.22	\$46,473.46	\$47,402.93	\$48,350.99	\$49,438.89	\$50,674.86
		40 hours	\$48,599.70	\$48,599.70	\$49,571.69	\$50,563.12	\$51,574.39	\$52,734.81	\$54,053.18
	Step B	Hrs. Week	\$24.36	\$24.36	\$24.85	\$25.34	\$25.85	\$26.43	\$27.09
		35 hours	\$44,333.38	\$44,333.38	\$45,220.05	\$46,124.45	\$47,046.94	\$48,105.50	\$49,308.13
		37.5 hours	\$47,500.05	\$47,500.05	\$48,450.05	\$49,419.06	\$50,407.44	\$51,541.60	\$52,830.14
		40 hours	\$50,666.72	\$50,666.72	\$51,680.66	\$52,713.66	\$53,767.93	\$54,977.71	\$56,352.15
	Step C	Hrs. Week	\$25.39	\$25.39	\$25.90	\$26.42	\$26.95	\$27.55	\$28.24
		35 hours	\$46,217.18	\$46,217.18	\$47,141.52	\$48,084.35	\$49,046.04	\$50,149.57	\$51,403.31
		37.5 hours	\$49,518.40	\$49,518.40	\$50,508.77	\$51,518.95	\$52,549.32	\$53,731.68	\$55,074.98
		40 hours	\$52,819.63	\$52,819.63	\$53,876.62	\$54,953.54	\$56,052.61	\$57,313.80	\$58,746.64
	Step D	Hrs. Week	\$26.47	\$26.47	\$27.00	\$27.54	\$28.09	\$28.73	\$29.44
		35 hours	\$48,180.51	\$48,180.51	\$49,144.12	\$50,127.00	\$51,129.54	\$52,279.96	\$53,586.96
		37.5 hours	\$51,621.98	\$51,621.98	\$52,654.42	\$53,707.50	\$54,781.65	\$56,014.24	\$57,414.60
		40 hours	\$55,063.44	\$55,063.44	\$56,164.71	\$57,288.01	\$58,433.77	\$59,748.52	\$61,242.24
	Step E	Hrs. Week	\$27.60	\$27.60	\$28.15	\$28.71	\$29.29	\$29.95	\$30.70
		35 hours	\$50,231.23	\$50,231.23	\$51,235.86	\$52,260.57	\$53,305.78	\$54,505.16	\$55,867.79
		37.5 hours	\$53,819.18	\$53,819.18	\$54,895.56	\$55,993.47	\$57,113.34	\$58,398.39	\$59,858.35
		40 hours	\$57,407.12	\$57,407.12	\$58,555.26	\$59,726.37	\$60,920.90	\$62,291.62	\$63,848.91

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-09	Step A	Hrs. Week	\$24.86	\$24.86	\$25.36	\$25.87	\$26.38	\$26.98	\$27.65
		35 hours	\$45,249.66	\$45,249.66	\$46,154.65	\$47,077.74	\$48,019.30	\$49,099.73	\$50,327.23
		37.5 hours	\$48,481.78	\$48,481.78	\$49,451.41	\$50,440.44	\$51,449.25	\$52,606.86	\$53,922.03
		40 hours	\$51,713.89	\$51,713.89	\$52,748.17	\$53,803.14	\$54,879.20	\$56,113.98	\$57,516.83
	Step B	Hrs. Week	\$25.92	\$25.92	\$26.44	\$26.97	\$27.51	\$28.13	\$28.83
		35 hours	\$47,174.75	\$47,174.75	\$48,118.25	\$49,080.61	\$50,062.22	\$51,188.62	\$52,468.34
		37.5 hours	\$50,544.38	\$50,544.38	\$51,555.26	\$52,586.37	\$53,638.10	\$54,844.95	\$56,216.08
		40 hours	\$53,914.00	\$53,914.00	\$54,992.28	\$56,092.13	\$57,213.97	\$58,501.28	\$59,963.82
	Step C	Hrs. Week	\$27.02	\$27.02	\$27.56	\$28.11	\$28.68	\$29.32	\$30.05
		35 hours	\$49,180.15	\$49,180.15	\$50,163.76	\$51,167.03	\$52,190.37	\$53,364.66	\$54,698.77
		37.5 hours	\$52,693.02	\$52,693.02	\$53,746.88	\$54,821.82	\$55,918.26	\$57,176.42	\$58,605.83
		40 hours	\$56,205.89	\$56,205.89	\$57,330.01	\$58,476.61	\$59,646.14	\$60,988.18	\$62,512.88
	Step D	Hrs. Week	\$28.17	\$28.17	\$28.73	\$29.31	\$29.89	\$30.57	\$31.33
		35 hours	\$51,270.07	\$51,270.07	\$52,295.47	\$53,341.38	\$54,408.21	\$55,632.39	\$57,023.20
		37.5 hours	\$54,932.22	\$54,932.22	\$56,030.86	\$57,151.48	\$58,294.51	\$59,606.14	\$61,096.29
		40 hours	\$58,594.37	\$58,594.37	\$59,766.25	\$60,961.58	\$62,180.81	\$63,579.88	\$65,169.37
	Step E	Hrs. Week	\$29.37	\$29.37	\$29.95	\$30.55	\$31.16	\$31.87	\$32.66
		35 hours	\$53,446.80	\$53,446.80	\$54,515.73	\$55,606.05	\$56,718.17	\$57,994.33	\$59,444.18
		37.5 hours	\$57,264.42	\$57,264.42	\$58,409.71	\$59,577.91	\$60,769.46	\$62,136.78	\$63,690.20
		40 hours	\$61,082.05	\$61,082.05	\$62,303.69	\$63,549.77	\$64,820.76	\$66,279.23	\$67,936.21

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377

5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-10	Step A	Hrs. Week	\$26.49	\$26.49	\$27.02	\$27.56	\$28.11	\$28.74	\$29.46
		35 hours	\$48,210.72	\$48,210.72	\$49,174.94	\$50,158.44	\$51,161.60	\$52,312.74	\$53,620.56
		37.5 hours	\$51,654.35	\$51,654.35	\$52,687.41	\$53,741.18	\$54,816.01	\$56,049.37	\$57,450.60
		40 hours	\$55,097.97	\$55,097.97	\$56,199.93	\$57,323.93	\$58,470.41	\$59,785.99	\$61,280.64
	Step B	Hrs. Week	\$27.62	\$27.62	\$28.17	\$28.73	\$29.31	\$29.96	\$30.71
		35 hours	\$50,259.34	\$50,259.34	\$51,264.52	\$52,289.82	\$53,335.61	\$54,535.66	\$55,899.05
		37.5 hours	\$53,849.29	\$53,849.29	\$54,926.28	\$56,024.80	\$57,145.30	\$58,431.07	\$59,891.84
		40 hours	\$57,439.24	\$57,439.24	\$58,588.03	\$59,759.79	\$60,954.98	\$62,226.47	\$63,884.63
	Step C	Hrs. Week	\$28.79	\$28.79	\$29.36	\$29.95	\$30.55	\$31.24	\$32.02
		35 hours	\$52,396.10	\$52,396.10	\$53,444.02	\$54,512.90	\$55,603.16	\$56,854.23	\$58,275.59
		37.5 hours	\$56,138.68	\$56,138.68	\$57,261.45	\$58,406.68	\$59,574.82	\$60,915.25	\$62,438.13
		40 hours	\$59,881.26	\$59,881.26	\$61,078.88	\$62,300.46	\$63,546.47	\$64,976.27	\$66,600.67
	Step D	Hrs. Week	\$30.01	\$30.01	\$30.61	\$31.23	\$31.85	\$32.57	\$33.38
		35 hours	\$54,624.45	\$54,624.45	\$55,716.94	\$56,831.28	\$57,967.91	\$59,272.18	\$60,753.99
		37.5 hours	\$58,526.20	\$58,526.20	\$59,696.72	\$60,890.66	\$62,108.47	\$63,505.91	\$65,093.56
		40 hours	\$62,427.95	\$62,427.95	\$63,676.51	\$64,950.04	\$66,249.04	\$67,739.64	\$69,433.13
	Step E	Hrs. Week	\$31.29	\$31.29	\$31.91	\$32.55	\$33.20	\$33.95	\$34.80
		35 hours	\$56,944.39	\$56,944.39	\$58,083.28	\$59,244.95	\$60,429.85	\$61,759.52	\$63,334.26
		37.5 hours	\$61,011.85	\$61,011.85	\$62,232.09	\$63,476.73	\$64,746.26	\$66,203.06	\$67,858.13
		40 hours	\$65,079.31	\$65,079.31	\$66,380.89	\$67,708.51	\$69,062.65	\$70,616.59	\$72,382.01

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377

5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-11	Step A	Hrs. Week	\$28.26	\$28.26	\$28.82	\$29.40	\$29.99	\$30.66	\$31.43
		35 hours	\$51,426.67	\$51,426.67	\$52,455.20	\$53,504.31	\$54,574.39	\$55,802.32	\$57,197.38
		37.5 hours	\$55,100.00	\$55,100.00	\$56,202.00	\$57,326.04	\$58,472.57	\$59,788.20	\$61,282.90
		40 hours	\$58,773.34	\$58,773.34	\$59,948.80	\$61,147.78	\$62,370.74	\$63,774.08	\$65,368.43
	Step B	Hrs. Week	\$29.46	\$29.46	\$30.05	\$30.63	\$31.26	\$31.96	\$32.76
		35 hours	\$53,613.53	\$53,613.53	\$54,685.80	\$55,779.52	\$56,895.11	\$58,175.25	\$59,629.63
		37.5 hours	\$57,443.07	\$57,443.07	\$58,591.93	\$59,763.77	\$60,959.04	\$62,330.62	\$63,888.89
		40 hours	\$61,272.61	\$61,272.61	\$62,498.06	\$63,748.02	\$65,022.98	\$66,486.00	\$68,148.15
	Step C	Hrs. Week	\$30.71	\$30.71	\$31.32	\$31.95	\$32.59	\$33.32	\$34.15
		35 hours	\$55,890.07	\$55,890.07	\$57,007.87	\$58,148.03	\$59,310.99	\$60,645.48	\$62,161.62
		37.5 hours	\$59,882.21	\$59,882.21	\$61,079.86	\$62,301.46	\$63,547.48	\$64,977.30	\$66,601.74
		40 hours	\$63,874.36	\$63,874.36	\$65,151.85	\$66,454.89	\$67,783.98	\$69,309.12	\$71,041.85
	Step D	Hrs. Week	\$32.01	\$32.01	\$32.66	\$33.31	\$33.97	\$34.74	\$35.61
		35 hours	\$58,266.99	\$58,266.99	\$59,432.33	\$60,620.97	\$61,833.39	\$63,224.65	\$64,805.26
		37.5 hours	\$62,428.92	\$62,428.92	\$63,677.49	\$64,951.04	\$66,250.07	\$67,740.69	\$69,434.21
		40 hours	\$66,590.84	\$66,590.84	\$67,922.06	\$69,281.11	\$70,666.74	\$72,256.74	\$74,063.16
	Step E	Hrs. Week	\$33.38	\$33.38	\$34.04	\$34.72	\$35.42	\$36.22	\$37.12
		35 hours	\$60,743.72	\$60,743.72	\$61,958.60	\$63,197.77	\$64,461.72	\$65,912.11	\$67,559.91
		37.5 hours	\$65,082.56	\$65,082.56	\$66,384.21	\$67,711.89	\$69,066.13	\$70,620.12	\$72,385.62
		40 hours	\$69,421.40	\$69,421.40	\$70,809.82	\$72,226.02	\$73,670.54	\$75,328.13	\$77,211.33

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-12	Step A	Hrs. Week	\$30.18	\$30.18	\$30.78	\$31.40	\$32.02	\$32.74	\$33.56
		35 hours	\$54,922.55	\$54,922.55	\$56,021.00	\$57,141.42	\$58,284.25	\$59,595.64	\$61,085.53
		37.5 hours	\$58,845.59	\$58,845.59	\$60,022.50	\$61,222.95	\$62,447.41	\$63,852.47	\$65,448.79
		40 hours	\$62,768.63	\$62,768.63	\$64,024.00	\$65,304.48	\$66,610.57	\$68,109.31	\$69,812.04
	Step B	Hrs. Week	\$31.46	\$31.46	\$32.09	\$32.73	\$33.39	\$34.14	\$34.99
		35 hours	\$57,259.12	\$57,259.12	\$58,404.31	\$59,572.39	\$60,763.84	\$62,131.03	\$63,684.30
		37.5 hours	\$61,349.06	\$61,349.06	\$62,576.04	\$63,827.56	\$65,104.12	\$66,568.96	\$68,233.18
		40 hours	\$65,439.00	\$65,439.00	\$66,747.78	\$68,082.74	\$69,444.39	\$71,006.89	\$72,782.06
	Step C	Hrs. Week	\$32.80	\$32.80	\$33.45	\$34.12	\$34.81	\$35.59	\$36.48
		35 hours	\$59,692.64	\$59,692.64	\$60,886.50	\$62,104.23	\$63,346.31	\$64,771.00	\$66,390.89
		37.5 hours	\$63,956.40	\$63,956.40	\$65,235.53	\$66,540.24	\$67,871.05	\$69,398.15	\$71,133.10
		40 hours	\$68,220.16	\$68,220.16	\$69,584.57	\$70,976.26	\$72,395.78	\$74,024.09	\$75,875.31
	Step D	Hrs. Week	\$34.19	\$34.19	\$34.88	\$35.57	\$36.28	\$37.10	\$38.03
		35 hours	\$62,229.03	\$62,229.03	\$63,473.61	\$64,743.09	\$66,037.95	\$67,523.80	\$69,211.90
		37.5 hours	\$66,673.97	\$66,673.97	\$68,007.44	\$69,367.59	\$70,754.95	\$72,346.93	\$74,155.60
		40 hours	\$71,118.90	\$71,118.90	\$72,541.27	\$73,992.10	\$75,471.94	\$77,170.06	\$79,099.31
	Step E	Hrs. Week	\$35.64	\$35.64	\$36.36	\$37.09	\$37.83	\$38.68	\$39.64
		35 hours	\$64,873.84	\$64,873.84	\$66,171.32	\$67,494.74	\$68,844.64	\$70,393.64	\$72,153.48
		37.5 hours	\$69,507.69	\$69,507.69	\$70,897.84	\$72,315.80	\$73,762.11	\$75,421.76	\$77,307.30
		40 hours	\$74,141.53	\$74,141.53	\$75,624.36	\$77,136.85	\$78,679.59	\$80,449.88	\$82,461.12

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-13	Step A	Hrs. Week	\$32.27	\$32.27	\$32.92	\$33.57	\$34.25	\$35.02	\$35.89
		35 hours	\$58,731.44	\$58,731.44	\$59,906.06	\$61,104.19	\$62,326.27	\$63,728.61	\$65,321.83
		37.5 hours	\$62,926.54	\$62,926.54	\$64,185.07	\$65,468.77	\$66,778.15	\$68,280.65	\$69,987.67
		40 hours	\$67,121.64	\$67,121.64	\$68,464.07	\$69,833.35	\$71,230.02	\$72,832.70	\$74,653.51
	Step B	Hrs. Week	\$33.64	\$33.64	\$34.31	\$35.00	\$35.70	\$36.50	\$37.42
		35 hours	\$61,226.52	\$61,226.52	\$62,451.05	\$63,700.08	\$64,974.08	\$66,435.99	\$68,096.89
		37.5 hours	\$65,599.85	\$65,599.85	\$66,911.84	\$68,250.08	\$69,615.08	\$71,181.42	\$72,960.96
		40 hours	\$69,973.17	\$69,973.17	\$71,372.63	\$72,800.09	\$74,256.09	\$75,926.85	\$77,825.02
	Step C	Hrs. Week	\$35.07	\$35.07	\$35.77	\$36.49	\$37.22	\$38.05	\$39.00
		35 hours	\$63,826.40	\$63,826.40	\$65,102.92	\$66,404.98	\$67,733.08	\$69,257.08	\$70,988.50
		37.5 hours	\$68,385.42	\$68,385.42	\$69,753.13	\$71,148.20	\$72,571.16	\$74,204.01	\$76,059.11
		40 hours	\$72,944.45	\$72,944.45	\$74,403.34	\$75,891.41	\$77,409.24	\$79,150.94	\$81,129.72
	Step D	Hrs. Week	\$36.56	\$36.56	\$37.29	\$38.04	\$38.80	\$39.67	\$40.66
		35 hours	\$66,540.80	\$66,540.80	\$67,871.62	\$69,229.05	\$70,613.63	\$72,202.44	\$74,007.50
		37.5 hours	\$71,293.72	\$71,293.72	\$72,719.39	\$74,173.98	\$75,657.46	\$77,359.75	\$79,293.75
		40 hours	\$76,046.63	\$76,046.63	\$77,567.56	\$79,118.91	\$80,701.29	\$82,517.07	\$84,580.00
	Step E	Hrs. Week	\$38.12	\$38.12	\$38.88	\$39.66	\$40.45	\$41.36	\$42.39
		35 hours	\$69,369.93	\$69,369.93	\$70,757.33	\$72,172.48	\$73,615.93	\$75,272.29	\$77,154.09
		37.5 hours	\$74,324.93	\$74,324.93	\$75,811.43	\$77,327.66	\$78,874.21	\$80,648.88	\$82,665.10
		40 hours	\$79,279.92	\$79,279.92	\$80,865.52	\$82,482.83	\$84,132.49	\$86,025.47	\$88,176.11

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377

5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-14	Step A	Hrs. Week	\$34.55	\$34.55	\$35.24	\$35.94	\$36.66	\$37.49	\$38.42
		35 hours	\$62,875.32	\$62,875.32	\$64,132.83	\$65,415.48	\$66,723.79	\$68,225.08	\$69,930.71
		37.5 hours	\$67,366.42	\$67,366.42	\$68,713.74	\$70,088.02	\$71,489.78	\$73,098.30	\$74,925.76
		40 hours	\$71,857.51	\$71,857.51	\$73,294.66	\$74,760.55	\$76,255.76	\$77,971.52	\$79,920.81
	Step B	Hrs. Week	\$36.02	\$36.02	\$36.74	\$37.47	\$38.22	\$39.08	\$40.06
		35 hours	\$65,548.43	\$65,548.43	\$66,859.39	\$68,196.58	\$69,560.51	\$71,125.63	\$72,903.77
		37.5 hours	\$70,230.46	\$70,230.46	\$71,635.07	\$73,067.77	\$74,529.12	\$76,206.03	\$78,111.18
		40 hours	\$74,912.49	\$74,912.49	\$76,410.74	\$77,938.95	\$79,497.73	\$81,286.43	\$83,318.59
	Step C	Hrs. Week	\$37.55	\$37.55	\$38.30	\$39.06	\$39.84	\$40.74	\$41.76
		35 hours	\$68,334.73	\$68,334.73	\$69,701.42	\$71,095.45	\$72,517.36	\$74,149.00	\$76,002.72
		37.5 hours	\$73,215.78	\$73,215.78	\$74,680.09	\$76,173.70	\$77,697.17	\$79,445.36	\$81,431.49
		40 hours	\$78,096.83	\$78,096.83	\$79,658.77	\$81,251.94	\$82,876.98	\$84,741.71	\$86,860.26
	Step D	Hrs. Week	\$39.14	\$39.14	\$39.92	\$40.72	\$41.54	\$42.47	\$43.53
		35 hours	\$71,237.66	\$71,237.66	\$72,662.42	\$74,115.67	\$75,597.98	\$77,298.93	\$79,231.41
		37.5 hours	\$76,326.07	\$76,326.07	\$77,852.59	\$79,409.64	\$80,997.84	\$82,820.29	\$84,890.79
		40 hours	\$81,414.47	\$81,414.47	\$83,042.76	\$84,703.62	\$86,397.69	\$88,341.64	\$90,550.18
	Step E	Hrs. Week	\$40.80	\$40.80	\$41.62	\$42.45	\$43.30	\$44.28	\$45.38
		35 hours	\$74,264.51	\$74,264.51	\$75,749.80	\$77,264.79	\$78,810.09	\$80,583.31	\$82,597.90
		37.5 hours	\$79,569.11	\$79,569.11	\$81,160.50	\$82,783.71	\$84,439.38	\$86,339.27	\$88,497.75
		40 hours	\$84,873.72	\$84,873.72	\$86,571.20	\$88,302.62	\$90,068.67	\$92,095.22	\$94,397.60

