
AGREEMENT

BETWEEN

**WATERBURY FARREL
DIVISION OF TEXTRON INC.**

AND

UNITED STEELWORKERS OF AMERICA

A.F.L. - C.I.O.

LOCAL UNION NO. 3381

SEPTEMBER 1, 1979

INDEX

Section	Page
Preamble	1
I Union Certification	1
II Recognition	2
III Union Security and Check-Off	2
IV Wages	4
V Reporting Pay	9
VI Overtime Provisions	10
VII Holiday Pay	12
VIII Vacation	14
IX Grievance Procedure	18
X Meetings with Management	21
XI Probationary Employees	21
XII Seniority	21
XIII Safety and Health	30
XIV Armed Forces	31
XV Night Shift	31
XVI Contracting of Work in Plants	33
XVII Bulletin Boards	33
XVIII Leave of Absence	33
XIX Apprenticeship	34
XX Group Insurance	35
XXI Funeral Leave	38
XXII Employees on Inactive Status	39
XXIII Retraining	44
XXIV Strikes or Lockouts	45
XXV Legal Requirements	46
XXVI Jury Pay	47
XXVII Cost-of-Living	48
XXVIII Part-Time or Temporary Employees	51
XXIX Pensions	53
XXX Termination	57

PREAMBLE

This AGREEMENT dated September 1, 1979 is between **WATERBURY FARREL DIVISION OF TEXTRON INC.** (hereinafter referred to as "the Company") and **UNITED STEELWORKERS OF AMERICA A.F.L. - C.I.O.**, on behalf of the members of Local Union Number 3381 employed by the Company (hereinafter referred to as "the Union").

SECTION I

A. It is the intent and purpose of the parties hereto to set forth herein a basic Agreement covering rates of pay, hours of work and conditions of employment to be observed the parties hereto.

B. The term employee as used in this Agreement shall include all employees of the Company, designated by the National Labor Relations Board as being an appropriate bargaining unit in accordance with certification dated August 29, 1944, Case No. 1-R-1899. Other employees may be added by mutual agreement.

SECTION II

Recognition

The Company recognizes the Union as the sole collective bargaining agent in all matters pertaining to hours of work, wages, conditions of work and other conditions of employment for all employees in the bargaining unit in accordance with certification mentioned in Section I.

SECTION III

Union Security and Check-Off

A. Any employee who is a member of the Union in good standing on the effective date of this Agreement shall, as a condition of employment, maintain membership in the Union to the extent of paying the periodic dues uniformly required of all Union members.

B. Any employee who on the effective date of this Agreement is not a member of the Union and any employee thereafter hired shall, as a condition of employment, starting thirty (30) days after the effective date of this Agreement or thirty (30) days following the beginning of his employment, whichever is later, acquire and maintain membership in the Union to the extent of paying the initiation fee and the periodic membership dues uniformly required of all Union members.

C. 1. The Company shall deduct from the wages of those employees who execute individual check-off authorization cards the Union dues of the preceding month as provided by the constitution of the International Union. Such deductions shall be made from the first pay of each month, or if no pay is due an employee at that time, the deductions shall be made from the following pay.

2. An employee who has worked at least five (5) days in the current month and who quits, is laid off, or is discharged for cause, shall have the current month's dues deducted from his final pay.

3. The Company shall, once each month, remit the sum total of dues to the International Treasurer of the United Steelworkers of America A.F.L. - C.I.O. at 5 Gateway Center, Pittsburgh, Pennsylvania.

4. Initiation fees for new members and assessments, as determined by the International Union constitution for all members shall be deducted by the Company, when authorized by an individual check-off card, and remitted to the International Treasurer in the same manner as dues deductions, after proper notice to the Company of such new members or assessments.

D. The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the Company in reliance upon authorization cards furnished to the Company by the union for the purpose of complying with any of the provisions of this Article.

SECTION IV

Wages

A. The rates and rate ranges in effect on August 31, 1979 shall be increased in the following manner effective as of September 3, 1979.

1. A general across-the-board increase of ten per cent (10%) to all employees.

The resulting rates and rate ranges are set forth in Appendages "A", "B" and "C" dated September 3, 1979. These rates and rate ranges shall remain in effect until and including August 31, 1980.

B. The rates and rate ranges in effect on August 31, 1980 shall be increased by seven and one-half per cent (7½%) effective as of September 1, 1980 and Appendages "A", "B" and "C" shall be adjusted accordingly. The resulting new rates and rate ranges shall remain in effect until and including August 30, 1981.

C. The rates and rate ranges in effect on August 30, 1981 shall be increased by six per cent (6%) effective as of August 31, 1981, and Appendages "A", "B" and "C" shall be adjusted accordingly. These rates and rate ranges as adjusted shall remain in effect until and including August 31, 1982.

D. A regular employee is an employee who has seniority.

E. A regular employee shall receive not less than the minimum rate of the labor grade to which they are assigned.

F. A new employee may be hired at the minimum rate of the next lower labor grade than that to which they are assigned for not more than 240 hours of work. At the end of this period, they shall receive not less than the minimum of their assigned labor grade.

G. New employees in Labor Grade 10 shall receive no less than Pay Rate Group 2 of Labor Grade 10 upon completion of their probationary period.

H. Employees assigned to a higher labor grade shall receive their old rate or the minimum of the new labor grade, whichever is higher.

I. The merit rating system, as of August 1, 1967 has been discontinued and replaced by a system of automatic rate increases. The latter shall consist of four Pay Rate Groups as set forth in Appendate "A". Each regular active employee who is not at the top of his labor grade shall be advanced one Pay Rate Group every six (6) months until he reaches the top of his labor grade. When any employee is permanently assigned to a different labor grade at a rate less than the top of such labor grade, his first or next increase, as the case may be, shall be made six (6) months after the date of such assignment. All increases hereunder shall be made effective as of the first Monday following the expiration of the six month period in question.