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-15	Step A	Hrs. Week	\$37.03	\$37.03	\$37.77	\$38.53	\$39.30	\$40.18	\$41.19
		35 hours	\$67,395.51	\$67,395.51	\$68,743.42	\$70,118.29	\$71,520.65	\$73,129.87	\$74,958.11
		37.5 hours	\$72,209.47	\$72,209.47	\$73,653.66	\$75,126.73	\$76,629.27	\$78,353.43	\$80,342.26
		40 hours	\$77,023.44	\$77,023.44	\$78,563.90	\$80,135.18	\$81,737.89	\$83,576.99	\$85,666.41
	Step B	Hrs. Week	\$38.61	\$38.61	\$39.38	\$40.16	\$40.97	\$41.89	\$42.94
		35 hours	\$70,261.54	\$70,261.54	\$71,666.77	\$73,100.11	\$74,562.11	\$76,239.76	\$78,145.75
		37.5 hours	\$75,280.22	\$75,280.22	\$76,783.83	\$78,321.54	\$79,887.97	\$81,685.45	\$83,727.59
		40 hours	\$80,298.90	\$80,298.90	\$81,904.85	\$83,542.98	\$85,213.84	\$87,131.15	\$89,309.43
	Step C	Hrs. Week	\$40.25	\$40.25	\$41.05	\$41.87	\$42.71	\$43.67	\$44.76
		35 hours	\$73,247.79	\$73,247.79	\$74,712.74	\$76,207.00	\$77,731.14	\$79,480.09	\$81,467.09
		37.5 hours	\$78,479.77	\$78,479.77	\$80,049.37	\$81,650.36	\$83,283.36	\$85,157.24	\$87,286.17
		40 hours	\$83,711.76	\$83,711.76	\$85,385.99	\$87,093.71	\$88,835.59	\$90,834.39	\$93,105.25
	Step D	Hrs. Week	\$41.96	\$41.96	\$42.80	\$43.65	\$44.52	\$45.53	\$46.66
		35 hours	\$76,360.54	\$76,360.54	\$77,887.75	\$79,445.51	\$81,034.42	\$82,857.69	\$84,929.13
		37.5 hours	\$81,814.87	\$81,814.87	\$83,451.16	\$85,120.19	\$86,822.59	\$88,776.10	\$90,995.50
		40 hours	\$87,269.19	\$87,269.19	\$89,014.57	\$90,794.87	\$92,610.76	\$94,694.50	\$97,061.87
	Step E	Hrs. Week	\$43.74	\$43.74	\$44.61	\$45.51	\$46.42	\$47.46	\$48.65
		35 hours	\$79,606.70	\$79,606.70	\$81,198.83	\$82,822.81	\$84,479.27	\$86,380.05	\$88,539.55
		37.5 hours	\$85,292.89	\$85,292.89	\$86,998.75	\$88,738.73	\$90,513.50	\$92,550.05	\$94,863.81
		40 hours	\$90,979.09	\$90,979.09	\$92,798.67	\$94,654.64	\$96,547.73	\$98,720.06	\$101,188.06

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011- 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-16	Step A	Hrs Week	\$39.74	\$39.74	\$40.54	\$41.35	\$42.18	\$43.12	\$44.20
		35 hours	\$72,331.95	\$72,331.95	\$73,778.59	\$75,254.17	\$76,759.25	\$78,486.33	\$80,448.49
		37.5 hours	\$77,498.52	\$77,498.52	\$79,048.49	\$80,629.46	\$82,242.05	\$84,092.50	\$86,194.81
		40 hours	\$82,665.09	\$82,665.09	\$84,318.39	\$86,004.76	\$87,724.86	\$89,698.67	\$91,941.13
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step B	Hrs Week	\$41.43	\$41.43	\$42.26	\$43.11	\$43.97	\$44.96	\$46.05
		35 hours	\$75,406.41	\$75,406.41	\$76,914.54	\$78,452.83	\$80,021.88	\$81,822.38	\$83,867.93
		37.5 hours	\$80,792.58	\$80,792.58	\$82,408.43	\$84,056.60	\$85,737.73	\$87,666.83	\$89,858.50
		40 hours	\$86,173.75	\$86,173.75	\$87,902.33	\$89,660.37	\$91,453.58	\$93,511.29	\$95,849.07
	Step C	Hrs Week	\$43.19	\$43.19	\$44.06	\$44.94	\$45.81	\$46.87	\$48.04
		35 hours	\$78,610.88	\$78,610.88	\$80,183.10	\$81,786.76	\$83,422.50	\$85,299.50	\$87,431.99
		37.5 hours	\$84,225.95	\$84,225.95	\$85,910.46	\$87,628.67	\$89,381.25	\$91,392.33	\$93,677.13
		40 hours	\$89,841.01	\$89,841.01	\$91,637.83	\$93,470.59	\$95,340.00	\$97,485.15	\$99,922.28
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step D	Hrs Week	\$45.03	\$45.03	\$45.93	\$46.85	\$47.78	\$48.86	\$50.08
		35 hours	\$81,950.16	\$81,950.16	\$83,589.16	\$85,260.95	\$86,966.17	\$88,922.90	\$91,145.98
		37.5 hours	\$87,803.74	\$87,803.74	\$89,559.82	\$91,351.01	\$93,178.03	\$95,274.54	\$97,656.40
		40 hours	\$93,657.33	\$93,657.33	\$95,530.47	\$97,441.08	\$99,389.90	\$101,626.18	\$104,166.83
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step E	Hrs Week	\$46.94	\$46.94	\$47.88	\$48.84	\$49.81	\$50.94	\$52.21
		35 hours	\$85,433.99	\$85,433.99	\$87,142.67	\$88,885.52	\$90,663.24	\$92,703.16	\$95,020.74
		37.5 hours	\$91,536.42	\$91,536.42	\$93,367.15	\$95,234.49	\$97,139.18	\$99,324.81	\$101,807.93
		40 hours	\$97,638.85	\$97,638.85	\$99,591.62	\$101,583.46	\$103,615.13	\$105,946.47	\$108,595.13

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377

5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-17	Step A	Hrs. Week	\$42.70	\$42.70	\$43.56	\$44.43	\$45.32	\$46.34	\$47.49
		35 hours	\$77,719.66	\$77,719.66	\$79,274.05	\$80,859.53	\$82,476.72	\$84,332.45	\$86,440.76
		37.5 hours	\$83,271.06	\$83,271.06	\$84,936.48	\$86,635.21	\$88,367.92	\$90,356.19	\$92,615.10
		40 hours	\$88,822.46	\$88,822.46	\$90,598.91	\$92,410.89	\$94,259.11	\$96,379.94	\$98,789.44
	Step B	Hrs. Week	\$44.52	\$44.52	\$45.41	\$46.32	\$47.24	\$48.30	\$49.51
		35 hours	\$81,020.50	\$81,020.50	\$82,640.91	\$84,293.73	\$85,979.60	\$87,914.14	\$90,112.00
		37.5 hours	\$86,807.68	\$86,807.68	\$88,543.83	\$90,314.71	\$92,121.00	\$94,193.73	\$96,548.57
		40 hours	\$92,594.86	\$92,594.86	\$94,446.76	\$96,335.69	\$98,262.40	\$100,473.31	\$102,985.14
	Step C	Hrs. Week	\$46.41	\$46.41	\$47.34	\$48.29	\$49.25	\$50.36	\$51.62
		35 hours	\$84,466.66	\$84,466.66	\$86,156.00	\$87,879.12	\$89,636.70	\$91,633.53	\$93,944.86
		37.5 hours	\$90,560.00	\$90,560.00	\$92,310.00	\$94,156.20	\$96,039.32	\$98,200.21	\$100,655.21
		40 hours	\$96,533.33	\$96,533.33	\$98,464.00	\$100,433.28	\$102,441.94	\$104,746.89	\$107,365.56
	Step D	Hrs. Week	\$48.38	\$48.38	\$49.35	\$50.34	\$51.34	\$52.50	\$53.81
		35 hours	\$88,057.19	\$88,057.19	\$89,818.33	\$91,614.70	\$93,446.99	\$95,549.55	\$97,938.29
		37.5 hours	\$94,346.99	\$94,346.99	\$96,233.93	\$98,158.61	\$100,121.78	\$102,374.52	\$104,933.88
		40 hours	\$100,636.79	\$100,636.79	\$102,649.52	\$104,702.52	\$106,796.57	\$109,199.49	\$111,929.48
	Step E	Hrs. Week	\$50.44	\$50.44	\$51.45	\$52.48	\$53.53	\$54.73	\$56.10
		35 hours	\$91,798.20	\$91,798.20	\$93,634.76	\$95,506.85	\$97,416.98	\$99,608.86	\$102,099.09
		37.5 hours	\$98,355.21	\$98,355.21	\$100,322.32	\$102,328.76	\$104,375.24	\$106,723.78	\$109,391.88
		40 hours	\$104,912.23	\$104,912.23	\$107,010.47	\$109,150.68	\$111,333.69	\$113,838.70	\$116,684.67

APPENDIX A
WAGE SCHEDULES FOR UAW LOCAL 2377
5 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2011 - 6/30/12 0%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
S-18	Step A	Hrs. Week	\$45.94	\$45.94	\$46.86	\$47.80	\$48.75	\$49.85	\$51.09
		35 hours	\$83,610.62	\$83,610.62	\$85,282.83	\$86,988.49	\$88,728.26	\$90,524.65	\$92,992.76
		37.5 hours	\$89,582.81	\$89,582.81	\$91,374.46	\$93,201.95	\$95,065.99	\$97,204.98	\$99,635.10
		40 hours	\$95,554.99	\$95,554.99	\$97,466.09	\$99,415.42	\$101,403.72	\$103,685.31	\$106,277.44
	Step B	Hrs. Week	\$47.89	\$47.89	\$48.85	\$49.83	\$50.82	\$51.97	\$53.27
		35 hours	\$87,163.10	\$87,163.10	\$88,906.36	\$90,684.49	\$92,498.18	\$94,579.38	\$96,943.87
		37.5 hours	\$93,389.03	\$93,389.03	\$95,256.81	\$97,161.95	\$99,105.19	\$101,335.05	\$103,868.43
		40 hours	\$99,614.97	\$99,614.97	\$101,607.27	\$103,639.41	\$105,712.20	\$108,090.72	\$110,792.99
	Step C	Hrs. Week	\$49.93	\$49.93	\$50.93	\$51.95	\$52.98	\$54.18	\$55.53
		35 hours	\$90,870.45	\$90,870.45	\$92,687.86	\$94,541.62	\$96,432.45	\$98,602.18	\$101,067.23
		37.5 hours	\$97,361.20	\$97,361.20	\$99,308.42	\$101,294.59	\$103,320.48	\$105,645.19	\$108,286.32
		40 hours	\$103,851.94	\$103,851.94	\$105,928.98	\$108,047.56	\$110,208.51	\$112,688.21	\$115,505.41
	Step D	Hrs. Week	\$52.05	\$52.05	\$53.09	\$54.15	\$55.23	\$56.48	\$57.89
		35 hours	\$94,729.24	\$94,729.24	\$96,623.83	\$98,556.31	\$100,527.43	\$102,789.30	\$105,359.03
		37.5 hours	\$101,495.62	\$101,495.62	\$103,525.53	\$105,596.04	\$107,707.96	\$110,131.39	\$112,884.68
		40 hours	\$108,261.99	\$108,261.99	\$110,427.23	\$112,635.78	\$114,888.49	\$117,473.48	\$120,410.32
	Step E	Hrs. Week	\$54.26	\$54.26	\$55.35	\$56.45	\$57.58	\$58.88	\$60.35
		35 hours	\$98,756.49	\$98,756.49	\$100,731.62	\$102,746.25	\$104,801.18	\$107,159.21	\$109,858.19
		37.5 hours	\$105,810.53	\$105,810.53	\$107,926.74	\$110,085.27	\$112,286.98	\$114,813.44	\$117,683.77
		40 hours	\$112,864.56	\$112,864.56	\$115,121.85	\$117,424.29	\$119,772.78	\$122,467.66	\$125,529.36

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-01	Step A	Hrs. Week	\$15.65	\$15.97	\$16.29	\$16.61	\$16.98	\$17.41
		35 hours	\$28,487.88	\$29,057.63	\$29,638.79	\$30,231.56	\$30,911.77	\$31,684.57
		37.5 hours	\$30,522.72	\$31,133.18	\$31,755.84	\$32,390.96	\$33,119.76	\$33,947.75
		40 hours	\$32,557.57	\$33,208.72	\$33,872.90	\$34,550.36	\$35,327.74	\$36,210.93
	Step B	Hrs. Week	\$16.09	\$16.41	\$16.74	\$17.08	\$17.46	\$17.90
		35 hours	\$29,289.43	\$29,875.21	\$30,472.72	\$31,082.17	\$31,781.52	\$32,576.06
		37.5 hours	\$31,381.53	\$32,009.16	\$32,649.34	\$33,302.33	\$34,051.63	\$34,902.92
		40 hours	\$33,473.63	\$34,143.10	\$34,825.96	\$35,522.48	\$36,321.74	\$37,229.78
	Step C	Hrs. Week	\$16.55	\$16.88	\$17.21	\$17.56	\$17.95	\$18.40
		35 hours	\$30,113.54	\$30,715.81	\$31,330.12	\$31,956.73	\$32,675.75	\$33,492.63
		37.5 hours	\$32,264.50	\$32,909.79	\$33,567.99	\$34,239.35	\$35,009.73	\$35,884.98
		40 hours	\$34,415.47	\$35,103.78	\$35,805.86	\$36,521.97	\$37,343.72	\$38,277.31
	Step D	Hrs. Week	\$17.01	\$17.35	\$17.70	\$18.05	\$18.46	\$18.92
		35 hours	\$30,960.78	\$31,580.00	\$32,211.00	\$32,855.83	\$33,595.09	\$34,434.97
		37.5 hours	\$33,172.27	\$33,835.71	\$34,512.43	\$35,202.68	\$35,994.74	\$36,894.61
		40 hours	\$35,383.75	\$36,091.43	\$36,813.26	\$37,549.52	\$38,394.39	\$39,354.25
	Step E	Hrs. Week	\$17.49	\$17.84	\$18.20	\$18.56	\$18.98	\$19.45
		35 hours	\$31,831.74	\$32,468.38	\$33,117.75	\$33,780.10	\$34,540.15	\$35,403.66
		37.5 hours	\$34,105.44	\$34,787.55	\$35,483.30	\$36,192.96	\$37,007.31	\$37,932.49
		40 hours	\$36,379.13	\$37,106.72	\$37,848.85	\$38,605.83	\$39,474.46	\$40,461.32
	Step F	Hrs. Week	\$17.98	\$18.34	\$18.71	\$19.08	\$19.51	\$20.00
		35 hours	\$32,727.37	\$33,381.91	\$34,049.55	\$34,730.54	\$35,511.98	\$36,399.78
		37.5 hours	\$35,065.04	\$35,766.34	\$36,481.66	\$37,211.30	\$38,048.55	\$38,999.76
		40 hours	\$37,402.70	\$38,150.76	\$38,913.77	\$39,692.05	\$40,585.12	\$41,599.75
	Step G	Hrs. Week	\$18.49	\$18.86	\$19.24	\$19.62	\$20.06	\$20.56
		35 hours	\$33,649.38	\$34,322.36	\$35,008.81	\$35,708.99	\$36,512.44	\$37,425.25
		37.5 hours	\$36,052.90	\$36,773.96	\$37,509.44	\$38,259.63	\$39,120.47	\$40,098.48
		40 hours	\$38,456.43	\$39,225.56	\$40,010.07	\$40,810.27	\$41,728.50	\$42,771.72

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V 02	Step A	Hrs/Week	\$16.51	\$16.84	\$17.18	\$17.52	\$17.92	\$18.37
		35 hours	\$30,055.41	\$30,656.52	\$31,269.65	\$31,895.04	\$32,612.68	\$33,428.00
		37.5 hours	\$32,202.22	\$32,846.27	\$33,503.19	\$34,173.26	\$34,942.16	\$35,815.71
		40 hours	\$34,349.04	\$35,036.02	\$35,736.74	\$36,451.48	\$37,271.63	\$38,203.42
	Step B	Hrs/Week	\$16.98	\$17.32	\$17.66	\$18.02	\$18.42	\$18.88
		35 hours	\$30,901.13	\$31,519.15	\$32,149.53	\$32,792.52	\$33,530.36	\$34,368.61
		37.5 hours	\$33,108.35	\$33,770.52	\$34,445.93	\$35,134.85	\$35,925.38	\$36,823.52
		40 hours	\$35,315.57	\$36,021.89	\$36,742.32	\$37,477.17	\$38,320.41	\$39,278.42
	Step C	Hrs/Week	\$17.46	\$17.81	\$18.16	\$18.52	\$18.91	\$19.42
		35 hours	\$31,770.56	\$32,405.97	\$33,054.09	\$33,715.17	\$34,473.76	\$35,335.60
		37.5 hours	\$34,059.88	\$34,720.68	\$35,415.09	\$36,123.39	\$36,936.17	\$37,859.57
		40 hours	\$36,309.21	\$37,035.39	\$37,776.10	\$38,531.62	\$39,398.58	\$40,383.55
	Step D	Hrs/Week	\$17.95	\$18.31	\$18.67	\$19.05	\$19.47	\$19.96
		35 hours	\$32,664.46	\$33,317.75	\$33,984.10	\$34,663.79	\$35,443.72	\$36,329.81
		37.5 hours	\$34,997.63	\$35,697.59	\$36,411.54	\$37,139.77	\$37,975.41	\$38,924.80
		40 hours	\$37,330.81	\$38,077.43	\$38,838.97	\$39,615.75	\$40,507.11	\$41,519.79
	Step E	Hrs/Week	\$18.45	\$18.82	\$19.20	\$19.58	\$20.02	\$20.52
		35 hours	\$33,583.41	\$34,255.08	\$34,940.18	\$35,638.98	\$36,440.86	\$37,351.88
		37.5 hours	\$35,982.23	\$36,701.87	\$37,435.91	\$38,184.63	\$39,043.78	\$40,019.87
		40 hours	\$38,381.04	\$39,148.66	\$39,931.63	\$40,730.27	\$41,646.70	\$42,687.87
	Step F	Hrs/Week	\$18.97	\$19.35	\$19.74	\$20.13	\$20.59	\$21.10
		35 hours	\$34,528.17	\$35,218.74	\$35,923.11	\$36,641.58	\$37,466.01	\$38,402.66
		37.5 hours	\$36,994.47	\$37,734.36	\$38,489.05	\$39,258.83	\$40,142.15	\$41,145.71
		40 hours	\$39,460.77	\$40,249.99	\$41,054.99	\$41,876.09	\$42,818.30	\$43,888.76
	Step G	Hrs/Week	\$19.51	\$19.99	\$20.29	\$20.79	\$21.17	\$21.70
		35 hours	\$35,501.43	\$36,211.46	\$36,935.69	\$37,674.40	\$38,522.08	\$39,485.13
		37.5 hours	\$38,037.25	\$38,797.99	\$39,573.95	\$40,365.43	\$41,273.65	\$42,305.49
		40 hours	\$40,573.06	\$41,384.52	\$42,212.21	\$43,056.46	\$44,025.23	\$45,125.86

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.50%
V 03	Step A	Hrs./Week	\$17.44	\$17.79	\$18.15	\$18.51	\$18.93	\$19.40
		35 hours	\$31,748.95	\$32,383.93	\$33,031.61	\$33,692.24	\$34,450.31	\$35,311.57
		37.5 hours	\$34,016.73	\$34,697.07	\$35,391.01	\$36,098.83	\$36,911.05	\$37,833.83
		40 hours	\$36,284.51	\$37,010.20	\$37,750.41	\$38,505.42	\$39,371.79	\$40,356.08
	Step B	Hrs./Week	\$17.91	\$18.29	\$18.66	\$19.03	\$19.46	\$19.95
		35 hours	\$32,642.09	\$33,291.93	\$33,960.83	\$34,640.04	\$35,419.15	\$36,304.93
		37.5 hours	\$34,973.67	\$35,673.14	\$36,386.60	\$37,114.33	\$37,949.41	\$38,898.14
		40 hours	\$37,305.24	\$38,051.35	\$38,812.37	\$39,588.62	\$40,479.37	\$41,491.35
	Step C	Hrs./Week	\$18.44	\$18.81	\$19.18	\$19.57	\$20.01	\$20.51
		35 hours	\$33,560.47	\$34,231.67	\$34,916.31	\$35,614.63	\$36,415.96	\$37,326.36
		37.5 hours	\$35,957.64	\$36,676.79	\$37,410.33	\$38,158.54	\$39,017.10	\$39,992.53
		40 hours	\$38,354.82	\$39,121.91	\$39,904.35	\$40,702.44	\$41,618.21	\$42,658.70
	Step D	Hrs./Week	\$18.96	\$19.34	\$19.72	\$20.12	\$20.57	\$21.09
		35 hours	\$34,504.66	\$35,194.75	\$35,898.64	\$36,616.62	\$37,440.49	\$38,376.50
		37.5 hours	\$36,969.27	\$37,708.66	\$38,462.83	\$39,232.09	\$40,114.81	\$41,117.68
		40 hours	\$39,433.89	\$40,222.57	\$41,027.02	\$41,847.56	\$42,789.13	\$43,858.86
	Step E	Hrs./Week	\$19.49	\$19.88	\$20.28	\$20.69	\$21.15	\$21.68
		35 hours	\$35,475.62	\$36,185.13	\$36,908.83	\$37,647.01	\$38,494.07	\$39,456.42
		37.5 hours	\$38,009.39	\$38,769.78	\$39,545.18	\$40,336.08	\$41,243.64	\$42,274.73
		40 hours	\$40,543.56	\$41,354.43	\$42,181.52	\$43,025.15	\$43,993.22	\$45,093.05
	Step F	Hrs./Week	\$20.01	\$20.41	\$20.85	\$21.27	\$21.75	\$22.29
		35 hours	\$36,473.73	\$37,203.20	\$37,947.27	\$38,706.21	\$39,577.10	\$40,566.53
		37.5 hours	\$39,078.99	\$39,860.57	\$40,657.79	\$41,470.94	\$42,404.04	\$43,464.14
		40 hours	\$41,684.26	\$42,517.95	\$43,368.31	\$44,235.67	\$45,230.97	\$46,361.75
	Step G	Hrs./Week	\$20.60	\$21.02	\$21.44	\$21.87	\$22.36	\$22.92
		35 hours	\$37,499.76	\$38,249.75	\$39,011.75	\$39,795.01	\$40,690.43	\$41,707.69
		37.5 hours	\$40,178.31	\$40,981.88	\$41,801.51	\$42,637.55	\$43,596.89	\$44,686.81
		40 hours	\$42,856.87	\$43,714.00	\$44,588.28	\$45,480.05	\$46,503.35	\$47,665.93

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V.04	Step A	Hrs. Week	\$18.45	\$18.82	\$19.19	\$19.58	\$20.02	\$20.52
		35 hours	\$33,577.87	\$34,249.42	\$34,934.41	\$35,633.10	\$36,434.84	\$37,345.71
		37.5 hours	\$35,976.28	\$36,695.81	\$37,429.73	\$38,178.32	\$39,037.33	\$40,013.27
		40 hours	\$38,374.70	\$39,142.20	\$39,925.04	\$40,723.51	\$41,639.82	\$42,680.82
	Step B	Hrs. Week	\$18.97	\$19.35	\$19.73	\$20.13	\$20.58	\$21.10
		35 hours	\$34,522.44	\$35,212.89	\$35,917.15	\$36,635.49	\$37,459.79	\$38,396.28
		37.5 hours	\$36,988.33	\$37,723.09	\$38,482.66	\$39,252.31	\$40,135.49	\$41,138.87
		40 hours	\$39,454.22	\$40,243.30	\$41,048.17	\$41,869.13	\$42,811.18	\$43,881.46
	Step C	Hrs. Week	\$19.50	\$19.89	\$20.29	\$20.70	\$21.16	\$21.69
		35 hours	\$35,493.78	\$36,203.66	\$36,927.73	\$37,666.28	\$38,513.78	\$39,476.62
		37.5 hours	\$38,029.05	\$38,789.63	\$39,565.43	\$40,356.73	\$41,264.76	\$42,296.38
		40 hours	\$40,564.32	\$41,373.61	\$42,203.12	\$43,047.18	\$44,015.74	\$45,116.14
	Step D	Hrs. Week	\$20.05	\$20.45	\$20.86	\$21.28	\$21.76	\$22.30
		35 hours	\$36,492.47	\$37,222.32	\$37,966.76	\$38,726.10	\$39,597.44	\$40,587.37
		37.5 hours	\$39,099.07	\$39,881.05	\$40,678.67	\$41,492.25	\$42,425.82	\$43,486.47
		40 hours	\$41,705.68	\$42,539.79	\$43,390.59	\$44,258.40	\$45,254.21	\$46,385.57
	Step E	Hrs. Week	\$20.61	\$21.03	\$21.45	\$21.88	\$22.37	\$22.93
		35 hours	\$37,519.07	\$38,269.15	\$39,034.84	\$39,815.51	\$40,711.39	\$41,729.17
		37.5 hours	\$40,199.00	\$41,002.98	\$41,823.04	\$42,659.50	\$43,619.34	\$44,709.83
		40 hours	\$42,878.91	\$43,736.51	\$44,611.25	\$45,503.47	\$46,527.30	\$47,690.48
	Step F	Hrs. Week	\$21.19	\$21.62	\$22.05	\$22.49	\$23.00	\$23.57
		35 hours	\$38,574.71	\$39,346.23	\$40,133.15	\$40,935.82	\$41,856.87	\$42,903.30
		37.5 hours	\$41,330.07	\$42,156.67	\$42,999.81	\$43,859.80	\$44,846.65	\$45,967.82
		40 hours	\$44,085.41	\$44,967.12	\$45,866.46	\$46,783.79	\$47,836.43	\$49,032.34
	Step G	Hrs. Week	\$21.79	\$22.23	\$22.67	\$23.13	\$23.65	\$24.24
		35 hours	\$39,660.04	\$40,453.24	\$41,262.30	\$42,087.55	\$43,034.52	\$44,110.38
		37.5 hours	\$42,492.90	\$43,342.76	\$44,209.61	\$45,093.80	\$46,108.41	\$47,261.12
		40 hours	\$45,325.76	\$46,232.27	\$47,156.92	\$48,100.06	\$49,182.31	\$50,411.87

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V.05	Step A	Hrs Week	\$19.54	\$19.93	\$20.32	\$20.73	\$21.20	\$21.73
		35 hours	\$35,554.59	\$36,265.68	\$36,990.99	\$37,730.81	\$38,579.75	\$39,544.25
		37.5 hours	\$38,094.20	\$38,856.08	\$39,633.20	\$40,425.87	\$41,335.45	\$42,368.84
		40 hours	\$40,633.81	\$41,446.49	\$42,275.42	\$43,120.93	\$44,091.15	\$45,193.43
	Step B	Hrs Week	\$20.09	\$20.49	\$20.90	\$21.31	\$21.79	\$22.34
		35 hours	\$36,551.80	\$37,285.90	\$38,031.02	\$38,792.25	\$39,665.07	\$10,656.70
		37.5 hours	\$39,165.86	\$39,949.18	\$40,748.16	\$41,563.12	\$42,498.29	\$43,560.75
		40 hours	\$41,776.92	\$42,612.45	\$43,464.70	\$44,334.00	\$45,331.51	\$46,464.80
	Step C	Hrs Week	\$20.65	\$21.06	\$21.48	\$21.91	\$22.41	\$22.97
		35 hours	\$37,583.32	\$38,334.98	\$39,101.68	\$39,883.72	\$40,781.10	\$41,800.63
		37.5 hours	\$40,267.84	\$41,073.19	\$41,894.66	\$42,732.55	\$43,694.03	\$44,786.39
		40 hours	\$42,952.36	\$43,811.41	\$44,687.64	\$45,581.39	\$46,606.97	\$47,772.14
	Step D	Hrs Week	\$21.23	\$21.66	\$22.09	\$22.53	\$23.04	\$23.61
		35 hours	\$38,640.70	\$39,413.52	\$40,201.79	\$41,005.82	\$41,928.45	\$42,976.66
		37.5 hours	\$41,400.75	\$42,228.77	\$43,073.31	\$43,934.81	\$44,923.34	\$45,046.43
		40 hours	\$44,160.80	\$45,044.02	\$45,944.90	\$46,863.80	\$47,918.23	\$49,116.19
	Step E	Hrs Week	\$21.83	\$22.27	\$22.71	\$23.16	\$23.69	\$24.28
		35 hours	\$39,727.92	\$40,522.48	\$41,332.93	\$42,159.58	\$43,108.17	\$44,185.88
		37.5 hours	\$42,565.63	\$43,416.94	\$44,285.28	\$45,170.98	\$46,187.33	\$47,342.01
		40 hours	\$45,403.33	\$46,311.40	\$47,237.63	\$48,182.38	\$49,266.49	\$50,498.15
	Step F	Hrs Week	\$22.44	\$22.89	\$23.35	\$23.82	\$24.35	\$24.96
		35 hours	\$40,815.73	\$41,662.64	\$42,495.89	\$43,315.81	\$44,321.09	\$45,429.12
		37.5 hours	\$43,763.28	\$44,638.54	\$45,531.32	\$46,441.94	\$47,486.89	\$48,674.06
		40 hours	\$46,680.83	\$47,614.45	\$48,566.74	\$49,538.07	\$50,652.68	\$51,918.99
	Step G	Hrs Week	\$23.07	\$23.54	\$24.01	\$24.49	\$25.04	\$25.66
		35 hours	\$41,995.09	\$42,834.99	\$43,691.69	\$44,565.52	\$45,568.24	\$46,707.45
		37.5 hours	\$44,994.73	\$45,894.63	\$46,812.52	\$47,748.77	\$48,823.12	\$50,043.70
		40 hours	\$47,994.38	\$48,954.27	\$49,933.36	\$50,932.02	\$52,077.99	\$53,379.94

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7-STEP GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-06	Step A	Hrs. Week	\$20.71	\$21.13	\$21.55	\$21.98	\$22.47	\$23.04
		35 hours	\$37,694.60	\$38,448.49	\$39,217.46	\$40,001.81	\$40,901.85	\$41,924.40
		37.5 hours	\$40,387.07	\$41,194.81	\$42,018.71	\$42,859.08	\$43,823.41	\$44,919.00
		40 hours	\$43,079.54	\$43,941.13	\$44,819.96	\$45,716.35	\$46,744.97	\$47,913.60
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step B	Hrs. Week	\$21.29	\$21.72	\$22.15	\$22.60	\$23.11	\$23.68
		35 hours	\$38,755.24	\$39,530.34	\$40,320.95	\$41,127.37	\$42,052.73	\$43,104.05
		37.5 hours	\$41,523.47	\$42,353.91	\$43,201.02	\$44,065.04	\$45,056.50	\$46,182.91
		40 hours	\$44,291.70	\$45,177.53	\$46,081.08	\$47,002.71	\$48,060.27	\$49,261.77
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step C	Hrs. Week	\$21.89	\$22.33	\$22.78	\$23.23	\$23.76	\$24.35
		35 hours	\$39,845.51	\$40,642.42	\$41,455.27	\$42,284.38	\$43,235.77	\$44,316.67
		37.5 hours	\$42,691.62	\$43,545.45	\$44,416.36	\$45,304.69	\$46,324.04	\$47,482.14
		40 hours	\$45,537.73	\$46,448.48	\$47,377.45	\$48,325.00	\$49,412.31	\$50,647.62
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step D	Hrs. Week	\$22.51	\$22.96	\$23.42	\$23.89	\$24.42	\$25.03
		35 hours	\$40,966.57	\$41,785.90	\$42,621.62	\$43,474.05	\$44,452.22	\$45,563.52
		37.5 hours	\$43,892.75	\$44,770.61	\$45,666.02	\$46,579.31	\$47,627.38	\$48,818.06
		40 hours	\$46,818.94	\$47,755.32	\$48,710.42	\$49,684.63	\$50,802.54	\$52,072.60
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step E	Hrs. Week	\$23.14	\$23.61	\$24.08	\$24.56	\$25.11	\$25.74
		35 hours	\$42,119.18	\$42,961.56	\$43,820.80	\$44,697.21	\$45,702.90	\$46,845.47
		37.5 hours	\$45,127.69	\$46,030.25	\$46,950.85	\$47,889.87	\$48,967.39	\$50,191.55
		40 hours	\$48,136.21	\$49,098.93	\$50,080.91	\$51,082.53	\$52,231.88	\$53,537.68
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step F	Hrs. Week	\$23.79	\$24.27	\$24.75	\$25.25	\$25.82	\$26.46
		35 hours	\$43,304.29	\$44,170.38	\$45,053.79	\$45,954.86	\$46,988.85	\$48,163.57
		37.5 hours	\$46,397.46	\$47,325.41	\$48,271.92	\$49,237.35	\$50,345.19	\$51,603.82
		40 hours	\$49,490.62	\$50,480.44	\$51,490.04	\$52,519.84	\$53,701.54	\$55,044.08
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step G	Hrs. Week	\$24.46	\$24.95	\$25.45	\$25.96	\$26.54	\$27.21
		35 hours	\$44,523.14	\$45,413.91	\$46,322.19	\$47,248.64	\$48,311.73	\$49,519.52
		37.5 hours	\$47,703.69	\$48,657.76	\$49,650.92	\$50,623.54	\$51,762.57	\$53,056.63
		40 hours	\$50,883.94	\$51,901.62	\$52,939.65	\$53,998.44	\$55,213.41	\$56,593.71

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V 07	Step A	Hrs Week	\$21.99	\$22.42	\$22.87	\$23.33	\$23.86	\$24.45
		35 hours	\$40,013.20	\$40,813.47	\$41,629.71	\$42,462.33	\$43,317.73	\$44,503.18
		37.5 hours	\$42,871.29	\$43,728.71	\$44,603.29	\$45,495.35	\$46,519.00	\$47,681.97
		40 hours	\$45,729.37	\$46,643.96	\$47,576.84	\$48,528.38	\$49,620.27	\$50,860.77
	Step B	Hrs Week	\$22.60	\$23.06	\$23.52	\$23.99	\$24.53	\$25.11
		35 hours	\$11,139.01	\$11,961.82	\$12,801.06	\$13,657.08	\$14,639.36	\$15,755.33
		37.5 hours	\$14,077.51	\$14,959.10	\$15,858.28	\$16,775.14	\$17,827.89	\$19,023.59
		40 hours	\$17,016.05	\$17,956.37	\$18,915.50	\$19,893.81	\$21,016.42	\$22,291.83
	Step C	Hrs Week	\$23.21	\$23.70	\$24.18	\$24.66	\$25.22	\$25.85
		35 hours	\$12,296.43	\$13,142.36	\$14,005.21	\$14,885.31	\$15,895.23	\$17,042.61
		37.5 hours	\$15,317.60	\$16,223.96	\$17,148.44	\$18,091.40	\$19,173.16	\$20,402.80
		40 hours	\$18,338.78	\$19,305.55	\$20,291.67	\$21,297.50	\$22,451.69	\$23,762.98
	Step D	Hrs Week	\$23.89	\$24.37	\$24.86	\$25.36	\$25.93	\$26.57
		35 hours	\$13,486.52	\$14,356.25	\$15,243.37	\$16,148.24	\$17,186.58	\$18,366.24
		37.5 hours	\$16,592.70	\$17,524.55	\$18,475.04	\$19,444.51	\$20,557.04	\$21,820.97
		40 hours	\$19,698.88	\$20,692.85	\$21,706.71	\$22,740.85	\$23,927.51	\$25,275.70
	Step E	Hrs Week	\$24.57	\$25.06	\$25.56	\$26.07	\$26.66	\$27.32
		35 hours	\$14,710.06	\$15,604.27	\$16,516.35	\$17,446.68	\$18,514.23	\$19,727.08
		37.5 hours	\$17,903.64	\$18,861.71	\$19,838.95	\$20,835.73	\$21,979.53	\$23,279.02
		40 hours	\$21,097.22	\$22,119.16	\$23,161.54	\$24,224.78	\$25,444.83	\$26,830.95
	Step F	Hrs Week	\$25.26	\$25.76	\$26.28	\$26.80	\$27.41	\$28.09
		35 hours	\$15,968.03	\$16,887.39	\$17,825.14	\$18,781.64	\$19,879.23	\$21,126.21
		37.5 hours	\$19,251.46	\$20,236.49	\$21,241.22	\$22,266.04	\$23,442.03	\$24,778.08
		40 hours	\$22,534.89	\$23,585.59	\$24,657.30	\$25,750.45	\$27,004.83	\$28,429.95
			\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Step G	Hrs Week	\$25.97	\$26.49	\$27.02	\$27.56	\$28.18	\$28.88
		35 hours	\$16,261.56	\$17,206.79	\$18,170.93	\$19,154.35	\$20,282.82	\$21,564.89
		37.5 hours	\$19,637.39	\$20,650.13	\$21,683.14	\$22,736.80	\$23,945.88	\$25,319.52
		40 hours	\$23,013.21	\$24,093.48	\$25,195.35	\$26,319.25	\$27,608.94	\$29,074.16