J. All jobs in the bargaining unit shall retain their present classifications for the duration of this Agreement except in the event of substantial changes in job content sufficient to warrant revision. Prior to the institution of any change for the above reason, the proposed write-up shall be submitted to the Union.

K .The Company agrees to give the Union prior notice and the opportunity to discuss the situation before changing the job content of any job in the bargaining unit so as to include the concurrent operation of more than one machine.

2. An employee promoted to a higher paying labor grade pursuant to Section XII, Paragraph F shall, during his thirty (30) working day familiarization period, receive his old rate or the minimum rate of the new labor grade, whichever is higher. At the end of the familiarization period, or at any time in the following 60 days, the Company may increase his rate to Pay Rate Group 3, to Pay Rate Group 2, or to Pay Rate Group 1 or leave it at the rate which the employee has been receiving during the familiarization period.

3. The Company's decision to increase or not to increase the employee's rate and the amount of any such increase, as described in Paragraphs 1 and 2 above, shall not be subject to the grievance procedure or to arbitration under Section IX.

4. If the employee receives an increase in his rate at the end of the probationary period or within the 60 day period following the familiarization period, then the six (6) months for determining his eligibility for his next increase shall run from the time he receives his increase. If the employee does not receive such an increase, the six (6) month period shall run from the date of his employment or promotion, as the case may be.

SECTION V

Reporting Pay

A. Employees who are regularly scheduled or who are notified to report and who do report for work shall be paid in the event no work for which they are scheduled is available for four (4) hours' work at the regular hourly rate of the occupation at which they were scheduled or for which they were notified to report.

At Management's discretion employees scheduled or notified to report may be assigned to other substantially similar work for which they may be qualified in lieu of their being released. If employees refuse such assignment they shall not receive the four (4) hours' reporting pay.

B. Employees who are scheduled and report and actually begin work at the start of a turn shall be guaranteed a minimum of five (5) hours' work at their regular hourly rate. At Management's discretion they may be offered other work beyond the five hour period.

C. If an employee is called back to the plant after completing his regular shift and going home, he will receive four (4) hours pay at his regular rate, if less than four (4) hours are required for the job. If more than four (4) hours are required, he will receive his regular rate times the hours worked, subject to overtime provisions if overtime is involved.

D. In the event that strikes, stoppages in connection with labor disputes, acts of God or major breakdowns of equipment not due to Company negligence shall interfere with work being provided, the provisions of this section do not apply.

SECTION VI

Hours of Work and Overtime Provisions

A. Hours of Work

This Paragraph defines the normal work day and work week and shall not be construed as a guarantee of hours of work per day or per week or days of work per week.

1. The normal work week shall be forty (40) hours based upon eight (8) hours per day, five (5) days per week, Monday through Friday inclusive except as provided for in Section XV.

2. The normal work day is the twenty-four (24) hour period beginning with the regularly assigned work shift on Monday, or Sunday night for those employees assigned to the third shift whose work week begins on Sunday night.

3. A stated hour for reporting to work shall be given each employee. The current basic shifts are as follows:

1st Shift - 7:00 AM	- 3:30 PM
2nd Shift - 3:30 PM	-12:00 Midnight
3rd Shift - 12:00 Midnight	- 7:00 AM

These shifts may be changed by the Company, on the giving of two (2) working days notice to the Union, for valid business purposes. The parties recognize that the shift hours for certain maintenance and other support employees may vary from those of the basic shifts.

B. Overtime Provisions

1. Time and one-half shall be paid for time worked in excess of eight (8) hours in any one day or forty (40) hours in any one week.

2. Time and one-half shall be paid for all the time worked on Saturday and double time for all time worked on Sunday.

3. There shall be no pyramiding of overtime or holiday premium pay.

4. The Company shall not require any employee to take time off in order to avoid the payment of overtime.

5. Double time, in addition to holiday pay as described in Section VII, shall be paid for all work performed on the paid holidays specified in Section VII below.

6. Except where emergencies prevent the giving of such notice, the Company will notify the Union in advance of employees who will work overtime and will give forty-eight (48) hours notice of Saturday overtime, and employees desiring to be excused from weekend overtime will notify their supervisor before noon on Thursday.

7. Overtime assignments will not be used as a reward or punishment for individual employees. The Company will give consideration to the assigning of overtime to support personnel as needed to assist machine operators working overtime. In reassigning Assembly personnel beyond thirty (30) working days to a different product line within the same job classification where it is anticipated there will be more overtime available, the Company will give consideration to seniority, provided the senior employee has the necessary skill, ability and physical fitness to perform the work without any break-in or training period. Overtime records will be made available in each department.

SECTION VII

Holiday Pay

All regular Active employees shall receive eight (8) hours' pay at their current rate, which shall include the night shift premium, for each of the following holidays, except that nine (9) hours' pay shall be granted for the day before New Year's Day and the day before Christmas only.

There shall be ten (10) paid holidays which shall include:

New Year's Day	Thanksgiving Day
Good Friday	Day before Christmas
Memorial Day	Christmas Day
Independence Day	Day before New Year's Day
Labor Day	

The tenth paid holiday will be determined by mutual agreement. Effective September 1, 1980, there shall be eleven (11) paid holidays. The eleventh paid holiday shall be the day after Thanksgiving.