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-08	Step A	Hrs. Week	\$23.37	\$23.83	\$24.31	\$24.80	\$25.35	\$25.99
		35 hours	\$42,524.73	\$43,375.23	\$44,242.73	\$45,127.59	\$46,142.96	\$47,296.53
		37.5 hours	\$45,562.22	\$46,473.46	\$47,402.93	\$48,350.99	\$49,438.89	\$50,674.86
		40 hours	\$48,599.70	\$49,571.69	\$50,563.12	\$51,574.39	\$52,734.81	\$54,053.18
	Step B	Hrs. Week	\$24.02	\$24.50	\$24.99	\$25.49	\$26.07	\$26.72
		35 hours	\$43,721.13	\$44,595.55	\$45,487.46	\$46,397.21	\$47,441.15	\$48,627.18
		37.5 hours	\$46,844.07	\$47,780.95	\$48,736.57	\$49,711.30	\$50,829.80	\$52,100.55
		40 hours	\$49,967.01	\$50,966.35	\$51,985.67	\$53,025.39	\$54,218.16	\$55,573.92
	Step C	Hrs. Week	\$24.70	\$25.19	\$25.70	\$26.21	\$26.80	\$27.47
		35 hours	\$44,951.18	\$45,850.20	\$46,767.21	\$47,702.55	\$48,775.86	\$49,995.26
		37.5 hours	\$48,161.98	\$49,125.22	\$50,107.72	\$51,109.88	\$52,259.85	\$53,566.34
		40 hours	\$51,372.78	\$52,400.23	\$53,448.21	\$54,517.20	\$55,743.84	\$57,137.43
	Step D	Hrs. Week	\$25.39	\$25.90	\$26.42	\$26.95	\$27.55	\$28.24
		35 hours	\$46,216.03	\$47,140.35	\$48,083.16	\$49,044.82	\$50,148.33	\$51,402.04
		37.5 hours	\$49,517.17	\$50,507.52	\$51,517.67	\$52,548.02	\$53,730.35	\$55,073.61
		40 hours	\$52,818.32	\$53,874.68	\$54,952.18	\$56,051.22	\$57,312.37	\$58,745.18
	Step E	Hrs. Week	\$26.11	\$26.63	\$27.16	\$27.71	\$28.33	\$29.04
		35 hours	\$47,516.25	\$48,466.58	\$49,435.91	\$50,424.63	\$51,559.18	\$52,848.16
		37.5 hours	\$50,910.27	\$51,928.47	\$52,967.04	\$54,026.38	\$55,241.98	\$56,623.03
		40 hours	\$54,304.29	\$55,390.37	\$56,498.18	\$57,628.14	\$58,924.78	\$60,397.90
	Step F	Hrs. Week	\$26.84	\$27.38	\$27.93	\$28.49	\$29.13	\$29.85
		35 hours	\$48,853.19	\$49,830.25	\$50,826.85	\$51,843.39	\$53,009.87	\$54,335.11
		37.5 hours	\$52,342.70	\$53,389.55	\$54,457.34	\$55,546.49	\$56,796.29	\$58,216.19
		40 hours	\$55,832.21	\$56,948.86	\$58,087.83	\$59,249.59	\$60,582.71	\$62,097.27
	Step G	Hrs. Week	\$27.60	\$28.15	\$28.71	\$29.29	\$29.95	\$30.70
		35 hours	\$50,231.23	\$51,235.86	\$52,260.57	\$53,305.78	\$54,505.16	\$55,867.79
		37.5 hours	\$53,819.18	\$54,895.56	\$55,993.47	\$57,113.34	\$58,398.30	\$59,858.35
		40 hours	\$57,407.12	\$58,555.26	\$59,726.37	\$60,920.90	\$62,291.62	\$63,848.91

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11	7/1/2012	7/1/13	7/1/14	7/1/15	7/1/16
			Hourly 2%	Hourly 2%	Hourly 2%	Hourly 2%	Hourly 2.25%	Hourly 2.5%
V.09	Step A	Hrs. Week	\$21.86	\$23.36	\$25.87	\$26.38	\$26.98	\$27.65
		35 hours	\$45,249.66	\$46,154.65	\$47,077.74	\$48,019.30	\$49,099.73	\$50,327.23
		37.5 hours	\$48,481.75	\$49,451.41	\$50,440.44	\$51,449.25	\$52,606.86	\$53,922.03
		40 hours	\$51,713.89	\$52,748.17	\$53,803.11	\$54,879.20	\$56,113.98	\$57,516.53
	Step B	Hrs. Week	\$25.56	\$26.07	\$26.59	\$27.13	\$27.74	\$28.43
		35 hours	\$46,522.73	\$47,453.18	\$48,402.25	\$49,370.29	\$50,481.12	\$51,743.15
		37.5 hours	\$49,845.75	\$50,842.70	\$51,859.55	\$52,896.74	\$54,086.92	\$55,439.09
		40 hours	\$53,168.83	\$54,232.21	\$55,316.85	\$56,423.19	\$57,692.71	\$59,135.03
	Step C	Hrs. Week	\$26.28	\$26.81	\$27.34	\$27.89	\$28.52	\$29.23
		35 hours	\$47,831.75	\$48,788.38	\$49,764.15	\$50,759.43	\$51,901.52	\$53,199.06
		37.5 hours	\$51,248.30	\$52,273.27	\$53,318.73	\$54,385.11	\$55,608.77	\$56,998.99
		40 hours	\$54,664.85	\$55,758.15	\$56,873.31	\$58,010.78	\$59,316.02	\$60,798.92
	Step D	Hrs. Week	\$27.02	\$27.56	\$28.11	\$28.67	\$29.32	\$30.05
		35 hours	\$49,177.48	\$50,161.03	\$51,164.25	\$52,187.53	\$53,361.75	\$54,695.79
		37.5 hours	\$52,690.15	\$53,743.96	\$54,818.84	\$55,915.21	\$57,173.30	\$58,602.64
		40 hours	\$56,202.83	\$57,326.89	\$58,473.42	\$59,642.89	\$60,984.86	\$62,509.48
	Step E	Hrs. Week	\$27.75	\$28.34	\$28.90	\$29.48	\$30.14	\$30.90
		35 hours	\$50,561.07	\$51,572.29	\$52,603.73	\$53,655.81	\$54,863.06	\$56,234.64
		37.5 hours	\$54,172.57	\$55,256.02	\$56,361.14	\$57,488.37	\$58,781.85	\$60,251.40
		40 hours	\$57,784.08	\$58,939.76	\$60,118.55	\$61,320.92	\$62,700.64	\$64,268.16
	Step F	Hrs. Week	\$28.56	\$29.13	\$29.72	\$30.31	\$30.99	\$31.77
		35 hours	\$51,985.66	\$53,023.34	\$54,083.80	\$55,165.48	\$56,406.70	\$57,816.87
		37.5 hours	\$55,696.78	\$56,810.72	\$57,946.93	\$59,105.87	\$60,435.75	\$61,946.63
		40 hours	\$59,409.90	\$60,598.10	\$61,810.06	\$63,046.26	\$64,464.80	\$66,076.42
	Step G	Hrs. Week	\$29.37	\$29.95	\$30.55	\$31.16	\$31.87	\$32.66
		35 hours	\$53,446.50	\$54,515.73	\$55,606.05	\$56,718.17	\$57,994.33	\$59,444.18
		37.5 hours	\$57,264.42	\$58,409.71	\$59,577.91	\$60,769.46	\$62,136.75	\$63,690.20
		40 hours	\$61,082.05	\$62,303.69	\$63,549.77	\$64,820.76	\$66,279.23	\$67,936.21

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6 30 11 Hourly 2%	7 1 2012 Hourly 2%	7 1 13 Hourly 2%	7 1 14 Hourly 2%	7 1 15 Hourly 2.25%	7 1 16 Hourly 2.5%
V-10	Step A	Hrs Week	\$26.49	\$27.02	\$27.56	\$28.11	\$28.74	\$29.46
		35 hours	\$48,210.72	\$49,174.94	\$50,158.44	\$51,161.60	\$52,312.74	\$53,620.56
		37.5 hours	\$51,654.35	\$52,687.43	\$53,741.18	\$54,816.01	\$56,049.37	\$57,450.60
		40 hours	\$55,097.97	\$56,199.93	\$57,323.93	\$58,470.41	\$59,785.99	\$61,280.64
	Step B	Hrs Week	\$27.23	\$27.78	\$28.33	\$28.90	\$29.55	\$30.29
		35 hours	\$49,567.16	\$50,558.50	\$51,569.67	\$52,601.07	\$53,784.59	\$55,129.21
		37.5 hours	\$53,107.67	\$54,169.83	\$55,253.22	\$56,358.29	\$57,626.35	\$59,067.01
		40 hours	\$56,648.18	\$57,781.15	\$58,936.77	\$60,115.51	\$61,468.10	\$63,004.81
	Step C	Hrs Week	\$28.00	\$28.56	\$29.13	\$29.71	\$30.38	\$31.14
		35 hours	\$50,961.65	\$51,980.88	\$53,020.50	\$54,080.91	\$55,297.73	\$56,680.17
		37.5 hours	\$54,601.77	\$55,693.80	\$56,807.68	\$57,943.83	\$59,247.57	\$60,728.76
		40 hours	\$58,241.89	\$59,406.72	\$60,594.86	\$61,806.75	\$63,197.41	\$64,777.34
	Step D	Hrs Week	\$28.79	\$29.36	\$29.95	\$30.55	\$31.21	\$32.02
		35 hours	\$52,395.53	\$53,443.44	\$54,512.31	\$55,602.55	\$56,853.61	\$58,274.95
		37.5 hours	\$56,138.07	\$57,260.83	\$58,406.04	\$59,574.16	\$60,914.58	\$62,437.45
		40 hours	\$59,880.60	\$61,078.21	\$62,299.78	\$63,545.77	\$64,975.55	\$66,599.94
	Step E	Hrs Week	\$29.60	\$30.19	\$30.79	\$31.41	\$32.12	\$32.92
		35 hours	\$53,869.56	\$54,946.95	\$56,045.89	\$57,166.81	\$58,453.06	\$59,914.59
		37.5 hours	\$57,717.38	\$58,871.73	\$60,049.17	\$61,250.15	\$62,628.28	\$64,193.99
		40 hours	\$61,565.21	\$62,796.51	\$64,052.44	\$65,333.49	\$66,803.50	\$68,473.58
	Step F	Hrs Week	\$30.43	\$31.04	\$31.66	\$32.29	\$33.02	\$33.85
		35 hours	\$55,385.27	\$56,492.98	\$57,622.84	\$58,775.30	\$60,097.74	\$61,600.18
		37.5 hours	\$59,341.37	\$60,528.19	\$61,738.76	\$62,973.53	\$64,390.44	\$66,000.20
		40 hours	\$63,297.46	\$64,563.41	\$65,854.67	\$67,171.77	\$68,683.13	\$70,400.21
	Step G	Hrs Week	\$31.29	\$31.91	\$32.55	\$33.20	\$33.95	\$34.80
		35 hours	\$56,944.39	\$58,083.28	\$59,244.95	\$60,429.85	\$61,739.52	\$63,334.26
		37.5 hours	\$61,011.85	\$62,232.09	\$63,476.73	\$64,746.26	\$66,203.06	\$67,858.13
		40 hours	\$65,079.31	\$66,380.89	\$67,708.51	\$69,062.68	\$70,616.59	\$72,382.01

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-11	Step A	Hrs. Week	\$28.26	\$28.82	\$29.40	\$29.99	\$30.66	\$31.43
		35 hours	\$51,426.67	\$52,455.20	\$53,504.31	\$54,574.39	\$55,802.32	\$57,197.38
		37.5 hours	\$55,100.00	\$56,202.00	\$57,326.04	\$58,472.57	\$59,788.20	\$61,282.90
		40 hours	\$58,773.34	\$59,948.80	\$61,147.78	\$62,370.74	\$63,774.08	\$65,368.43
	Step B	Hrs. Week	\$29.05	\$29.63	\$30.23	\$30.83	\$31.52	\$32.31
		35 hours	\$52,873.55	\$53,931.02	\$55,009.64	\$56,109.83	\$57,372.31	\$58,806.61
		37.5 hours	\$56,650.23	\$57,783.24	\$58,938.90	\$60,117.68	\$61,470.33	\$63,007.09
		40 hours	\$60,426.91	\$61,635.45	\$62,868.16	\$64,125.53	\$65,568.35	\$67,207.56
	Step C	Hrs. Week	\$29.87	\$30.47	\$31.08	\$31.70	\$32.41	\$33.22
		35 hours	\$54,361.16	\$55,448.38	\$56,557.35	\$57,688.50	\$58,986.49	\$60,461.15
		37.5 hours	\$58,244.10	\$59,408.98	\$60,597.16	\$61,809.10	\$63,199.81	\$64,779.80
		40 hours	\$62,127.04	\$63,369.58	\$64,636.97	\$65,929.71	\$67,413.13	\$69,098.46
	Step D	Hrs. Week	\$30.71	\$31.32	\$31.95	\$32.59	\$33.32	\$34.16
		35 hours	\$55,890.64	\$57,008.45	\$58,148.62	\$59,311.59	\$60,646.11	\$62,162.26
		37.5 hours	\$59,882.83	\$61,080.49	\$62,302.10	\$63,548.14	\$64,977.97	\$66,602.42
		40 hours	\$63,875.02	\$65,152.52	\$66,455.57	\$67,784.68	\$69,309.83	\$71,042.58
	Step E	Hrs. Week	\$31.57	\$32.20	\$32.85	\$33.51	\$34.26	\$35.12
		35 hours	\$57,463.14	\$58,612.41	\$59,784.66	\$60,980.35	\$62,352.41	\$63,911.22
		37.5 hours	\$61,567.66	\$62,799.01	\$64,054.99	\$65,336.09	\$66,806.15	\$68,476.30
		40 hours	\$65,672.17	\$66,985.61	\$68,325.32	\$69,691.83	\$71,259.89	\$73,041.39
	Step F	Hrs. Week	\$32.46	\$33.11	\$33.77	\$34.45	\$35.22	\$36.10
		35 hours	\$59,079.82	\$60,261.41	\$61,466.64	\$62,695.98	\$64,106.64	\$65,709.30
		37.5 hours	\$63,299.81	\$64,565.80	\$65,857.12	\$67,174.26	\$68,685.68	\$70,402.82
		40 hours	\$67,519.79	\$68,870.19	\$70,247.59	\$71,652.54	\$73,264.73	\$75,096.34
	Step G	Hrs. Week	\$33.38	\$34.04	\$34.72	\$35.42	\$36.22	\$37.12
		35 hours	\$60,743.72	\$61,958.60	\$63,197.77	\$64,461.72	\$65,912.11	\$67,559.91
		37.5 hours	\$65,082.56	\$66,384.21	\$67,711.89	\$69,066.13	\$70,620.12	\$72,385.62
		40 hours	\$69,421.40	\$70,809.82	\$72,226.02	\$73,670.54	\$75,328.13	\$77,211.33

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-12	Step A	Hrs Week	\$30.18	\$30.78	\$31.40	\$32.02	\$32.74	\$33.56
		35 hours	\$54,922.55	\$56,021.00	\$57,141.42	\$58,284.25	\$59,595.64	\$61,085.53
		37.5 hours	\$58,845.59	\$60,022.50	\$61,222.95	\$62,447.41	\$63,852.47	\$65,448.79
		40 hours	\$62,768.63	\$64,024.00	\$65,304.48	\$66,610.57	\$68,109.31	\$69,812.04
	Step B	Hrs Week	\$31.03	\$31.65	\$32.28	\$32.93	\$33.67	\$34.51
		35 hours	\$56,467.90	\$57,597.26	\$58,749.20	\$59,924.19	\$61,272.48	\$62,804.29
		37.5 hours	\$60,501.32	\$61,711.35	\$62,945.58	\$64,204.49	\$65,649.09	\$67,290.32
		40 hours	\$64,534.74	\$65,825.44	\$67,141.95	\$68,484.79	\$70,025.69	\$71,776.31
	Step C	Hrs Week	\$31.90	\$32.54	\$33.19	\$33.85	\$34.61	\$35.48
		35 hours	\$58,056.66	\$59,217.79	\$60,402.15	\$61,610.19	\$62,996.42	\$64,571.33
		37.5 hours	\$62,203.56	\$63,447.63	\$64,716.59	\$66,010.92	\$67,496.16	\$69,183.57
		40 hours	\$66,350.47	\$67,677.48	\$69,031.05	\$70,411.65	\$71,995.91	\$73,795.81
	Step D	Hrs Week	\$32.80	\$33.45	\$34.12	\$34.80	\$35.59	\$36.48
		35 hours	\$59,689.97	\$60,883.77	\$62,101.44	\$63,343.47	\$64,768.70	\$66,387.92
		37.5 hours	\$63,953.51	\$65,232.61	\$66,537.26	\$67,868.00	\$69,395.03	\$71,129.91
		40 hours	\$68,217.11	\$69,581.45	\$70,973.08	\$72,392.54	\$74,021.37	\$75,871.90
	Step E	Hrs Week	\$33.72	\$34.39	\$35.08	\$35.78	\$36.59	\$37.50
		35 hours	\$61,369.36	\$62,596.74	\$63,848.68	\$65,125.65	\$66,590.98	\$68,255.75
		37.5 hours	\$65,752.88	\$67,067.94	\$68,409.30	\$69,777.49	\$71,347.48	\$73,131.17
		40 hours	\$70,136.41	\$71,539.14	\$72,969.92	\$74,429.32	\$76,103.98	\$78,006.58
	Step F	Hrs Week	\$34.67	\$35.36	\$36.07	\$36.79	\$37.62	\$38.56
		35 hours	\$63,095.98	\$64,357.90	\$65,645.05	\$66,957.96	\$68,464.51	\$70,176.12
		37.5 hours	\$67,602.83	\$68,954.89	\$70,333.99	\$71,740.67	\$73,354.83	\$75,188.70
		40 hours	\$72,109.69	\$73,551.88	\$75,022.92	\$76,523.38	\$78,245.15	\$80,201.25
	Step G	Hrs Week	\$35.64	\$36.36	\$37.09	\$37.83	\$38.68	\$39.64
		35 hours	\$64,873.84	\$66,171.32	\$67,494.74	\$68,844.64	\$70,393.64	\$72,153.48
		37.5 hours	\$69,507.69	\$70,897.84	\$72,315.80	\$73,762.11	\$75,421.76	\$77,307.30
		40 hours	\$74,141.53	\$75,624.36	\$77,136.85	\$78,679.59	\$80,449.88	\$82,461.12

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-13	Step A	Hrs. Week	\$52.27	\$52.92	\$53.57	\$54.25	\$55.02	\$55.89
		35 hours	\$58,731.44	\$59,906.06	\$61,104.19	\$62,326.27	\$63,728.61	\$65,321.83
		37.5 hours	\$62,926.54	\$64,185.07	\$65,468.77	\$66,778.15	\$68,280.65	\$69,987.67
		40 hours	\$67,121.64	\$68,464.07	\$69,833.35	\$71,230.02	\$72,832.70	\$74,633.51
	Step B	Hrs. Week	\$53.18	\$53.84	\$54.52	\$55.21	\$56.00	\$56.90
		35 hours	\$60,383.67	\$61,591.35	\$62,823.17	\$64,079.64	\$65,521.43	\$67,139.47
		37.5 hours	\$64,696.79	\$65,990.73	\$67,310.54	\$68,656.76	\$70,201.52	\$71,956.57
		40 hours	\$69,009.91	\$70,390.11	\$71,797.91	\$73,233.87	\$74,881.63	\$76,753.68
	Step C	Hrs. Week	\$54.11	\$54.79	\$55.49	\$56.20	\$57.01	\$57.94
		35 hours	\$62,082.57	\$63,324.22	\$64,590.70	\$65,882.52	\$67,364.87	\$69,049.00
		37.5 hours	\$66,517.04	\$67,847.38	\$69,204.33	\$70,588.41	\$72,176.65	\$73,981.07
		40 hours	\$70,951.51	\$72,370.54	\$73,817.95	\$75,294.31	\$76,988.43	\$78,913.14
	Step D	Hrs. Week	\$55.07	\$55.77	\$56.49	\$57.22	\$58.06	\$59.01
		35 hours	\$63,829.26	\$65,105.85	\$66,407.97	\$67,736.13	\$69,260.19	\$70,991.69
		37.5 hours	\$68,388.50	\$69,756.27	\$71,151.39	\$72,574.42	\$74,207.34	\$76,062.53
		40 hours	\$72,947.73	\$74,406.68	\$75,894.82	\$77,412.71	\$79,154.50	\$81,133.36
	Step E	Hrs. Week	\$56.06	\$56.78	\$57.51	\$58.26	\$59.13	\$60.10
		35 hours	\$65,625.29	\$66,937.80	\$68,276.35	\$69,642.08	\$71,209.03	\$72,989.26
		37.5 hours	\$70,312.81	\$71,719.07	\$73,153.45	\$74,616.52	\$76,295.39	\$78,202.78
		40 hours	\$75,000.33	\$76,500.34	\$78,030.35	\$79,590.95	\$81,381.75	\$83,416.29
	Step F	Hrs. Week	\$57.07	\$57.81	\$58.57	\$59.34	\$60.23	\$61.23
		35 hours	\$67,471.61	\$68,821.04	\$70,197.16	\$71,601.41	\$73,212.44	\$75,042.75
		37.5 hours	\$72,291.01	\$73,736.83	\$75,211.57	\$76,715.80	\$78,441.90	\$80,402.95
		40 hours	\$77,110.41	\$78,652.62	\$80,225.67	\$81,830.18	\$83,671.36	\$85,763.15
	Step G	Hrs. Week	\$58.12	\$58.88	\$59.66	\$60.45	\$61.36	\$62.39
		35 hours	\$69,369.93	\$70,757.33	\$72,172.48	\$73,615.93	\$75,272.29	\$77,154.09
		37.5 hours	\$74,324.93	\$75,811.43	\$77,327.66	\$78,874.21	\$80,648.88	\$82,665.10
		40 hours	\$79,279.92	\$80,865.52	\$82,482.83	\$84,132.49	\$86,025.47	\$88,176.11

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11	7/1/2012	7/1/13	7/1/14	7/1/15	7/1/16
			Hourly 2%	Hourly 2%	Hourly 2%	Hourly 2%	Hourly 2.25%	Hourly 2.5%
V-14	Step A	Hrs Week	\$34.55	\$35.24	\$35.91	\$36.66	\$37.49	\$38.42
		35 hours	\$62,875.32	\$64,132.83	\$65,415.18	\$66,723.79	\$68,225.08	\$69,930.71
		37.5 hours	\$67,366.42	\$68,713.74	\$70,088.02	\$71,489.78	\$73,098.30	\$74,925.76
		40 hours	\$71,857.51	\$73,294.66	\$74,760.55	\$76,255.76	\$77,971.52	\$79,920.81
	Step B	Hrs Week	\$35.52	\$36.23	\$36.95	\$37.69	\$38.54	\$39.50
		35 hours	\$64,644.39	\$65,937.28	\$67,256.02	\$68,601.14	\$70,144.67	\$71,898.28
		37.5 hours	\$69,261.85	\$70,647.08	\$72,060.02	\$73,501.22	\$75,155.00	\$77,033.88
		40 hours	\$73,879.30	\$75,356.89	\$76,864.03	\$78,401.31	\$80,165.34	\$82,169.47
	Step C	Hrs Week	\$36.52	\$37.25	\$37.99	\$38.75	\$39.63	\$40.62
		35 hours	\$66,463.17	\$67,792.13	\$69,148.28	\$70,531.25	\$72,118.20	\$73,921.16
		37.5 hours	\$71,210.54	\$72,634.75	\$74,087.15	\$75,569.19	\$77,269.50	\$79,201.24
		40 hours	\$75,957.91	\$77,477.07	\$79,026.61	\$80,607.14	\$82,420.80	\$84,481.32
	Step D	Hrs Week	\$37.55	\$38.30	\$39.06	\$39.84	\$40.74	\$41.76
		35 hours	\$68,333.01	\$69,699.67	\$71,093.66	\$72,515.53	\$74,147.13	\$76,000.81
		37.5 hours	\$73,213.93	\$74,678.21	\$76,171.78	\$77,695.21	\$79,443.36	\$81,429.44
		40 hours	\$78,094.86	\$79,656.76	\$81,249.90	\$82,874.89	\$84,739.58	\$86,858.07
	Step E	Hrs Week	\$38.60	\$39.37	\$40.16	\$40.96	\$41.89	\$42.93
		35 hours	\$70,255.61	\$71,660.73	\$73,093.94	\$74,555.82	\$76,233.33	\$78,139.16
		37.5 hours	\$75,273.87	\$76,779.35	\$78,314.91	\$79,881.24	\$81,678.56	\$83,720.53
		40 hours	\$80,292.13	\$81,897.97	\$83,535.93	\$85,206.63	\$87,125.80	\$89,301.90
	Step F	Hrs Week	\$39.69	\$40.48	\$41.29	\$42.12	\$43.06	\$44.14
		35 hours	\$72,232.14	\$73,676.79	\$75,150.32	\$76,653.33	\$78,378.03	\$80,337.48
		37.5 hours	\$77,391.58	\$78,939.11	\$80,518.20	\$82,128.57	\$83,976.16	\$86,075.87
		40 hours	\$82,551.02	\$84,202.01	\$85,886.08	\$87,603.80	\$89,571.89	\$91,814.26
	Step G	Hrs Week	\$40.80	\$41.62	\$42.45	\$43.30	\$44.28	\$45.38
		35 hours	\$74,264.51	\$75,749.80	\$77,264.79	\$78,810.09	\$80,583.31	\$82,597.90
		37.5 hours	\$79,569.11	\$81,160.50	\$82,783.71	\$84,439.38	\$86,339.27	\$88,497.75
		40 hours	\$84,873.72	\$86,571.20	\$88,302.62	\$90,068.67	\$92,095.22	\$94,397.60

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-15	Step A	Hrs. Week	\$37.03	\$37.77	\$38.53	\$39.30	\$40.18	\$41.19
		35 hours	\$67,395.51	\$68,743.42	\$70,118.29	\$71,520.65	\$73,129.87	\$74,958.11
		37.5 hours	\$72,209.47	\$73,653.66	\$75,126.73	\$76,629.27	\$78,353.43	\$80,312.26
		40 hours	\$77,023.44	\$78,563.90	\$80,135.18	\$81,737.89	\$83,576.99	\$85,666.41
	Step B	Hrs. Week	\$38.07	\$38.83	\$39.61	\$40.40	\$41.31	\$42.34
		35 hours	\$69,291.73	\$70,677.56	\$72,091.11	\$73,532.94	\$75,187.43	\$77,067.11
		37.5 hours	\$74,241.14	\$75,725.96	\$77,240.48	\$78,785.29	\$80,557.96	\$82,571.91
		40 hours	\$79,190.55	\$80,774.36	\$82,389.84	\$84,037.64	\$85,928.49	\$88,076.70
	Step C	Hrs. Week	\$39.14	\$39.93	\$40.72	\$41.54	\$42.47	\$43.54
		35 hours	\$71,241.11	\$72,665.93	\$74,119.25	\$75,601.63	\$77,302.67	\$79,235.24
		37.5 hours	\$76,329.76	\$77,856.35	\$79,413.48	\$81,001.75	\$82,824.29	\$84,894.89
		40 hours	\$81,418.41	\$83,046.78	\$84,707.71	\$86,401.86	\$88,345.91	\$90,554.55
	Step D	Hrs. Week	\$40.24	\$41.05	\$41.87	\$42.71	\$43.67	\$44.76
		35 hours	\$73,245.55	\$74,710.46	\$76,204.67	\$77,728.77	\$79,477.66	\$81,464.60
		37.5 hours	\$78,477.38	\$80,046.92	\$81,647.86	\$83,280.82	\$85,154.64	\$87,283.51
		40 hours	\$83,709.20	\$85,383.39	\$87,091.05	\$88,852.88	\$90,831.62	\$93,102.41
	Step E	Hrs. Week	\$41.38	\$42.20	\$43.05	\$43.91	\$44.90	\$46.02
		35 hours	\$75,306.21	\$76,812.34	\$78,348.58	\$79,915.56	\$81,713.66	\$83,756.50
		37.5 hours	\$80,685.23	\$82,298.93	\$83,944.91	\$85,623.81	\$87,550.35	\$89,739.10
		40 hours	\$86,064.24	\$87,785.53	\$89,541.24	\$91,332.06	\$93,387.04	\$95,721.71
	Step F	Hrs. Week	\$42.54	\$43.39	\$44.26	\$45.15	\$46.16	\$47.31
		35 hours	\$77,425.00	\$78,973.50	\$80,552.97	\$82,164.03	\$84,012.72	\$86,113.04
		37.5 hours	\$82,955.36	\$84,614.47	\$86,306.76	\$88,032.89	\$90,013.63	\$92,263.97
		40 hours	\$88,485.72	\$90,255.43	\$92,060.54	\$93,901.75	\$96,014.54	\$98,414.90
	Step G	Hrs. Week	\$43.74	\$44.61	\$45.51	\$46.42	\$47.46	\$48.65
		35 hours	\$79,606.70	\$81,198.83	\$82,822.81	\$84,479.27	\$86,380.05	\$88,539.55
		37.5 hours	\$85,292.89	\$86,998.75	\$88,738.73	\$90,513.50	\$92,550.05	\$94,863.81
		40 hours	\$90,979.09	\$92,798.67	\$94,654.64	\$96,547.73	\$98,720.06	\$101,188.06

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-16	Step A	Hrs. Week	\$39.74	\$40.54	\$41.35	\$42.18	\$43.12	\$44.20
		35 hours	\$72,531.95	\$73,778.59	\$75,254.17	\$76,759.25	\$78,186.33	\$80,448.49
		37.5 hours	\$77,498.52	\$79,048.49	\$80,629.46	\$82,242.05	\$84,092.50	\$86,194.81
		40 hours	\$82,665.09	\$84,318.39	\$86,004.76	\$87,724.86	\$89,698.67	\$91,941.13
	Step B	Hrs. Week	\$40.86	\$41.68	\$42.51	\$43.36	\$44.34	\$45.45
		35 hours	\$74,366.99	\$75,854.33	\$77,371.42	\$78,918.85	\$80,694.52	\$82,711.89
		37.5 hours	\$79,678.92	\$81,272.50	\$82,897.95	\$84,555.91	\$86,458.42	\$88,619.88
		40 hours	\$84,990.85	\$86,690.67	\$88,424.48	\$90,192.97	\$92,222.31	\$94,527.87
	Step C	Hrs. Week	\$42.01	\$42.85	\$43.71	\$44.58	\$45.59	\$46.72
		35 hours	\$76,159.21	\$77,988.39	\$79,848.16	\$81,739.12	\$83,964.75	\$86,538.87
		37.5 hours	\$81,920.58	\$83,558.99	\$85,230.17	\$86,934.77	\$88,890.80	\$91,113.07
		40 hours	\$87,381.95	\$89,129.59	\$90,912.18	\$92,730.42	\$94,816.86	\$97,187.28
	Step D	Hrs. Week	\$43.19	\$44.06	\$44.94	\$45.84	\$46.87	\$48.04
		35 hours	\$78,610.50	\$80,182.71	\$81,786.36	\$83,422.09	\$85,299.09	\$87,431.57
		37.5 hours	\$84,225.54	\$85,910.05	\$87,628.25	\$89,380.81	\$91,391.88	\$93,676.68
		40 hours	\$89,840.57	\$91,637.38	\$93,470.13	\$95,339.53	\$97,484.67	\$99,921.79
	Step E	Hrs. Week	\$44.41	\$45.30	\$46.20	\$47.13	\$48.19	\$49.39
		35 hours	\$80,822.22	\$82,138.66	\$83,487.43	\$84,869.18	\$87,698.99	\$89,891.46
		37.5 hours	\$86,595.23	\$88,327.14	\$90,093.68	\$91,895.55	\$93,963.20	\$96,312.28
		40 hours	\$92,368.25	\$94,215.61	\$96,099.92	\$98,021.92	\$100,227.42	\$102,733.10
	Step F	Hrs. Week	\$45.66	\$46.57	\$47.50	\$48.45	\$49.54	\$50.75
		35 hours	\$83,096.08	\$84,758.00	\$86,453.16	\$88,182.22	\$90,166.32	\$92,420.48
		37.5 hours	\$89,031.51	\$90,812.14	\$92,628.38	\$94,480.95	\$96,606.77	\$99,021.94
		40 hours	\$94,966.94	\$96,866.28	\$98,803.61	\$100,779.68	\$103,047.22	\$105,623.40
	Step G	Hrs. Week	\$46.94	\$47.88	\$48.84	\$49.81	\$50.91	\$52.21
		35 hours	\$85,433.99	\$87,142.67	\$88,885.52	\$90,663.24	\$92,703.16	\$95,020.74
		37.5 hours	\$91,536.42	\$93,367.15	\$95,234.49	\$97,139.18	\$99,524.81	\$101,807.95
		40 hours	\$97,638.85	\$99,591.62	\$101,583.46	\$103,615.13	\$105,946.47	\$108,595.13

APPENDIX B
WAGE SCHEDULES FOR UAW LOCAL 2377
7 STEPS GRID

Annual Rate Increase			6/30/11 Hourly 2%	7/1/2012 Hourly 2%	7/1/13 Hourly 2%	7/1/14 Hourly 2%	7/1/15 Hourly 2.25%	7/1/16 Hourly 2.5%
V-17	Step A	Hrs. Week	\$42.70	\$43.56	\$44.43	\$45.32	\$46.34	\$47.49
		35 hours	\$77,719.66	\$79,274.05	\$80,859.53	\$82,476.72	\$84,332.45	\$86,440.76
		37.5 hours	\$83,271.06	\$84,936.48	\$86,635.21	\$88,367.92	\$90,356.19	\$92,615.10
		40 hours	\$88,822.46	\$90,598.91	\$92,410.89	\$94,259.11	\$96,379.94	\$98,789.44
	Step B	Hrs. Week	\$43.90	\$44.78	\$45.68	\$46.59	\$47.64	\$48.83
		35 hours	\$79,906.32	\$81,504.45	\$83,134.54	\$84,797.23	\$86,705.17	\$88,872.80
		37.5 hours	\$85,613.92	\$87,326.20	\$89,072.72	\$90,854.18	\$92,898.40	\$95,220.85
		40 hours	\$91,321.51	\$93,147.94	\$95,010.90	\$96,911.12	\$99,091.62	\$101,568.91
	Step C	Hrs. Week	\$45.14	\$46.04	\$46.96	\$47.90	\$48.98	\$50.21
		35 hours	\$82,154.56	\$83,797.65	\$85,473.61	\$87,183.08	\$89,144.70	\$91,373.32
		37.5 hours	\$88,022.75	\$89,783.20	\$91,578.86	\$93,410.44	\$95,512.18	\$97,899.98
		40 hours	\$93,890.93	\$95,768.75	\$97,684.12	\$99,637.80	\$101,879.66	\$104,426.65
	Step D	Hrs. Week	\$46.41	\$47.34	\$48.28	\$49.25	\$50.36	\$51.62
		35 hours	\$84,465.90	\$86,155.22	\$87,878.32	\$89,635.89	\$91,652.70	\$93,944.01
		37.5 hours	\$90,499.18	\$92,309.16	\$94,155.34	\$96,038.45	\$98,199.32	\$100,654.30
		40 hours	\$96,532.46	\$98,463.11	\$100,432.57	\$102,441.01	\$104,745.94	\$107,364.59
	Step E	Hrs. Week	\$47.72	\$48.67	\$49.64	\$50.64	\$51.78	\$53.07
		35 hours	\$86,842.44	\$88,579.29	\$90,350.87	\$92,157.89	\$94,231.44	\$96,587.23
		37.5 hours	\$93,045.47	\$94,906.38	\$96,804.51	\$98,740.60	\$100,962.26	\$103,486.32
		40 hours	\$99,248.50	\$101,233.47	\$103,258.14	\$105,323.30	\$107,693.08	\$110,385.40
	Step F	Hrs. Week	\$49.06	\$50.04	\$51.04	\$52.06	\$53.23	\$54.56
		35 hours	\$89,285.71	\$91,071.42	\$92,892.85	\$94,750.71	\$96,882.60	\$99,304.67
		37.5 hours	\$95,663.26	\$97,576.53	\$99,528.06	\$101,518.62	\$103,802.79	\$106,397.86
		40 hours	\$102,040.81	\$104,081.63	\$106,163.26	\$108,286.52	\$110,722.97	\$113,491.05
	Step G	Hrs. Week	\$50.44	\$51.45	\$52.48	\$53.53	\$54.73	\$56.10
		35 hours	\$91,798.20	\$93,634.16	\$95,506.85	\$97,416.98	\$99,608.86	\$102,099.09
		37.5 hours	\$98,355.21	\$100,322.32	\$102,328.76	\$104,375.34	\$106,723.78	\$109,391.88
		40 hours	\$104,912.23	\$107,010.47	\$109,150.68	\$111,333.69	\$113,838.70	\$116,684.67

APPENDIX C

SEASONAL EMPLOYEE SUPPLEMENTAL AGREEMENT

The following agreement has been reached between the City of Stamford (hereinafter the "City") and Local #2377 of the International Union, United Automobile, Aerospace and Agricultural Implement Workers Union-UAW (hereinafter "the Union"):

- i. All terms and conditions of the 11/9/93 Supplemental Agreement will remain as stated, except as outlined herein.
- ii. Slotting: Lifeguards recalled by the City, to a position identified in the Supplemental Agreement, who satisfactorily completed their prior years seasonal work assignment and were placed on lay-off per the agreement, will be slotted on the pay grid below. Effective and retroactive to January 1, 1999, employees will be slotted such that employee will receive a minimum fifty cent (\$.50) per hour increase over their wage rate for the previous year. Employees will then advance one step on the pay grid, per season they are recalled until they reach top step.
- iii. Slotting: Seasonal maintenance workers recalled from the last season, who satisfactorily completed their prior years seasonal work assignment and were placed on lay-off per the agreement, will be slotted on the pay grid below. Effective and retroactive to January 1, 1999, employees will be slotted such that employee will receive a minimum fifty cent (\$.50) per hour increase over their wage rate for the previous year. Employees will then advance one step on the pay grid, per season they are recalled until they reach top step.
- iv. Retroactive Lump-Sum Payments: Seasonal employees who worked in 1999 and who worked in excess of four hundred and twenty-five (425) hours during the calendar year 1998 will receive a one-time, lump-sum, payment of One Hundred Dollars (\$100.00), while those who worked in excess of eight hundred (800) such hours will receive a one-time, lump-sum, payment of Two Hundred Dollars (\$200.00). In addition, all seasonals who completed the 1999 season shall receive a lump-sum reflecting the difference between their current wages, and their 1999 wages as set forth in this agreement. Retroactive payments shall be made within ninety (90) days of the ratification of this agreement.
- v. The wage rates for the covered positions will be as follows:

	<u>Lifeguard</u>	<u>Maintenance Worker</u>
1 st year	\$ 14.00/hr.	\$ 13.00/hr.
2 nd year	\$ 15.00/hr.	\$ 14.00/hr.
3 rd year	\$16.00/hr.	\$15.00/hr.