A paid holiday which falls on a Saturday will be observed on the preceding Friday, a paid holiday which falls on a Sunday will be observed on the following Monday; in either case, unless changed by mutual agreement. Normally, work will not be scheduled for the unit on any of the above holidays or the day the holiday is celebrated, but it is agreed that all employees scheduled to work on such holidays must report and work their scheduled hours, or be excused by the Company, to qualify for such holiday pay.

SECTION VIII

Vacation

A. One (1) weeks vacation pay shall be given to all employees with seniority as of July 1, (of the year the vacation is due) of more than six (6) months but less than two (2) years. Vacation pay for this week shall be $2\frac{1}{4}\%$ of the employees earnings for the fifty-two (52) weeks commencing with the first pay period in June of the preceding calendar year.

B. Two (2) weeks vacation pay shall be given to all employees with seniority as of July 1, (of the year the vacation is due) of two (2) years but less than nine (9) years. Vacation pay for each week shall be $2\frac{1}{4}\%$ of the employee's earnings for the fifty-two (52) weeks commencing with the first pay period in June of the preceding calendar year.

C. Three (3) weeks vacation pay shall be given to all employees with seniority as of July 1, (of the year the vacation is due) of nine (9) years but less than fifteen (15) years. Vacation pay for each week shall be $2\frac{1}{4}\%$ of the employee's earnings for the fifty-two weeks commencing with the first pay period in June of the preceding calendar year.

D. Four (4) weeks vacation pay shall be given to all employees with seniority as of July 1, (of the year the vacation is due) of fifteen (15) years, but less than twenty (20) years. Vacation pay for each of the first three weeks shall be two and one-quarter ($2\frac{1}{4}$) per cent of the employee's earnings, and for the fourth week two and one-half per cent ($2\frac{1}{2}\%$) of the employee's earnings, for the fifty-two (52) weeks commencing with the first pay period in June of the preceding calendar year.

E. Five (5) weeks vacation pay shall be given to all employees with seniority as of July 1 (of the year the vacation is due) of twenty (20) or more years. Vacation pay for each of the first three (3) weeks shall be two and one-quarter per cent ($2\frac{1}{4}\%$) of the employee's earnings, and for the fourth and fifth weeks two and one-half per cent ($2\frac{1}{2}\%$) of the employee's earnings, for the fifty-two (52) weeks commencing with the first pay period in June of the preceding calendar year.

F. Any employee who is or becomes entitled to more than two (2) weeks vacation and is requested by the Company not to take his third, fourth or fifth week off, shall have the option of either taking such time off or of working.

G. Any employee who has qualified for a vacation, as defined above, who thereafter terminates, regardless of the cause of termination, shall receive his accrued vacation pay, based on his seniority as of July 1, last worked. Vacation pay for terminated employees shall be calculated on earnings commencing with the first pay period of June preceding the termination, to the date of termination.

H. A laid off employee will qualify for vacation pay if he had at least six months' continuous service with the Company as of the date of layoff. The amount of such pay will be based on such employee's seniority as of July 1st following the layoff, if he is still on layoff at that time; if he has been terminated prior to such time, the amount of vacation pay will be based on his seniority as of the July 1st preceding his layoff. Payment of vacation pay will be made on the July 1st following the date of layoff; provided that the Company shall have the option of making payment at the time of layoff if it appears that the employee will not be recalled by the July 1st following the date of layoff.

I. The vacation period shall extend from June 15th to the following June 15th, and employees who qualify for vacations, under paragraphs A through H above, will be required to take them during this period.

J. If in the opinion of Management it is desirable to close any or all departments for one or two weeks during the vacation period, all eligible employees in such closed department or departments must count such close down period as their vacation period.

K. If during an employee's vacation period one of the paid holidays specified in Section VII hereof falls on a work day, or is celebrated on a work day, then the employee shall have the option of taking an additional day of vacation, without any pay other than the holiday pay, at the beginning or end of his vacation period. An employee desiring to so extend his vacation period must make the necessary arrangements in advance with his supervisor.

L. For the purpose of computing the vacation pay of any employee who has been absent from work as a result of an injury for which he received workmen's compensation benefits from the Company or its insurance carrier, such employee shall be deemed to have received as earnings for any full week during which he was so absent an amount equal to his average weekly earnings for the twenty-six week pay period utilized to calculate his workmen's compensation benefits.

SECTION IX

Grievance Procedure

A. Should differences arise between the Company and the Union or the members of the bargaining unit as to the meaning or application of or compliance with the provisions of this Agreement, there shall be no suspension of work on account of such differences, but an earnest effort shall be made to settle such differences immediately in the following manner:

First - Between the supervisor involved and the aggrieved employee, and/or his Union representative but not more than two.

The supervisor shall render a decision within twenty-four (24) hours unless such time is mutually extended.

Second - Between the Plant Superintendent or representative and the Chairman of the Grievance Committee and two members of the Grievance Committee. The Superintendent shall render a written decision within three (3) days unless such time is mutually extended.

Third - Between the representatives of Management and no more than four (4) members of the Grievance Committee. At least three (3) days prior to the holding of any meeting under this step, the Union shall deliver to the Company a written statement of the nature of the dispute in question and of the general provisions of this Agreement whose meaning or application or whose compliance with by either or both parties are involved in the dispute. The Union shall have its International Representative present at this step. A written decision shall be given within five (5) days unless such time is mutually extended. Any grievance involving the discharge of an employee may be initiated by the Union at Step 3.

Fourth - If a grievance is not settled in the three previous steps as outlined above, the matter may go to arbitration at the request of either party hereto within thirty (30) days of the completion of the third step of this procedure. However, it is understood that no individual employee has the right to take a dispute to arbitration. The arbitrator shall be chosen by agreement of the Company and the Union, and in the event of failure to so agree either party may request the American Arbitration Association to designate the arbitrator in accordance with its rules. The decision of such arbitrator shall be final and binding on both parties for the duration of this Agreement. The arbitrator, however, shall not add to or detract from the terms of this Agreement.