These wage rates are not subject to the annual general wage increases negotiated for full-time employees.

No individual covered by this agreement shall receive an hourly rate in excess of the top step listed above.

- vi. New seasonal employees will be placed at the "First Year" rate in the respective classification. However, the City may, in its discretion, hire new lifeguards above the starting rate at any level within the range depending on qualifications and experience, with the approval of the Director of Human Resources.
- vii. Each seasonal employee shall be told at the end of each season whether or not he or she is eligible for recall. Eligibility for recall shall be determined based on satisfactory performance and attendance during the season. It is understood that salary increases for all seasonals shall be limited to these step increments.
- viii. The City may assign Seasonal Maintenance Workers to special details based upon their unique qualifications. When assigning overtime department management will make every effort practical, without adversely affecting normal park operations, to assign and distribute overtime equitably (based on hours) among individuals within the job groups. However, overtime specialty assignments will be among those possessing the skills and ability for the assignment.
- ix. The City may, notwithstanding any agreement to the contrary, create flexible work schedules for employees covered by this agreement. The City agrees to inform the union of these changes in work schedules in advance.

APPENDIX D
CERF RETIREMENT FUND ADJUSTMENT

This Agreement, CITY OF STAMFORD CLASSIFIED EMPLOYEES RETIREMENT FUND ADJUSTMENT, dated January 4, 2000, is entered into in accordance with the provisions of Article IX, Section 5(K), of the July 1, 1998 - June 30, 2001 Collective Bargaining Agreement between the CITY OF STAMFORD and LOCAL 2377 OF THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA-UAW.

Effective January 1, 2000, all active members who thereafter retire (Member) shall be eligible to receive the following benefits:

1. An adjustment, based upon the plan's "Average Annual Return" as defined herein, in pension benefits payable to each Member, commencing January 1, 2003, retroactive to July 1, 2002, who has attained age 62 and has received or has been credited with at least twelve monthly pension payments prior to July 1, 2002.
2. Thereafter on January 1 of each third year (effective date), retroactive to the prior July 1, the pension benefit payable to each member who has attained age 62 and has received or has been credited with at least twelve monthly pension payments prior to said July 1 of each third year (Eligible Member) shall be adjusted.
3. The adjustment shall be based upon the average annual investment return (Average Annual Return) earned by the City of Stamford Classified Employees Retirement Fund for the 36 month period ending on July 1, six months prior to the Effective Date of the adjustment. The Average Annual Return shall be determined by the Plan's Trustee using the dollar weighted rate-of-return methodology. The Average Annual Return shall be determined as the geometric average of the annual return of each of the three years.
4. An adjustment account will be established as of July 1, 1999 with a zero balance. Beginning July 1, 2002, and on July 1 of each third year thereafter, the adjustment account balance will be re-determined as follows:
 - a. The adjustment account balance will equal the adjustment account balance as of the July 1 three years prior plus Item b(1)(c) less Item b(ii)(c) plus Item C minus Item d.
 - b. The adjustment account will be credited or debited for investment performance, as follows:
 1. If the average Annual Return is greater than 10%, the adjustment account will be credited as follows:
 - i. Subtract 10% from the Average Annual Return.
 - ii. Multiply the result in item (i) by 50%.
 - iii. Multiply the result in item (ii) by the pension benefit obligation for each Member receiving or who is credited with monthly pension payments as of the July 1 six months prior to the Effective Date.
 2. If the Average Annual Return is less than 6%, the adjustment account will be debited as follows:
 - i. Subtract the Average Annual Return from 6%.
 - ii. Multiply the result of item (i) by 50%.

iii. Multiply the result in item (ii) by the pension benefit obligation for each Member receiving or who is credited with monthly pension payments as of the July 1 six months prior to the Effective Date.

3. If the Average Annual Return is greater than or equal to 6% and less than or equal to 10% no credit or debit will be made to the adjustment account.

c. The adjustment account will be credited with the Average Annual return for each of the prior three years.

d. The adjustment account will be debited for adjusted pension payments (including interest at the Average Annual Return Rate) paid during the prior three years.

5. The percentage increase equals Item (a) less Item (b) divided by Item (c).

a. The adjustment account balance as of the July six months prior to the Effective Date of the adjustment.

b. The pension benefit obligation as of such July 1 for prior year adjustments of all Eligible Members.

6. The pension adjustment will be the percentage increase multiplied by the amount currently being paid to Eligible Members subject to the following limitations:

a. If the percentage increase is greater than 4%, the percentage increase will be limited to 4%. Any excess adjustment account credit from Item 4(b)(1)(iii) will remain in the adjustment account.

b. If the percentage increase is negative, no adjustment will be made. Any excess adjustment account debit from Item 4(b)(1)(iii) will remain in the adjustment account.

7. The pension benefit obligation will be determined by the plan's actuary in accordance with actuarial assumptions with respect to interest and mortality as used in the most recent actuarial valuation report. Pension benefit obligation will have the meaning as such time is defined in Government Accounting Standards Board Statement No. 5.

8. The adjustments referred to above shall be fully applicable to the eligible survivors of deceased Members as of the Effective Date such Member became or would have become an Eligible Member.

C. A copy of this written agreement will be filed with the Plan Trustees (Amendment and Declaration of Trust dated June 16, 1971). The Trustees shall formulate, adopt and promulgate in good faith investment plans, programs and decisions, in accordance with the Declaration of Trust provisions which in their opinion are desirable to facilitate the administration of the Plan consistent with the intent and provisions of this agreement.

D. This agreement, CITY OF STAMFORD CLASSIFIED EMPLOYEES RETIREMENT FUND ADJUSTMENT, dated January 4, 2000, shall be incorporated into the parties' Collective Bargaining Agreement, as amended.

Included in Appendix D is an example illustrating calculations for earned Classified Employees pension adjustments.

E. Notwithstanding anything contained herein to the contrary, it is specifically agreed by the parties that nothing contained herein shall prevent any increase to current retiree benefits based upon any voluntary negotiations and agreement of the parties or by operation of law.

First Adjustment

Plan Assets:	\$70,000
Pension Benefit	
Obligation:	70,000.00 = 63,000,000 active divided by pre-99 retirees 7,000,000 retired on or after 1/1/99 1,750,000 over age 62 & retired 12 mos.
Average annual return	12%
Adjustment account credit	1% x 7,000,000 = 70,000
Adjustment account	0 divided by 70,000 = 70,000
Pension adjustment	70,000/1,750,000 = 4%

Second Adjustment

Plan assets:	\$78,000,000
PBO:	75,000,000 = 67,000,000 active divided by pre-99 retirees 8,000,000 retired on or after 1/1/99 2,000,000 over age 62 & retired 12 mos.
Average annual return	14%
Adjustment account credit	2% x 8,000,000 = 160,000
Adjustment account	70,000 - 7,000 divided by 9,300 divided by 160,000 = 232,300 (prior year balance - benefits paid divided by investment return divided by credit)
PBC for prior adjustments	68,300
Pension adjustment	(232,300 - 68,300)/2,000,000 = 8.2% 4% cap applicable

Third Adjustment

Plan assets	\$78,000,000
PBC	80,000,000 = 70,000,000 active divided by pre-99 retirees 10,000,000 retired on or after 1/1/99 2,500,000 over 65 retired 12 mos.
Average annual return	4%
Adjustment account	-1% x 10,000,000 = 100,000
Adjustment account	232,300 - 14,800 divided by 9,000 - 100,000 = 126,000
PBO for prior adjustments	144,600
Pension Adjustments	(126,500 - 144,600)/2,500,00 = less than 0% 0% applicable

APPENDIX E

Settlement Agreement

Telecommunicators/Public Safety Dispatchers
(E-911 Communication Center & Police Clerk Matron)

The parties to this agreement, the City of Stamford (hereinafter referred to as the "City") and the Stamford Municipal Employees Union (hereinafter referred to as the "Union"), do hereby agree as follows with respect to all outstanding issues and negotiations at the Department of Emergency Communications (hereinafter referred to as the "Department" or "911"). This Agreement should be read in conjunction with the Settlement Agreement titled "Public Safety Dispatchers" signed April 23, 1997:

1. The City and Department will begin the process of training Telecommunicators (TC) to become Public Safety Dispatchers (PSD), as soon as possible.
2. Those TCs interested in becoming PSDs will be given a one-time opportunity to sign-up on the posted list no later than May 2, 1997. TCs failing to sign up by that date will be required to go through the Civil Service testing procedure in the future should they want to become a PSD. Employees currently performing work as TCs, who sign the list, will be given the opportunity to begin training to become PSDs. Those current TCs not interested in becoming PSDs will retain their positions as TCs. However, the parties understand and agree that the position of Telecommunicator will cease to exist upon all incumbents vacating the positions, leaving Public Safety Dispatcher (Grade S-09) as the only remaining classification.
3. The senior TC on each shift, who signs up to become a PSD, will be selected first for training. Upon completion of the training program, the next senior TC on the shift will be selected for the training, and so on until all TCs on each shift have been trained. A TC will be deemed to have completed PSD training upon the approval of the Director, who shall consult with the supervisor(s).
4. When a TC is selected to begin training, he/she will be paid as a "PSD in-training", at the rate of \$15.21/hr. The City will have the flexibility to change the schedules of "PSDs in-training", provided the individual is given five (5) days notice of the change. In maintaining its management prerogatives, the City will also have the flexibility to temporarily detail a PSD, provided the individual being detailed is given five (5) days notice of the change.
5. Upon successful completion of training, as deemed by the Director, the "PSD in-training" will advance to Grade S/V-11(A) - Public Safety Dispatcher. All new PSDs under this agreement must serve a probationary period of six (6) months. During this time, the Director, after consulting with the supervisor(s), can return an individual to their former TC position and pay, should the individual fail to meet job performance expectations, and such decision will not be subject to the grievance and arbitration procedure under the contract.
6. During the training period, the City reserves the right to use a "PSD in-training" as a back-up dispatcher, provided the individual is capable of performing the duties, as determined by the Director, who shall consult with the supervisor(s).

7. The City will begin writing Rules and Regulations specific to the Communication Center. Prior to implementation, the City will meet and consult with the Union on these Rules and Regulations.
8. The parties agree that lunch breaks are mandatory and must be taken. However, in the event relief is not available and an employee is ordered to remain at the console, and not permitted to take a lunch break, he/she will be paid for the lunch at the appropriate overtime rate.
9. The parties agree to the following change to Article XXV, Section D: Employees involuntarily and voluntarily placed on the 11:00 p.m. to 7:00 a.m. shift shall not be required to remain on that shift more than three (3) months in any twelve (12) month period. At the end of the three (3) months the involuntarily or voluntarily transferred employee shall revert to rotating shifts of 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. and follow the provisions for these shifts as provided in this Article. An individual may volunteer to remain on the 11:00 p.m. to 7:00 a.m. shift for an additional three (3) months.

(x) Harold C. Westerfield
Cal Westerfield,
Director of Communications

(x) William J. Krynitzky
William J. Krinitzky, MEA President

-
-
(x) William C. Stover
William C. Stover, Labor Relations

(x) Bonnie Adams
Bonnie Stunkel Adams,
MEA Grievance Committee

Settlement Agreement
Public Safety Dispatchers
(E-911 Communication Center & Police Clerk Matron)

The parties to this agreement, the City of Stamford (hereinafter referred to as the "City") and the Stamford Municipal Employees Union (hereinafter referred to as the "Union"), do hereby agree as follows with respect to all outstanding issues and negotiations at the Department of Emergency Communications (hereinafter referred to as the "Department" or "911"). This Agreement should be read in conjunction with the Settlement Agreement titled "Telecommunicators/Public Safety Dispatchers" signed April 23, 1997:

1. The City and Department will begin the process of training Telecommunicators (TC) to become Public Safety Dispatchers (PSD), as soon as possible.
2. The parties agree to the following with regard to filling overtime vacancies:
 - a. Immediately upon knowledge of a shift vacancy, the Supervisor will begin soliciting volunteers for the overtime by going in order of seniority from the regular off list. Employees will be notified that the shift is for eight (8) hours. Failing to fill the vacancy, using the off list, the Supervisor will solicit a volunteer by seniority from the on-duty PSDs. The shift will be offered to all, by seniority, for eight (8) hours. Failing to find an employee to work the full eight (8) hours, the shift will be offered to employees on the in-coming shift for the full eight (8) hours. If the supervisor is still unable to fill the shift, he/she shall ask all on-duty PSDs, by seniority, to fill the shift for four (4) hours. Should the shift be filled for the beginning four (4) hours, the Supervisor will begin calling employees scheduled to come in for the next shift, offering the remaining four (4) hours to those employees in order of seniority.
 - b. In the event no employee is found to fill the vacancy, an employee on-duty will be held over to cover the shift, on a rotational basis beginning with the least senior employee. During the time of the hold over, the Supervisor will continue to seek an employee to cover the remainder of the shift.
 - c. It shall be the discretion of the Supervisor to fill or not fill the shift, in whole or part, at any time during the shift. Provided, an employee volunteering to work the shift shall not receive less than four (4) hours pay.
3. In recognition of this Agreement, the Union agrees to withdraw all pending 911 grievances, with the exception of MEA Case # 97030051. The parties agree to the attached appendices in settlement of the two (2) disciplinary grievances.
4. The City will begin writing Rules and Regulations specific to the Communication Center. Prior to implementation, the City will meet and consult with the Union on these Rules and Regulations.
5. The parties agree that this Agreement is entered into without precedent on the disciplinary matters and will not be raised in any future case.
6. The parties agree that lunch breaks are mandatory and must be taken. However, in the event relief is not available and an employee is ordered to remain at the console, and not permitted to take a lunch break, he/she will be paid for the lunch at the appropriate overtime rate.
7. The parties agree to the following change to Article XXV, Section D: Employees involuntarily and voluntarily placed on the 11:00 p.m. to 7:00 a.m. shift shall not be required to remain on that shift more than three (3) months in any twelve (12) month period. At the end of the three (3) months the involuntarily or

voluntarily transferred employee shall revert to rotating shifts of 7:00 a.m. to 3:00 p.m. and 3:00 p.m. to 11:00 p.m. and follow the provisions for these shifts as provided in this Article. An individual may volunteer to remain on the 11:00 p.m. to 7:00 a.m. shift for an additional three (3) months.

(x) Harold C. Westerfield
Cal Westerfield,
Director of Communications

(x) William Krinitzky
William J. Krinitzky, MEA President

(x) William C. Stover
William C. Stover, Labor Relations

(x) Bonnie Adams
Bonnie Stunkel Adams,
MEA Grievance Committee

Memorandum of Agreement

The City of Stamford (hereinafter the "City") and the Stamford Municipal Employee's Association (hereinafter the "Union") hereby agree as follows:

1. Employees currently holding the classification of Public Safety Dispatcher (PSD) will be listed in order of seniority.
2. Employees currently holding the classification of Telecommunicator (TC) will be listed in order of seniority.
3. The two (2) lists outlined above will be combined for the purposes of creating a PSD seniority list. The current PSDs will be listed in order of seniority, followed by the list of TCs. All new hires into the classification of PSD will be slotted, in order of hire date, below the TCs.
4. All tie breakers with respect to employees with the same date of hire will be settled by comparing the employee's test scores on the entry level examination. The employee with the highest score will have seniority over the next highest scoring employee and so on.
5. Effective July 1, 1997, all TCs who signed up for training to become PSDs, will begin receiving the "PSD in-training" rate outlined in Section 4 of the *Settlement Agreement - Telecommunicators/Public Safety Dispatchers*, dated April 23, 1997.
6. In the event a "PSD in-training" does not become certified as a PSD, in accordance with the April 23, 1997 Settlement Agreement outline above, the "PSD in-training" will retreat to their former Telecommunicator classification and pay rate.
7. In the event a lay-off becomes necessary, PSDs who previously held the position of TC will be able to retreat to that position provided there is an occupied position and the employee retreating has greater seniority than the Telecommunicator occupying the position.
8. The parties agree that in the event an error is made with respect to overtime assignment, the maximum remedy in such cases will be limited to the total number of hours the employee in question actually worked.
9. Except as modified by this agreement, the provisions set forth in the two (2) settlement agreements, reached on April 23, 1997 entitled *Settlement Agreement - Public Safety Dispatcher* and Settlement Agreement - Telecommunicator/Public Safety Dispatchers, will remain in full force and effect.

(x) William C. Stover
William C. Stover
Office of Labor Relations

(x) Bill Krynitzky
William Krynitzky
President, SMEA

(x) Bonnie Stunkel Adams
Bonnie Stunkel Adams
SMEA Grievance Committee

Dated: 6/12/97

Memorandum of Understanding

The parties to this agreement, the City of Stamford (hereinafter the "City") and the Stamford Municipal Employees Association (hereinafter the "Union") hereby agree as follows with respect to E-911 Communications:

1. A "PSD in-training" will be required to undergo training to become a PSD. The order of training shall be the individual will be signed off first as certified in Police Dispatching (which will involve both Backup and Main). Once an individual is signed off in Police, they will undergo training in Fire Dispatching. Upon certification in Fire Dispatch, a "PSD in-training" will have completed all training requirements and will be upgraded to a PSD, in accordance with the April 23, 1997 agreement.
2. More than one (1) "PSD in-training" may be trained at one time, provided that the first "PSD in-training" must have been certified in Police Dispatch, and moved onto Fire Dispatch, before the second PSD can begin Police Dispatch training.
3. A "PSD in-training" that is certified in Police Dispatch is eligible to be ordered to work mandatory overtime, in the same manner as any PSD, provided he/she will be serving in the capacity as a Police Dispatcher (i.e. no Fire Dispatch).
4. In order to be fair to all "PSDs in-training", it is agreed to by all parties that, retroactive to April 23, 1997, as "PSDs in-training" are certified in Fire Dispatch, thereby completing the training, they will be placed on a list, in order of final certification on a list. When a vacancy exists on the midnight shift, the individuals on the list, in the order they were certified, will be required to work their tour of the midnight shift. The purpose of this is that all newly certified PSDs will work the midnight shift. Upon working his/her tour on midnight, the individual will be slotted appropriately on the seniority list.
5. The City, in reaching this agreement, is in no way waiving its rights that it has the sole and exclusive right to decide training issues, and the manner in which training is conducted. The City, in agreeing to items #1 and #2 above, are setting "guidelines" for training, after meeting with PSD trainers and soliciting their input on training matters.

(x) William C. Stover
William C. Stover
Labor Relations

(x) Bonnie Stunkel Adams
Bonnie Stunkel Adams
Grievance Committee Chair

12-9-97
Date

12-9-97
Date

LETTER OF UNDERSTANDING

The City of Stamford and the Stamford Municipal Employees Association agree to the following regarding the position of Office Support Specialist (See Attached Job Description):

1. The Office Support Specialist, the new entry level clerical position, will be posted as open competitive test. However, the parties agree that the examination fee will be waived for all current employees who meet the minimum qualifications requirements.
2. The City will maintain only one eligible list for this examination, an open competitive eligible list.
3. Current Clerk Typists I and II's who pass the exam will be automatically upgraded to Office Support Specialist provided departmental funding is available.
4. Account Clerk I's who pass the exam will be placed on the open competitive list and will be certified for appointment in accordance with the classified Service Rules.
5. Any current regular employee who passes the examination and becomes an Office Support Specialist will have their seniority date be their original date of hire.

FOR THE CITY OF STAMFORD

FOR THE SMEA

(x) H. James Haselkamp, Jr
H. James Haselkamp, Jr.
Director of L.R.

(x) William Krynitzky
William Krynitzky
President, SMEA

Date: 6-13-97

Date: 6-13-97

Settlement Agreement

The parties to this agreement, the City of Stamford (hereinafter the "City") and the Stamford Municipal Employee's Association (hereinafter the "Union"), hereby agree as follows, in clarification of the agreement signed 6-13-97 with respect to the position of Office Support Specialist (OSS):

1. Any employee successfully passing the examination for OSS will be slotted on the OSS salary schedule at the same step they held in their prior classification, subject to the provisions of the 6-13-97 agreement. For example, a Clerk-Typist II at salary grade step S-06(C), who passes the OSS examination, will be slotted at salary grade step S-07(C). A Clerk-Typist II at step S-06(B) will be slotted at S-07(B) after passing the examination.

(x) H. J. Haselkamp, Jr.
H. James Haselkamp, Jr.
Director of Human Resources

Date: 8/13/97

(x) William Kryniczky
William Kryniczky, President
Municipal Employees Association

Date: 8/13/97

Memorandum of Understanding

The parties to this agreement, the City of Stamford (hereinafter the "City"), and the Stamford Municipal Employee's Association (hereinafter the "Union"), hereby agree as follows with respect to the test for Office Support Specialist and employees currently occupying the classification of Secretary:

1. Within six (6) months of completing the initial examination for Office Support Specialist (OSS), the City will conduct a second round of testing for employees currently in the position of Secretary.
2. Any employee currently occupying the position of Secretary who takes and passes the examination for OSS will be re-classified to the position of OSS and have his/her seniority in the position become their date of hire. It is understood that this re-classification will result in no additional compensation for secretaries.
3. The provisions of this agreement should be read in conjunction with all other OSS related agreements and memorandums between the Union and the City.

SIGNED THIS THE 22nd DAY OF SEPTEMBER, 1997.

(x) W. C. Stover
William C. Stover
Department of Human Resources

(x) William Krynitzky
William Krynitzky, President
SMEA

Memorandum of Agreement

WHEREAS the City of Stamford (hereinafter the "City") and Local #2377 of the International Union, United Automobile, Automobile Agricultural Implement Workers Union-UAW (hereinafter the "Union") hereby agree as follows:

1. Any employee currently in the classification of Secretary is eligible to transfer to a vacancy in the classification of Office Support Specialist (OSS). To be eligible, employees must submit a transfer request form, and if selected by the appointing authority and released by their current department, and may transfer to the position, in accordance with the Classified Service Rules of the City.
2. Any Secretary who is selected for transfer to an OSS vacancy must pass the OSS examination within one (1) year of their transfer. Failure on the employees part to successfully pass the examination will result in his/her separation from employment and such separation will not be subject to the grievance and arbitration provisions of the collective bargaining agreement. In the event there are extenuating circumstances whereby the individual has been absent for a period of time and does not have a full year to pass the examination, the City will extend the deadline by an equal period of time.
3. In accordance with the prior OSS agreement, any Secretary who successfully passes the OSS examination will have his/her seniority date in the classification of OSS changed to his/her date of hire with the City.
4. The parties agree that this Memorandum of Understanding is not intended to change any of the previous agreements relating to the OSS classification except as specifically provided for herein.

Dated: December 17, 1998

(x) W. C. Stover
William C. Stover
Asst. Director of Human Resources

(x) David Exline
David Exline
President, UAW Local #2377

MEMORANDUM OF UNDERSTANDING

The City of Stamford and the United Auto Workers Local #2377 agree to the following clarification regarding salary adjustments for employees appointed to a position in a higher salary grade:

1. The parties agree that permanent employees, defined as non-probationary employees in a classified position in the bargaining unit, shall be entitled to the contractual salary adjustment (Article XI, Section G) irrespective of the type of certified eligible list involved, upon appointment from a classified position in the bargaining unit to another classified position in the bargaining unit in a higher salary grade.
2. This agreement is only intended to clarify the issue of salary adjustments upon appointment to a classified bargaining unit position in a higher salary grade and is not intended to make any substantive change beyond that issue.
3. This clarification will apply prospectively but will include the recent appointment involving the Grants Coordinator.

(x) W. C. Stover _____
William C. Stover
City of Stamford

(x) David Exline _____
David Exline
UAW

Dated: 1-29-99

Dated: 1-29-99

SUPPLEMENTAL AGREEMENT
CITY OF STAMFORD, STAMFORD, CT
AND
MUNICIPAL EMPLOYEES ASSOCIATION OF STAMFORD

This Agreement is a supplement to the existing Collective Bargaining Agreement between the City of Stamford and the United Auto Workers Local 237, and sets forth the terms and conditions of employment for certain positions within the Parks & Recreation Department of the City for "Seasonal" personnel when they are hired. This agreement shall cover the classifications of work referred to in Article I, Recognition of the existing Collective Bargaining Agreement, that have been traditionally designated as "Seasonal." Specifically:

- Lifeguard
- Building Attendant
- Park Maintenance Worker
 - Utility
 - Park Maintenance I & II
 - Laborer I & II

"Seasonal" personnel employed full or part-time (less than 20 hrs./wk.) for a period of less than one hundred twenty (120) calendar days in a calendar year will not be covered by this Supplemental Agreement (Municipal Employee Relations Act Section 7-467 (2) and (3)).

It is recognized and agreed by the parties that it is the nature of work in the Parks and Recreation Department, as well as the desire of individuals to continue to be scheduled for employment on a seasonal basis, consistent with tradition and past practice, for periods in excess of one hundred twenty (120) days in a calendar year, but for less than twelve months in a calendar year (vs. the work schedules for permanent part-time and regular full time personnel); Therefore, the following terms and conditions of employment are established.

Parks & Recreation Department "Seasonal" personnel (Park Seasonal) may be hired for up to the following periods of time within a calendar year:

- Lifeguard - 12 months
- Park Maintenance - April 1st to October 15th
- Building Attendant - March 1st to December 1st

The Union will be promptly notified, in writing by the Personnel Department of the names, classifications of work, and date of hire of such individuals. Similar notice will be provided at the time of such individual's layoff for lack of work; layoff at the end of the seasonal period; termination, discharge or removal from the payroll for other reasons.

Park Seasonal individuals covered by this Supplemental Agreement will also be covered by Article II and Article XIII of the existing Collective Bargaining Agreement between the City of Stamford and the Municipal Employees Association.

Park Seasonal personnel will have a thirty-day probationary period and will accumulate seniority from date of hire. Layoffs will be made in reverse order of seniority within the individual's classification of work.

Park Seasonal personnel will be recalled as needed to work for the following year's seasonal work schedules in order of seniority by classification. Individuals will maintain recall rights as long as their seniority exceeds the time off the payroll due to layoff.

Park Seasonal personnel actively on the payroll on the effective date of this Agreement will have a seniority date commencing on July 1, 1993 unless the individual's initial date of hire as Seasonal employee for the Parks & Recreation Department is after such date; in which case seniority will commence with date of hire. Seniority will only be accrued, credited, by an individual when actively on the payroll.

The City will maintain a single seniority list for all Parks and Recreation Department personnel represented by the union (MEA) by classification: Lifeguard, Building Attendant and Park Maintenance Worker job groups: Utility; Park Maintenance I & II and Laborer I & II. Each seniority list will show the relative seniority ranking of individuals. Copies of the seniority list will be provided to the union and will be posted at the park maintenance offices.

Park Seasonal personnel will be given preference over new hires for placement on regular full time classifications of work for which they are fully qualified, covered by Article I of the existing Collective Bargaining Agreement between the City of Stamford and the Stamford Municipal Employees Association (MEA). Layoffs and recall will be based upon seniority by job classification of work. The rates of pay for the Park Seasonals classifications of work covered by this agreement will remain in effect at the current rates as of the effective date of this Supplemental Agreement. Any adjustment in these rates will be negotiated and agreed to by the parties separate and apart from any negotiated general wage increase granted to regular full time and permanent part time employees.

The regularly scheduled days and hours of work for Park Seasonals will remain as currently in effect on a seasonal basis. The Parks and Recreation Department will post and provide the Union with a copy of current work schedules.

Weekend overtime will be assigned by the department management in order of individual seniority as shown on each seniority list for Lifeguard, Building Attendant and Park Maintenance Worker job groups of Utility; Park Maintenance I & II and Laborer I & II. When assigning overtime department management will make every effort practical, without adversely effecting normal park operations, to assign and distribute overtime equitably (based on hours) among individuals within the various job groups. Within the Park Maintenance group overtime will be distributed within the following four groups:

- Mechanic
- Beach machine/sweeper operations
- Garbage truck/snow mobile operators
- General operations not requiring a specialty qualification

Weekend overtime assignments will be posted on Monday of each week for the following weekend. Individuals will work as assigned unless excused for personal emergencies/needs, i.e., wedding, graduation, medical emergency or death in the family. Management will not unreasonably withhold an individual's request to be excused from overtime for personal emergencies/needs. Requests to be excused must be submitted by Wednesday, 6:00 p.m.

Individual's who decline assigned overtime (non-excused), prior to 6:00 p.m. on Wednesday, will be counted as working and drop to the bottom of the seniority rotation for the following week. Where there is a verified shortage of personnel within job group on a specific day the department management will assign overtime.

This Agreement Supplement will have a duration concurrent with the current UAW Agreement to be modified for a duration commencing July 1, 1993 unless an interim expiration date for this Supplemental Agreement is mutually agreed upon.

This Supplemental Agreement sets forth in full the terms and conditions of employment for Park Seasonal personnel.

Agreed:

(x) William Krynitzky
William Krynitzky, President
Municipal Employees Assoc.

(x) Frank Baldassare
Frank Baldassare (MEA)

(x) Robert Kryger
Robert Kryger (MEA)

Agreed:

(x) C. R. Grebey
C. R. Grebey
City of Stamford

(x) Steve Elkins
Steve Elkins, Parks Director

Dated: November 9, 1993

Settlement Agreement

The City of Stamford (hereinafter the "City") and Local #2377 of the International Union, United Automobile, Aerospace and Agricultural Workers Union-UAW (hereinafter the "Union"), hereby agree as follows:

1. The City agrees to reinstate personal leave time for permanent part-time employees. As such, those permanent part-time employees, who are currently employed by the City, will receive personal leave for both last fiscal year (1998/99) and the current fiscal year (1999/2000) and continuing each year thereafter. The parties agree that all personal leave time must be used by the end of the fiscal year or it is forfeited.
2. The Union agrees to withdraw Case #980804-1.

Dated: 9/20/99

FOR THE CITY OF STAMFORD

FOR UAW LOCAL 2377

(x) W. C. Stover
William C. Stover
Asst. Director of Human Resources

(x) David Exline
David Exline
President

Supplemental Agreement
Grant Funded Positions

The positions of AIDS Community Educator (1 full time), AIDS Counselor (1 full time), and AIDS Education Outreach Worker (2 full time) are grant-funded, and per Ordinance 602 were originally unclassified. Due to the fact that they have been in existence for more than three years, they have been placed in the Classified Service and are part of the M.E.A. bargaining unit.

The grant pays the entire cost of these positions, including salary and benefits. No City funds are being used to pay for them. In light of this, the salaries for these positions will not be part of the salary plan for the other classifications in the M.E.A. The salaries for the positions will be determined by what is allocated in the grant.

Agreed to this date, 1-15-92.

(x) William Krynitzky
William Krynitzky
President, M.E.A.

(x) Sim Bernstein
Sim Bernstein
Personnel Director

(x) Thomas Barrett
Thomas Barrett
Labor Negotiator

(x) Sergio DeJesus Jr.
Sergio DeJesus Jr.

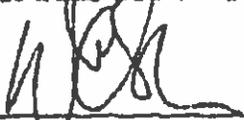
SETTLEMENT AGREEMENT

The parties to this settlement, the City of Stamford (hereinafter the "City"), Local 2377 of the International Union, United Automobile, Aerospace and Agricultural Workers of America – UAW and the Stamford Police Association (hereinafter the "Unions"), all hereby agree as follows in full and final settlement of MPP 17,453 and MPP 17,706:

1. UAW has the right of first refusal for extra duty work at Cove Island and Cummings Park for all picnics, parties and concerts, where the City determines that security is needed.
2. UAW has the right of first refusal for extra duty work at Scalzi and Mill River Parks for all picnics and parties, where the City determines that security is needed.
3. UAW has the right of first refusal for all the extra duty work for the Pink Tent Festival at Mill River Park, if the City determines that security is needed.
4. SPA has all extra duty work for hockey games paid for by F.C.I.A.C. (schools) at Terry Conners Skating Rink. The City may choose, in its sole discretion, to supplement the regular police officers (SPA members) by hiring park police/park security police to work the hockey games at Terry Conners Skating Rink.
5. The SPA has all the extra duty traffic direction functions on city streets, subject to the provisions of the SPA collective bargaining agreement and City ordinance.
6. All other extra duty work involving city parks and Terry Conners Skating Rink will be worked jointly by the UAW (park police/park security police) and the SPA (regular police) in the following manner. Every third (3rd) position hired per event will be offered to a UAW park police officer or park security police officer.
7. Nothing in this agreement shall not be construed as a requirement on the part of the City to hire a minimum number of extra duty personnel, unless otherwise provided for under a collective bargaining agreement, or other city ordinances, rules or regulations. Furthermore, the UAW agrees to waive any and all claims to back-pay on this prohibited practice complaint.

Date: 5/14/01

FOR THE CITY OF STAMFORD



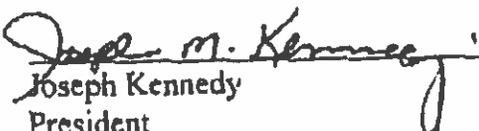
William C. Stover
Director of Human Resources

FOR UAW LOCAL 2377



David Exline
President

**FOR THE STAMFORD
POLICE ASSOCIATION**



Joseph Kennedy
President

APPENDIX F
CLASSIFICATIONS ELIGIBLE FOR CAR ALLOWANCE

Inspector I, II, and III
Sanitarian II, III
Public Health Educator
Recreation Leaders
Recreation Supervisor
Assistant Superintendent of Recreation
Senior Engineer
Supervisor of Sub-Divisions
Street Opening Inspector
Appraiser and Inspectors
Building and Grounds Tradesworker - Electrician
Heating Inspectors
Electrical Inspectors
Plumbing Inspectors
Community Resources Facilitator
Instructional Media Communications Specialist
Audio/Visual Technician
Housing Construction Specialist

EXHIBIT I
BENEFITS SUMMARY DESCRIPTION

SUMMARY OF BENEFITS

Cigna Health and Life Insurance Co.
 For - City of Stamford
 Open Access Plus Plan



Selection of a Primary Care Provider - your plan may require or allow the designation of a primary care provider. You have the right to designate any primary care provider who participates in the network and who is available to accept you or your family members. If your plan requires designation of a primary care provider, Cigna may designate one for you until you make this designation. For information on how to select a primary care provider, and for a list of the participating primary care providers, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card. For children, you may designate a pediatrician as the primary care provider.

Direct Access to Obstetricians and Gynecologists - You do not need prior authorization from the plan or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals. For a list of participating health care professionals who specialize in obstetrics or gynecology, visit www.mycigna.com or contact customer service at the phone number listed on the back of your ID card.

Plan Highlights

	In-Network	Out-of-Network
Lifetime Maximum	Unlimited	Unlimited
Coinsurance	Your plan pays 80%	Your plan pays 60%
Maximum Reimbursable Charge	Not Applicable	200%
Calendar Year Deductible	Individual: \$200 Family: \$400	Individual: \$1,000 Family: \$2,000

- Only the amount you pay for in-network covered expenses counts toward your in-network deductible. Only the amount you pay for out-of-network covered expenses counts toward your out-of-network deductible.
- After each eligible family member meets his or her individual deductible, covered expenses for that family member will be paid based on the coinsurance level specified by the plan. Or, after the family deductible has been met, covered expenses for each eligible family member will be paid based on the coinsurance level specified by the plan for the balance of the calendar year.

Calendar Year Out-of-Pocket Maximum	Individual: \$500 Family: \$1,000	Individual: \$1,500 Family: \$3,000
-------------------------------------	--------------------------------------	--

- Only the amount you pay for in-network covered expenses counts toward your in-network out-of-pocket maximum. Only the amount you pay for out-of-network covered expenses counts toward your out-of-pocket maximum.
- Plan deductible contributes towards your out-of-pocket maximum.
- All copays and benefit deductibles contribute towards your out-of-pocket maximum.
- Mental Health and Substance Abuse covered expenses contribute towards your out-of-pocket maximum.
- After each eligible family member meets his or her individual out-of-pocket maximum, the plan will pay 100% of their covered expenses. Or, after the family out-of-pocket maximum has been met, the plan will pay 100% of each eligible family member's covered expenses.

	Benefit	In-Network	Out-of-Network
Physician Services			
Physician Office Visit	<ul style="list-style-type: none"> All services including Lab & X-ray Plan pays 100% after you pay copay 	\$20 Primary Care Physician (PCP) copay or \$20 Specialist copay	Your plan pays 60% after annual deductible
Surgery Performed in Physician's Office		\$20 PCP or \$20 Specialist copay	Your plan pays 60% after annual deductible
Allergy Treatment/Injections		Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Allergy Serum Dispensed by the physician in the office		Your plan pays 100%	Your plan pays 60% after annual deductible
Preventive Care		Your plan pays 100%	Your plan pays 60% after annual deductible
	<ul style="list-style-type: none"> Includes coverage of additional services, such as urinalysis, EKG and other laboratory tests, supplementing the standard Preventive Care benefit. 	Your plan pays 100%	Your plan pays 60% after annual deductible
Immunizations		Your plan pays 100%	Your plan pays 60% after annual deductible
Mammogram, PAP, and PSA Tests	<ul style="list-style-type: none"> Coverage includes the associated Preventive Outpatient Professional Services. Associated wellness exam is covered In-network only. Diagnostic-related services are covered at the same level of benefits as other x-ray and lab services, based on place of service. 	Your plan pays 100%	Your plan pays 60% after annual deductible
Inpatient		Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Inpatient Hospital Facility		Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
	Semi-Private Room: In-Network: Limited to the semi-private negotiated rate / Out-of-Network: Limited to semi-private rate Private Room: In-Network: Limited to the semi-private negotiated rate / Out-of-Network: Limited to semi-private rate Special Care Units (Intensive Care Unit (ICU), Critical Care Unit (CCU)): In-Network: Limited to the negotiated rate / Out-of-Network: Limited to ICU/CCU daily room rate		
Inpatient Hospital Physician's Visit/Consultation		Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Inpatient Professional Services	<ul style="list-style-type: none"> For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists 	Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Outpatient		Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Outpatient Facility Services		Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible

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Benefit	In-Network	Out-of-Network
Outpatient Professional Services <ul style="list-style-type: none"> For services performed by Surgeons, Radiologists, Pathologists and Anesthesiologists 	Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Short-Term Rehabilitation	\$20 PCP or \$20 Specialist copay	Your plan pays 60% after annual deductible
Calendar Year Maximums: <ul style="list-style-type: none"> Pulmonary Rehabilitation, Cognitive Therapy, Physical Therapy, Speech Therapy, Occupational Therapy and Chiropractic Care – 50 days (combined) Cardiac Rehabilitation - 36 days 		
Note: Therapy days, provided as part of an approved Home Health Care plan, accumulate to the applicable outpatient short term rehab therapy maximum. Other Health Care Facilities/Services		
Home Health Care (Includes outpatient private duty nursing subject to medical necessity) <ul style="list-style-type: none"> 200 days maximum per Calendar Year 16 hour maximum per day 	Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Skilled Nursing Facility, Rehabilitation Hospital, Sub-Acute Facility <ul style="list-style-type: none"> 180 days maximum per Calendar Year (combined) 	Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible
Durable Medical Equipment <ul style="list-style-type: none"> Unlimited maximum per Calendar Year 	Your plan pays 80% after annual deductible	Your plan pays 50%
Breast Feeding Equipment and Supplies <ul style="list-style-type: none"> Limited to the rental of one breast pump per birth as ordered or prescribed by a physician. Includes related supplies 	Your plan pays 100%	Your plan pays 50%
External Prosthetic Appliances (EPA) <ul style="list-style-type: none"> Unlimited maximum per Calendar Year 	Your plan pays 80% after annual deductible	Your plan pays 50%
Routine Foot Disorders	Not covered	Not covered
Note: Services associated with foot care for diabetes and peripheral vascular disease are covered when medically necessary.		
Acupuncture <ul style="list-style-type: none"> Unlimited maximum per Calendar Year 	\$20 Specialist copay	Your plan pays 60% after annual deductible
Acupressure <ul style="list-style-type: none"> Unlimited maximum per Calendar Year 	\$20 Specialist copay	Your plan pays 60% after annual deductible
Hearing Aid <ul style="list-style-type: none"> Includes coverage through age 12 Includes testing and fitting of hearing aid devices covered at PCP or Specialist Office visit level 	Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible

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Benefit

In-Network

Out-of-Network

Hearing Services

- 1 exam per Calendar year
- Includes standard medically necessary hearing services.