The fees and expenses of the arbitrator shall be shared equally by the Company and the Union.

B. When grievances are not disposed of within the prescribed time in any step, unless an extension of time has been mutually agreed upon, they may be appealed to the next step.

C. Grievances involving rates shall, when settled, be retroactive to the date of their occurrence, provided such grievances are presented within sixty (60) days of their occurrence.

D. The General Grievance Committee for the plant shall consist of not less than four (4) employees of the plant and not more than seven (7) such employees, designated by the Union, each of whom will be afforded time off with pay, as may be required for visiting departments other than his own at reasonable times for the purpose of transacting the legitimate business of the Grievance Committee, after notice to and permission from his department superintendent or designated supervisor. The Union may substitute the Steward involved in a grievance in the place of one of the members of the Grievance Committee during one or more of the steps of the grievance procedure.

SECTION X

Meetings with Management

Time off with pay shall be granted for attendance during working hours at all committee meetings with Management including arbitration and limited to four (4) employees, except for negotiation of new or renewal agreements.

SECTION XI

Probationary Employees

The first ninety (90) calendar days of employment of any employee shall be deemed a probationary period. During such period the Company may discipline, suspend or discharge such employee and such discipline, suspension or discharge shall not be subject to the Grievance Procedure or to Arbitration. The probationary period may be extended for an additional thirty (30) days by mutual agreement of the Company and the Union in writing.

SECTION XII

Seniority

A. Seniority is the total length of continuous service with the Company and shall accumulate from the first day of work except that an employee shall acquire no seniority during the probationary period. After completion of said probationary period, the employee's seniority shall be computed back to the first day of work.

B. For the purpose of computing length of service for Company seniority the date of original employment by the Company shall prevail, unless any of the following have occurred, in which event the date of last rehire shall prevail:

1. The employee quits or is discharged for cause.

2. Employee fails to report from layoff within five (5) days of mailed notification advising of recall and fails to report three (3) days after additional notification that such continuing failure shall terminate his seniority.

3. Employee has been laid off for a period exceeding three (3) years.

4. An employee is absent from work because of sickness or accident for a continuous period of more than two years, except as otherwise provided in Paragraph A of Section XXII.

C. In the case of layoffs Company seniority shall be the determining factor providing the employee has the necessary skill, ability and physical fitness and shall be applied as follows:

1. To a job in the same general classification within the plant first, at the employee's option, in a higher labor grade, second in the same labor grade and third in the next lower labor grade, for which he has the necessary skill, ability and physical fitness, being performed by the employee with the least Company seniority, junior to him.

2. If the employee is in labor grade six, or lower, to a job in the same labor grade, outside the same general classification, within the plant, for which he has the necessary skill, ability and physical fitness, being performed by the employee with the least Company seniority, junior to him.

3. To a job within the plant in a lower labor grade outside the same general classification being performed by an employee junior to him which he has the necessary skill, ability and physical fitness to perform. The Company will prepare a list of such jobs, and the employee will have the option of selecting the job he wants, but must make his selection within twenty-four (24) hours, excluding Saturdays, Sundays and holidays. The employee will have a thirty (30) working day familiarization period (not a training period) on the job to which he bumps.

4. An employee who has exercised seniority and bumped in accordance with one of the forgoing three subparagraphs, may thereafter exercise shift preference within his new classification and bump the employee with the least Company seniority junior to him within such classification. Shift preference will be honored only if the request is made of the Company within three working days following the date of transfer to the new classification. A request made within the foregoing time limit will be honored within one week following the date of the request.

D. In the event of a recall after a layoff, employees will be brought back on the basis of Company seniority providing they have the necessary skill, ability and physical fitness for the job then open.

E. Any employee who, because of a layoff, has been required to leave his job may return to his old job, when it reopens.

F. Vacancies or promotions shall be filled as follows:

The Company shall post for forty-eight (48) hours, excluding Saturdays, Sundays and holidays, the general classification, labor grade and shift of the job. Employees bidding for the job shall be considered on the following basis:

1. The employee with the greatest Company seniority within the plant in the same general classification and having the necessary skill, ability and physical fitness.

2. The employee with the greatest Company seniority within the plant outside the same general classification and having the necessary skill, ability and physical fitness.

3. It is recognized that, in the filling of a Group Leader vacancy, in addition to Company seniority, skill, ability and physical fitness, consideration must also be given to the qualities of leadership, emotional stability and the ability to accept and exercise responsibility, which qualities must be possessed by a Group Leader.

G. Prior to promotions, demotions, layoffs, or recalls the Company and the Union shall consult for the purpose of reaching mutual agreement. In the event of failure to reach agreement, the Company may on the disputed cases make their action effective and the Union may take recourse to the grievance procedure.

H. Employees demoted as a result of lack of work shall receive the maximum rate of their newly assigned labor grade.

I. Employees voluntarily bidding to a job in a lower labor grade shall receive the maximum rate of their new labor grade.

J. The Company shall, once every six months, post on the bulletin boards revised and corrected seniority lists of all employees stating their Company seniority and general classifications and shall give seven copies of the seniority list to the Union at said times.

K. No transfer shall be considered temporary beyond thirty (30) working days. The Departmental Steward of the department involved will be notified in writing when any temporary transfer is made.

L. Temporary transfers for the convenience of Management into a higher labor grade shall automatically carry the minimum rate of the labor grade to which he is transferred or thirty-five cents (35¢) per hour, seventy cents (70¢) per hour if the transfer is to a job outside the bargaining unit, whichever is greater. This increased rate applies only for the duration of the transfer, and shall be paid from the first hour of the transfer. The increase in rate will not apply where the lack of work is the cause of such transfer. In making temporary transfers, the Company will give consideration to seniority but may make the transfer on the basis of the employee having the necessary skill, ability and physical fitness to perform the job without any break-in or training period. The Union may take recourse to the Grievance Procedure in the event of a dispute as to whether the Company is fairly following the above procedure in making temporary transfers.

M. 1. In the event of a layoff, an employee may elect to be laid off rather than to bump into an unskilled job. An employee exercising such an election shall be recalled only to a skilled job. A skilled job for purposes of this Paragraph M is one which requires the serving of a training period of at least three thousand (3,000) hours.

2. In the event of a layoff, a trainee or apprentice may elect to bump into an unskilled job for which he has the necessary skill, ability and physical fitness, being performed by the employee with the least Company seniority junior to him. A trainee or apprentice exercising such a bump must return to his old job when it reopens.

N. When the Company acquires a new machine, the bargaining unit employees in the job classification and labor grade involved shall have the opportunity, to be exercised on the basis of seniority starting with the most senior, to choose whether or not they wish to be assigned to work on the new machine. The most junior person in the job classification and labor grade must accept the assignment if none of the more senior people elects it. A machine shall be considered "new" for these purposes if it is newly acquired by the Company whether or not it has previously been used elsewhere. After the Company has had a new machine for more than six (6) months, the above rules shall no longer apply and employees may be assigned to work on the machine by the Company in the normal course. These rules shall apply only to the assigning of the work on the new machine, and the assignment of work on all other machines, including any previously operated by the employee who elects or is assigned to work on the new machine, shall be made by the Company in the normal course.

O. 1. Jobs vacated by bargaining unit employees as the result of an employee either successfully bidding to another job within the bargaining unit or as the result of accepting a three-month probationary transfer outside the bargaining unit will not be held open but will be posted in accordance with Section XII, Paragraph F, unless the Company chooses to leave such vacated job unfilled.

2. An employee who during the course of a three-month probationary transfer outside the bargaining unit chooses to return or is returned to the bargaining unit will be placed on any open job for which he is qualified, or in the event there is no job open for which he is qualified he will be placed on layoff subject to recall in accordance with Section XII, Paragraph D.

3. Any employee who is removed from a job either at his request or by Company action because he is unable to fulfill the requirements of the job will be covered by the provisions of sub-paragraph 2 above.

P. If an employee has a break in his service of less than ten (10) years and has been reemployed, then, once he has completed his new probationary period, his service before the break will be counted for purpose of pensions and vacations *only*. For these purposes a break in service will be determined in accordance with the provisions of the Pension Plan. A ninety (90) day notification period commencing September 27, 1976 will be given current employees to enable them to establish the existence of any such prior service.

SECTION XIII

Safety and Health

A. It is hereby agreed that the Company recognizes the importance of constantly increasing the safety provisions in the plant for the protection of the health, life and limb of the employees, and that the Company will make every reasonable effort to improve such conditions.

B. The Departmental Steward shall cooperate with the Company in maintaining safety, cleanliness, and discipline at all times.

C. The Company will comply with all applicable State and National Safety codes and will provide all necessary equipment, such as gloves, goggles, respirators and other such articles required by such codes. The Company also will furnish special ground prescription goggles to those employees required to wear goggles constantly. On any operation which may be considered dangerous, the Union may present the matter to Management as a grievance, for mutually satisfactory disposition.

D. The Company will furnish safety shoes, not to exceed two pair per year to any one employee, to any employee who is required by the Company to wear such safety shoes.

E. The Plant Safety Committee will include two (2) bargaining unit employees, one (1) of whom will be a part of the monthly inspection team. The Plant Emergency Team will also include two (2) bargaining unit employees.

SECTION XIV

Armed Forces

Any employee who has returned from the armed forces and who is suffering impairment due to injury or disease incurred in the course of his military service shall be assigned to any vacancy in any department which shall be suitable to his impaired condition during the continuance of such disability irrespective of seniority provided, however, that such impairment is of a nature as to render the veteran's return to his own job or department onerous or impossible.

SECTION XV

Night Shift

A. A premium of seventeen per cent (17%) of an employee's regular hourly rate will be paid to all employees regularly assigned to a night shift for hours worked on said shift. Night shift is defined as any shift starting between the hours of 3:00 PM and 3:00 AM. When the first and second shifts work consecutive shifts on a Saturday, Sunday or holiday, the employees regularly assigned to the second shift shall receive the night shift premium for all hours worked on said second shift on such days whether or not such shift starts between the hours of 3:00 PM and 3:00 AM.

B. First and second shift employees will have an unpaid one-half ($\frac{1}{2}$) hour lunch break and a paid (5) minute wash-up.

C. All third shift employees will work seven (7) hours with a paid "lunch on the fly" and will be paid for eight (8) hours. Third shift employees on this schedule will receive overtime as provided in this Agreement after seven (7) hours worked. Third shift employees on this schedule will receive eight (8) hours pay for holidays (except as provided for in Section VII), funeral leave and jury duty. Third shift employees who report to work late or leave early shall have only the time actually lost deducted from their eight (8) hours pay, provided they work at least six and three quarter ($6\frac{3}{4}$) hours on the shift. If they work less than this amount, they shall be paid only for the time actually worked.

D. Definition of "Lunch on the Fly"

Employees are expected to eat meals at their work station. Employees should plan to have their meals at a time when their machines are running, when practical. Employees may leave their work area before eating to wash up and/or get food and/or drink from the cafeteria, if needed. Employees must, however, return to their work area to eat.