\$20 Specialist copay

Your plan pays 60% after annual deductible

Nutritional Counseling

Your plan pays 80% after annual deductible

Your plan pays 60% after annual deductible

Wigs

- \$350 maximum per Calendar Year
- Prescribed for hair loss as a result of chemotherapy

Your plan pays 80% after annual deductible

Your plan pays 60% after annual deductible

Place of Service - Your plan pays based on where you receive services

Benefit	Physician's Office		Independent Lab		Emergency Room/ Urgent Care Facility		Outpatient Facility	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Lab and X-ray	\$20 PCP or \$20 Specialist copay	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 100% after annual deductible	Plan pays 100% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible
Advanced Radiology Imaging	Plan pays 100%	after annual deductible	Not Applicable	Not Applicable	Plan pays 100% after annual deductible	Plan pays 100% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible
<p>Advanced Radiology Imaging (ARI) includes MRI, MRA, CAT Scan, PET Scan, etc... Note: All lab and x-ray services, including ARI, provided at Inpatient Hospital are covered under Inpatient Hospital benefit.</p>								
Benefit	Emergency Room / Urgent Care Facility		Outpatient Professional Services		*Ambulance			
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network		
Emergency Care	\$150 per visit (copay waived if admitted but subject to deductible and coinsurance)		Plan pays 100% after annual deductible		Plan pays 80% after annual deductible			
Urgent Care	\$75 per visit (copay waived if admitted but subject to deductible and coinsurance)		Plan pays 100% after annual deductible		Not Applicable			
<p>* Ambulance services used as non-emergency transportation (e.g. transportation from hospital back home) generally are not covered.</p>								
Benefit	Inpatient Hospital and Other Health Care Facilities				Outpatient Services			
	In-Network		Out-of-Network		In-Network		Out-of-Network	
Hospice	Plan pays 80% after annual deductible		Plan pays 60% after annual deductible		Plan pays 80% after annual deductible		Plan pays 60% after annual deductible	
Bereavement Counseling	Plan pays 80% after annual deductible		Plan pays 60% after annual deductible		Plan pays 80% after annual deductible		Plan pays 60% after annual deductible	
<p>Note: Services provided as part of Hospice Care Program</p>								

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Benefit	Initial Visit to Confirm Pregnancy		Global Maternity Fee (All Subsequent Prenatal Visits, Postnatal Visits and Physician's Delivery Charges)		Office Visits in Addition to Global Maternity Fee (Performed by OB/GYN or Specialist)		Delivery - Facility (Inpatient Hospital, Birthing Center)			
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network		
Maternity	\$20 PCP or \$20 Specialist copay	Plan pays 60% after annual deductible	Plan pays 100%	Plan pays 60% after annual deductible	\$20 PCP or \$20 Specialist copay	Plan pays 60% after annual deductible	Your plan pays 80% after annual deductible	Your plan pays 60% after annual deductible		
Benefit	Physician's Office		Inpatient Facility		Outpatient Facility		Inpatient Professional Services		Outpatient Professional Services	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Abortion (Elective and non-elective procedures)	\$20 PCP or \$20 Specialist copay	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	
All Women's Family Planning	Plan pays 100%	Plan pays 60% after annual deductible	Plan pays 100%	Plan pays 60% after annual deductible	Plan pays 60% after annual deductible	Plan pays 100%	Plan pays 60% after annual deductible	Plan pays 100%	Plan pays 60% after annual deductible	
All Men's Family Planning	\$20 PCP or \$20 Specialist copay	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	
Infertility	\$20 PCP or \$20 Specialist copay	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	Plan pays 60% after annual deductible	Plan pays 80% after annual deductible	
Includes surgical services, such as tubal ligation or vasectomy (excludes reversals)										
Infertility covered services: lab and radiology test, counseling, surgical treatment, includes artificial insemination, in-vitro fertilization, GIFT, ZIFT, etc.										
Unlimited lifetime maximum										
Bariatric Surgery	\$20 PCP or \$20 Specialist copay	Not covered	Plan pays 80% after annual deductible	Not covered	Plan pays 80% after annual deductible	Not covered	Plan pays 80% after annual deductible	Not covered	Plan pays 80% after annual deductible	Not covered
Surgeon Charges Lifetime Maximum: \$10,000										

Benefit	Physician's Office		Inpatient Facility		Outpatient Facility		Inpatient Professional Services		Outpatient Professional Services	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network

Treatment of clinically severe obesity, as defined by the body mass Index (BMI) is covered.

- The following are excluded:
- medical and surgical services to alter appearances or physical changes that are the result of any surgery performed for the management of obesity or clinically severe (morbid) obesity.
 - weight loss programs or treatments, whether prescribed or recommended by a physician or under medical supervision

Benefit	Inpatient Hospital Facility				Inpatient Professional Services			
	Lifesource Facility In-Network	Non-Lifesource Facility In-Network	Out-of-Network	Out-of-Network	Lifesource Facility In-Network	Non-Lifesource Facility In-Network	Out-of-Network	Out-of-Network

Organ Transplants Plan pays 100%

Plan pays 80% after annual deductible

Not covered

Plan pays 100%

Plan pays 80% after annual deductible

Not covered

Travel Lifetime Maximum - Lifesource Facility: In-Network: \$10,000 maximum per Transplant per Lifetime

Benefit	Inpatient		Outpatient - Physician's Office		Outpatient Facility	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network

Mental Health

Plan pays 80% after annual deductible

Plan pays 60% after annual deductible

\$20 copay

Plan pays 60% after annual deductible

Plan pays 80% after annual deductible

Plan pays 60% after annual deductible

Substance Abuse

Plan pays 80% after annual deductible

Plan pays 60% after annual deductible

\$20 copay

Plan pays 60% after annual deductible

Plan pays 80% after annual deductible

Plan pays 60% after annual deductible

Note: Detox is covered under medical

- Unlimited maximum per Calendar Year
- Services are paid at 100% after you reach your out-of-pocket maximum.
- Inpatient includes Residential Treatment.
- Outpatient includes partial hospitalization and individual, intensive outpatient and group therapy.

Mental Health and Substance Abuse Services

Mental Health/Substance Abuse Utilization Review, Case Management and Programs

Mental Health/Substance Abuse Utilization Review, Case Management and Programs

- Inpatient utilization review and case management
- Outpatient utilization review and case management
- Partial Hospitalization
- Intensive outpatient programs
- Changing Lives by Integrating Mind and Body Program
- Lifestyle Management Programs: Stress Management, Tobacco Cessation and Weight Management.
- Narcotic Therapy Management
- Complex Psychiatric Case Management

Pharmacy

Coverage provided through Express Scripts

Additional Information

Case Management

Coordinated by Cigna HealthCare. This is a service designated to provide assistance to a patient who is at risk of developing medical complexities or for whom a health incident has precipitated a need for rehabilitation or additional health care support. The program strives to attain a balance between quality and cost effective care while maximizing the patient's quality of life.

Maximum Reimbursable Charge

Out-of-Network services are subject to a Calendar Year deductible and maximum reimbursable charge limitations. Payments made to health care professionals not participating in Cigna's network are determined based on the lesser of: the health care professional's normal charge for a similar service or supply, or a percentage (200%) of a fee schedule developed by Cigna that is based on a methodology similar to one used by Medicare to determine the allowable fee for the same or similar service in a geographic area. In some cases, the Medicare based fee schedule is not used, and the maximum reimbursable charge for covered services is determined based on the lesser of: the health care professional's normal charge for a similar service or supply, or the amount charged for that service by 80% of the health care professionals in the geographic area where it is received. The health care professional may bill the customer the difference between the health care professional's normal charge and the Maximum Reimbursable Charge as determined by the benefit plan, in addition to applicable deductibles, co-payments and coinsurance.

Multiple Surgical Reduction

Multiple surgeries performed during one operating session result in payment reduction of 50% to the surgery of lesser charge. The most expensive procedure is paid as any other surgery.

Pre-Certification - Continued Stay Review - Inpatient - required for all inpatient admissions

In Network: Coordinated by your physician

Out-of-Network: Customer is responsible for contacting Cigna Healthcare. Subject to penalty/reduction or denial for non-compliance.

- \$500 penalty applied to hospital inpatient charges for failure to contact Cigna Healthcare to pre-certify admission.
- Benefits are denied for any admission reviewed by Cigna Healthcare and not certified.
- Benefits are denied for any additional days not certified by Cigna Healthcare.

Pre-Existing Condition Limitation (PCL) does not apply.

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Additional Information

Your Health First - 200

Individuals with one or more of the chronic conditions, identified on the right, may be eligible to receive the following type of support:

- Condition Management
- Medication adherence
- Risk factor management
- Lifestyle issues
- Health & Wellness issues
- Pre/post-admission
- Treatment decision support
- Gaps in care

Holistic health support for the following chronic health conditions:

- Heart Disease
- Coronary Artery Disease
- Angina
- Congestive Heart Failure
- Acute Myocardial Infarction
- Peripheral Arterial Disease
- Asthma
- Chronic Obstructive Pulmonary Disease (Emphysema and Chronic Bronchitis)
- Diabetes Type 1
- Diabetes Type 2
- Metabolic Syndrome/Weight Complications
- Osteoarthritis
- Low Back Pain
- Anxiety
- Bipolar Disorder
- Depression

Definitions

Coinurance - After you've reached your deductible, you and your plan share some of your medical costs. The portion of covered expenses you are responsible for is called Coinurance.

Copay - A flat fee you pay for certain covered services such as doctor's visits or prescriptions.

Deductible - A flat dollar amount you must pay out of your own pocket before your plan begins to pay for covered services.

Out-of-Pocket Maximum - Specific limits for the total amount you will pay out of your own pocket before your plan coinsurance percentage no longer applies. Once you meet these maximums, your plan then pays 100 percent of the "Maximum Reimbursable Charges" or negotiated fees for covered services.

Prescription Drug List - The list of prescription brand and generic drugs covered by your pharmacy plan.

Transition of Care - Provides in-network health coverage to new customers when the customer's doctor is not part of the Cigna network and there are approved clinical reasons why the customer should continue to see the same doctor.

Exclusions

What's Not Covered (not all-inclusive):

Your plan provides for most medically necessary services. The complete list of exclusions is provided in your Certificate or Summary Plan Description. To the extent there may be differences, the terms of the Certificate or Summary Plan Description control. Examples of things your plan does not cover, unless required by law or covered under the pharmacy benefit, include (but aren't limited to):

- Care for health conditions that are required by state or local law to be treated in a public facility.
- Care required by state or federal law to be supplied by a public school system or school district.
- Care for military service disabilities treatable through governmental services if you are legally entitled to such treatment and facilities are reasonably available.
- Treatment of an Injury or Sickness which is due to war, declared, or undeclared, riot or insurrection.

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Exclusions

- Charges which you are not obligated to pay or for which you are not billed or for which you would not have been billed except that they were covered under this plan.
- Assistance in the activities of daily living, including but not limited to eating, bathing, dressing or other Custodial Services or self-care activities, homemaker services and services primarily for rest, domiciliary or convalescent care.
- For or in connection with experimental, investigational or unproven services.
- Any services and supplies for or in connection with experimental, investigational or unproven services. Experimental, investigational and unproven services do not include routine patient care costs related to qualified clinical trials as described in your plan document. Experimental, investigational and unproven services are medical, surgical, diagnostic, psychiatric, substance abuse or other health care technologies, supplies, treatments, procedures, drug therapies or devices that are determined by the Healthplan Medical Director to be: not demonstrated, through existing peer-reviewed, evidence-based scientific literature to be safe and effective for treating or diagnosing the condition or illness for which its use is proposed; or not approved by the U.S. Food and Drug Administration (FDA) or other appropriate regulatory agency to be lawfully marketed for the proposed use; or the subject of review or approval by an Institutional Review Board for the proposed use.
- Cosmetic surgery and therapies. Cosmetic surgery or therapy is defined as surgery or therapy performed to improve or alter appearance or self-esteem or to treat psychological symptomatology or psychosocial complaints related to one's appearance.
- The following services are excluded from coverage regardless of clinical indications: Macromastia or Gynecomastia Surgeries; Abdominoplasty; Panniculectomy; Rhinoplasty; Blepharoplasty; Redundant skin surgery; Removal of skin tags; Dance therapy; Movement therapy; Applied kinesiology; Rolifing; Prolotherapy; and Extracorporeal shock wave lithotripsy (ESWL) for musculoskeletal and orthopedic conditions.
- Surgical or nonsurgical treatment of TMJ disorders.
- Dental treatment of the teeth, gums or structures directly supporting the teeth, including dental X-rays, examinations, repairs, orthodontics, periodontics, casts, splints and services for dental malocclusion, for any condition. Charges made for services or supplies provided for or in connection with an accidental injury to sound natural teeth are covered provided a continuous course of dental treatment is started within six months of an accident. Sound natural teeth are defined as natural teeth that are free of active clinical decay, have at least 50% bony support and are functional in the arch.
- Medical and surgical services, initial and repeat, intended for the treatment or control of obesity, except for treatment of clinically severe (morbid) obesity as shown in Covered Expenses, including: medical and surgical services to alter appearance or physical changes that are the result of any surgery performed for the management of obesity or clinically severe (morbid) obesity; and weight loss programs or treatments, whether prescribed or recommended by a Physician or under medical supervision.
- Unless otherwise covered in this plan, for reports, evaluations, physical examinations, or hospitalization not required for health reasons including, but not limited to, employment, insurance or government licenses, and court-ordered, forensic or custodial evaluations.
- Court-ordered treatment or hospitalization, unless such treatment is prescribed by a Physician and listed as covered in this plan.
- Transsexual surgery including medical or psychological counseling and hormonal therapy in preparation for, or subsequent to, any such surgery.
- Any services or supplies for the treatment of male or female sexual dysfunction such as, but not limited to, treatment of erectile dysfunction (including penile implants), anorgasm, and premature ejaculation.
- Medical and Hospital care and costs for the infant child of a Dependent, unless this infant child is otherwise eligible under this plan.
- Nonmedical counseling or ancillary services, including but not limited to Custodial Services, education, training, vocational rehabilitation, behavioral training, biofeedback, neurofeedback, hypnosis, sleep therapy, employment counseling, back school, return to work services, work hardening programs, driving safety, and services, training, educational therapy or other nonmedical ancillary services for learning disabilities, developmental delays, autism or mental retardation.
- Therapy or treatment intended primarily to improve or maintain general physical condition or for the purpose of enhancing job, school, athletic or recreational performance, including but not limited to routine, long term, or maintenance care which is provided after the resolution of the acute medical problem and when significant therapeutic improvement is not expected.

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Exclusions

- Consumable medical supplies other than ostomy supplies and urinary catheters. Excluded supplies include, but are not limited to bandages and other disposable medical supplies, skin preparations and test strips, except as specified in the "Home Health Services" or "Breast Reconstruction and Breast Prostheses" sections of this plan.
- Private Hospital rooms and/or private duty nursing except as provided under the Home Health Services provision.
- Personal or comfort items such as personal care kits provided on admission to a Hospital, television, telephone, newborn infant photographs, complimentary meals, birth announcements, and other articles which are not for the specific treatment of an Injury or Sickness.
- Artificial aids including, but not limited to, corrective orthopedic shoes, arch supports, elastic stockings, garter belts, corsets and dentures.
- Aids or devices that assist with nonverbal communications, including but not limited to communication boards, prerecorded speech devices, laptop computers, desktop computers, Personal Digital Assistants (PDAs), Braille typewriters, visual alert systems for the deaf and memory books.
- Eyeglass lenses and frames and contact lenses (except for the first pair of contact lenses for treatment of keratoconus or post cataract surgery).
- Routine refractions, eye exercises and surgical treatment for the correction of a refractive error, including radial keratotomy.
- All non-injectable prescription drugs, injectable prescription drugs that do not require Physician supervision and are typically considered self-administered drugs, nonprescription drugs, and investigational and experimental drugs, except as provided in this plan.
- Routine foot care, including the paring and removing of corns and calluses or trimming of nails. However, services associated with foot care for diabetes and peripheral vascular disease are covered when Medically Necessary.
- Membership costs or fees associated with health clubs, weight loss programs and smoking cessation programs.
- Dental implants for any condition.
- Fees associated with the collection or donation of blood or blood products, except for autologous donation in anticipation of scheduled services where in the utilization review Physician's opinion the likelihood of excess blood loss is such that transfusion is an expected adjunct to surgery.
- Blood administration for the purpose of general improvement in physical condition.
- Cost of biologicals that are immunizations or medications for the purpose of travel, or to protect against occupational hazards and risks.
- Cosmetics, dietary supplements and health and beauty aids.
- All nutritional supplements and formulae except for infant formula needed for the treatment of inborn errors of metabolism.
- Medical treatment for a person age 65 or older, who is covered under this plan as a retiree, or their Dependent, when payment is denied by the Medicare plan because treatment was received from a nonparticipating provider.
- Medical treatment when payment is denied by a Primary Plan because treatment was received from a nonparticipating provider.
- For or in connection with an Injury or Sickness arising out of, or in the course of, any employment for wage or profit.
- Telephone, e-mail, and Internet consultations, and telemedicine.
- Massage therapy.

These are only the highlights

This summary outlines the highlights of your plan. For a complete list of both covered and not covered services, including benefits required by your state, see your employer's insurance certificate or summary plan description -- the official plan documents. If there are any differences between this summary and the plan documents, the information in the plan documents takes precedence. This summary provides additional information not provided in the Summary of Benefits and Coverage document required by the Federal Government.

7/1/2015

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BENEFIT HIGHLIGHTS

**New
IN-NETWORK**

Prescription Drug

Retail Pharmacy
\$5 copay generic brand name
\$15 copay preferred brand name
\$30 copay non-preferred brand name
name
(30-day supply)
Mail Order
\$10 copay generic
\$30 copay preferred brand name
\$60 copay non-preferred brand name
(90-day supply)