SECTION XVI

Contracting of Work in Plants

The employees covered by the Agreement shall be given preference for any work performed in and about the plants which they are qualified by training and experience to perform.

SECTION XVII

Bulletin Boards

The Company agrees to furnish bulletin boards in main departments for posting notices approved by Management concerning Union activities.

SECTION XVIII

Leave of Absence

A. On request of the International Union, Local Union Officers (President, Vice President, Recording Secretary, Financial Secretary and/or Treasurer) shall be entitled to obtain a leave of absence without pay for a period not to exceed one (1) year, for Union activities only, which period shall not constitute a break in the record of continuous service.

B. The Union shall be promptly notified by the Company in writing of any and all leaves of absence granted to employees, reason therefore, extent and renewal, if any, at the time of such permission being granted.

SECTION XIX

Apprenticeship

A. It is agreed that any apprentice in the employ of the Company or who leaves its employ to enter the armed forces and returns here to work, who satisfactorily completes the Apprentice Training Course and remains in the employ of the Company shall be paid either the minimum rate of the labor grade to which he is assigned or Pay Rate Group 2 of Labor Grade 6, whichever is higher.

B. The hourly rates for Machinist Apprentices shall be as set forth in Appendage "B".

The hourly rates of Electrician Apprentices shall be as set forth in Appendage "B".

Apprentice rates shall be subject to any general increases or decreases put into effect in the plant.

C. Pay rates for Trainees shall be as set forth in Appendage "C". Training period shall be 3,000 hours.

A trainee who satisfactorily completes the training course and remains in the employ of the Company shall be paid the minimum of the labor grade to which he is assigned.

D. Apprentices will receive a bonus of \$200 upon the satisfactory completion of their course of training, and an additional bonus of \$300 one year later if they have remained in the employ of the Company during the entire year.

SECTION XX

1. GROUP INSURANCE

A. All regular active employees, except as otherwise specifically provided below, shall be covered by the following Insurance Benefits at the expense of the Company.

B. Life Insurance of \$11,000.

Effective September 1, 1981 life insurance shall be increased to \$12,000.

C. Accidental Death and Dismemberment Insurance of \$11,000. (twenty-four (24) hour coverage). Effective September 1, 1981, Accidental Death and Dismemberment shall be increased to \$12,000.

D. Accident and Sickness Benefits of \$115.00 per week commencing on the first day of accident or hospitalization or eighth day of sickness, whichever is earlier, and continuing for thirty-nine (39) weeks for any non-occupational disability. Effective September 1, 1980 the weekly benefit amount will be increased to \$125.00.

Effective September 1, 1981, the weekly benefit amount will be further increased to \$130.00. An employee receiving accident and sickness benefits at the time any benefit rate increase become effective shall receive the higher benefit rate for the remainder of his disability.

E. Major Medical insurance plan with a yearly \$50.00 deductible per individual and maximum family deductible of \$150.00; 80% of covered expenses will be paid up to a maximum of \$250,000.00 per individual, except for mental disorders not requiring hospital confinement, in which cases 50% will be paid.

F. Hospital and Surgical Benefits and Prescription Drugs for active employees under age 65 and for eligible dependents under age 65 of active employees of any age are provided under the Connecticut Blue Cross Semi-Private Plan with Semi-Private Maternity Rider, the Connecticut Blue Shield Century 90 Contract and the Blue Cross Full-pay Prescription Drug Rider.

G. Unmarried dependent children who are full time students will be covered by the Semi-Private Blue Cross and Full-Pay Prescription Drug Rider Plan until age 25.

H. A co-pay Dental Plan offered by the Prudential Insurance Company of America with dependent rider only.

I. The actual terms and conditions of any insurance coverage or benefits provided by the Company under this Agreement are set forth in the policies themselves and the rules and regulations relating thereto of the insurance companies involved. These terms and conditions in no way reduce the amount of the benefits as originally agreed to by the principal parties.

2. PENSIONERS AND MEDICARE

A. Employees retired under the provisions of the Pension Plan who are under age sixty-five (65) and eligible dependents under age sixty-five (65) of any employee retired under the provisions of the Pension Plan shall be provided:

1. Inpatient care under the Connecticut Blue Cross Plan with Semi-Private Room Credit Rider;
2. The Connecticut Blue Shield Community 10 Plan; and
3. The same Major Medical Insurance Plan offered to active employees under Paragraph 1E of this Section XX.

B. Active employees eligible for Medicare, employees retired under the provisions of the Pension Agreement eligible for Medicare and spouses eligible for Medicare of active or retired employees shall receive the benefits set forth below at the cost of the Company.

1. Blue Cross coverage in effect under this Agreement on the date of their becoming eligible for Medicare shall be modified so as to supplement Medicare In-Hospital Coverage (Part A) and to provide the benefits under Blue Cross "65".

2. Connecticut Blue Shield coverage for such persons will be cancelled when they become eligible for Medicare, but the Company will reimburse them for the cost of the Medicare Supplemental Insurance Program (Part B). Reimbursement shall be made quarterly directly to the active or retired employee who is, or whose spouse is, involved and will be made whether or not the eligible individual has actually enrolled in Medicare (Part B).

C. The Company shall pay the entire cost of providing \$2,000.00 life insurance for employees retired under provisions of the Pension Agreement.

3. INCREASE IN COSTS

The Company agrees to absorb the cost of any increases in rates put into effect during the term of this Agreement by Connecticut Blue Cross, Connecticut Blue Shield or other private insurance carriers to provide those insured benefits which the Company has agreed to pay for in this Section XX.

SECTION XXI

Funeral Leave

Absence from work because of death in the employee's immediate family shall be excused and compensated under the following conditions:

1. Notification of absence is given to the Company.

2. For purpose of this Section, immediate family shall include father, mother, wife, son, daughter, brother, sister, grandparents and spouse's grandparents, father-in-law, mother-in-law, spouse's brother, spouse's sister, step relations and spouses of employee's brothers and sisters.

Compensation shall be paid at the employee's regular rate, which shall include the night shift premium, times the number of hours he is scheduled to work on the day of absence but not to exceed eight (8) hours on the day of absence and not to exceed three (3) days or for any day beyond two (2) days after the funeral.

SECTION XXII

Employees on Inactive Status

A. An employee who has been absent from work because of sickness or accident for eight (8) consecutive days shall be regarded as an inactive employee until he returns to work or is terminated. The Company shall maintain life insurance and accidental death and dismemberment coverage for such an inactive employee, in the amount stipulated in Section XX, until he reports to work or is terminated pursuant to Paragraph B-4 of Section XII, whichever occurs first. It will also (1) maintain group hospitalization and surgical benefits for him and his dependents, as per Section XX, (2) hold the employee's job open for him subject to the provisions of Paragraph C of Section XII, and (3) provide holiday pay, all in accordance with the following schedule on page 40.

Length of Company Seniority

1. 91 days to 5 years
2. More than 5 years but less than 15 years
3. 15 years or more

Period during which Employee's job will be held open and Hospital and Surgical Coverage continued for Employee and Dependents

- 6 months
9 months
1 year

Holiday Pay will be given for the paid holidays, as specified in Section VII, occurring during the following periods

- First 6 complete pay periods
First 12 complete pay periods
First 20 complete pay periods

B. An employee laid off for lack of work shall be removed from the active payroll as of the day he is laid off and shall thereafter be in an inactive status until he returns to work or is terminated. The Company will continue life insurance and accidental death and dismemberment coverage for such employee, in the amount set forth in Section XX hereof, during the layoff period or until the employee is covered with another employer, whichever is earlier. It will also continue hospitalization and surgical benefits for him and his dependents, as per Section XX until the last day of the month following the month in which the employee is laid off, after which the employee may carry such benefits by reimbursing the Company for the cost thereof. An employee on layoff will accumulate seniority in accordance with the provisions of Paragraph B-3 of Section XII hereof.

C. An employee who has been suspended for disciplinary reasons shall be removed from the active payroll as of the day his suspension commences and shall thereafter be in an inactive status until he returns to work or is terminated. During the period of disciplinary suspension, the Company will hold an employee's job open for him, subject to the provisions of Paragraph C of Section XII, and will continue the insurance coverage set forth in Section XX hereof for the employee and his dependents. An employee will continue to accumulate seniority during the period of his disciplinary suspension.

D. An employee on leave of absence granted by the Company shall be removed from the active payroll as of the day his leave commences and shall thereafter be in an inactive status until he returns to work or is terminated. The Company will hold such an employee's job open for him, subject to the provisions of Paragraph C of Section XII, and will continue the insurance coverage set forth in Section XX hereof for the employee and his dependents during the leave of absence. The Company will not provide insurance coverage for an employee on a leave of absence provided for by Paragraph A of Section XVIII where the employee is eligible to obtain similar coverage through the Union. An employee will continue to accumulate seniority during his leave of absence.

E. An employee who for fourteen (14) consecutive days has been (1) absent from work because of sickness or accident or (2) in an inactive status, must submit to a physical examination by the Company doctor before he will be allowed to return to work.

F. Employees who participate in any strike or other suspension or stoppage of work in violation of Section XXIV hereof may at any time during such participation be removed from the active payroll and shall thereafter be in an inactive status until returned to the active payroll or terminated. During the period of their inactivity, such employees shall not be entitled to receive any of the benefits provided for in this Agreement, they shall not continue to accumulate seniority and their jobs will not be held for them. Nothing contained in this Paragraph shall limit the rights of the Company to take such disciplinary action as it deems appropriate against such employees for participation in such activities.

SECTION XXIII

Retraining

It is agreed that before hiring Trainees to fill open jobs, the Company will review the qualifications of employees about to be laid off and/or employees already on layoff to determine if any such employees could be retrained to fill open jobs. If there are no such employees about to be or already on layoff with the necessary qualifications, the Company shall, before hiring a Trainee, offer the job to the senior qualified employee, taken from the list of employees who bid for the job under Section XII, Paragraph F, when it was previously posted, who wishes to accept such job as a Trainee.

Open jobs for the purpose of this clause shall be defined as jobs which cannot be filled through the bidding procedure or by recalling employees from layoff who are already qualified for the opening or by hiring new employees already qualified.

SECTION XXIV

Strikes or Lockouts

The Union agrees that it will not sanction or authorize any strike or other suspension of work on the part of employees during the life of this Agreement; but should such an unauthorized suspension or stoppage of work take place, the Company agrees that it will not sue for or otherwise claim money damages from the Union by reason of any such unsanctioned or unauthorized strike or suspension of work and in such event will have the right only to discipline employees for participating.

The Company agrees that it will not sanction or authorize a lockout of its employees during the life of this Agreement.

SECTION XXV

Legal Requirements

It is the intention of the parties to this Agreement to comply with the provisions of all applicable State and Federal laws and if any provision hereof shall be in violation of any such laws or official interpretations thereof, it shall be ineffective without effect upon other sections of this Agreement. The parties agree that they will not discriminate against any employee or applicant for employment because of race, color, religion, national origin, age, sex, or who is a qualified handicapped individual, disabled veteran or veteran of the Vietnam era, and that in carrying out such policy, they will comply with all provisions of the President's Executive Orders relating to Equal Employment Opportunity and with all rules and regulations of any Committee established by the President in any such Executive Orders.

SECTION XXVI

Jury Pay

Any regular active employee who is summoned and reports for jury duty or is subpoenaed as a witness, as prescribed by applicable law, shall be paid by the Company the difference between his regular rate, which shall include the night shift premium, times the number of hours he is scheduled to work on the day of absence, but not to exceed eight (8) hours, and the daily fee paid by the court (not including travel allowance or reimbursement of expenses) for each day on which he reports for and performs such duty and on which he would otherwise have been scheduled to work by the Company.

Payment for an employee subpoenaed as a witness shall be limited to two (2) days per calendar year.

In order to receive payment, an employee must notify the Company of his jury notice or subpoena on the working day following his receipt of the same and must furnish satisfactory evidence that he reported for or performed jury or witness duty on the days for which he claims such payment. The provisions of this Article are not applicable to any employee who without being summoned, volunteers for jury duty.

SECTION XXVII

Cost of Living

A. Cost of Living Protection for the First Year of the Agreement.

If the Revised Consumer Price Index for Urban Wage Earners and Clerical Workers - United States - All Items (1967 = 100) published by the Bureau of Labor Statistics, United States Department of Labor for the month of July 1980 exceeds such Consumer Price Index published for the month of July 1979, the rates and rate ranges to become effective on September 1, 1980 shall be further increased (in addition to and after calculation of the wage increases provided for in Section IV to become effective on such date) as follows:

One Cent (1¢) for each full .4 of a point increase by which the July 1980 Consumer Price Index exceeds the July 1979 Consumer Price Index but not to exceed a total of eight cents (8¢).

B. Cost of Living Protection for the Second Year of the Agreement.

If the Revised Consumer Price Index for Urban Wage Earners and Clerical Workers - United States - All Items (1967 = 100) published by the Bureau of Labor Statistics, United States Department of Labor for the month of July 1981 exceeds such Consumer Price Index published for the month of July 1980, the rates and rate ranges to become effective on August 31, 1981 shall be further increased (in addition to and after calculation of the wage increases provided for in Section IV to become effective on such date) as follows:

One Cent (1¢) for each full .4 of a point increase by which the July 1981 Consumer Price Index exceeds the July 1980 Consumer Price Index but not to exceed a total of eight cents (8¢).

C. Cost of Living Protection for the Third Year of the Agreement.

If the Revised Consumer Price Index for Urban Wage Earners and Clerical Workers - United States - All Items (1967 = 100) published by the Bureau of Labor Statistics, United States Department of Labor for the month of July 1982 exceeds such Consumer Price Index published for the month of July 1981, the rates and rate ranges to become effective on September 1, 1982 (or such other date as the parties determine that the wage increase for the first year of the new collective bargaining agreement is to go into effect) shall be further increased (in addition to and after calculation of any wage increases to go into effect on such date under the new collective bargaining agreement) as follows:

One Cent (1¢) for each full .4 of a point increase by which the July 1982 Consumer Price Index exceeds the July 1981 Consumer Price Index but not to exceed a total of eight cents (8¢).

SECTION XXVIII

Part-Time or Temporary Employees

In the event the Company is not able to fill its employment requirements with regular employees, part-time or temporary employees may be employed within the established starting and quitting time of the classifications' shift.

- A. 1. A part-time employee shall be defined as an employee who is scheduled to work no more than five (5) hours per day or twenty-five (25) hours per week, but less than 1,000 hours per year.
 2. A temporary employee shall be defined as an employee limited to no more than three (3) consecutive months of scheduled normal work weeks. A temporary employee whose employment extends beyond this three (3) month period shall be considered a regular employee and his seniority shall revert to his date of hire or rehire; however, the temporary period can be extended by mutual agreement.
- B. Part-time and temporary employees shall be required to become members of the Union in accordance with Section III.

- C. Part-time employees shall not acquire seniority for as long as they remain on a part-time basis. In the event they become full-time employees, their seniority shall be made retroactive to their most recent date of hire or rehire. However, the date the employee states he wants to be a permanent employee will be his date of hire only for fringe benefits not covered in this Section.
- D. Jobs to be filled by part-time or temporary employees shall be made available first to regular employees in accordance with the posting and bidding rights under this Agreement.
- E. Part-time or temporary employees who are retained for a period of more than three (3) months shall receive one half of the Holiday Pay for all Holidays that occur thereafter.
- F. Upon the hiring of either part-time or temporary employees, the Company shall give notification to the Union of the name, classification, rate of pay and schedule of working hours.
- G. Part-time employees who attain the necessary service in accordance with Section VIII shall receive one half of the vacation benefits extended to regular employees.

- H. Part-time and temporary employees shall not be utilized to work overtime on Saturday and Sunday in place of full-time employees.
- I. Part-time and temporary employees shall not receive benefits extended to regular employees other than those listed above.

SECTION XXIX

Pensions

A. The Company and the Union have by agreement established a Pension Plan for the benefit of employees in the bargaining unit covered by this Agreement and have, from time to time amended the same. The Plan, as amended to incorporate all changes negotiated by the parties and required by the Employee Retirement Income Security Act of 1974 (ERISA) is now restated as the Waterbury Farrel Union Pension Plan Agreement, September 1, 1979 Restatement (and as such is referred to in this Agreement as the "Pension Plan").

B. The Company shall establish or adopt a Trust with a Trustee or Trustees selected or approved by it to manage and operate the Pension Trust Fund, to receive, hold, invest and reinvest contributions made by the Company and to pay the pension benefits provided by the Pension Plan. The Company shall be responsible for the administration of the Pension Plan and shall, from time to time, make such contributions to the Trust as may be required to maintain the Pension Plan on a sound actuarial basis and to satisfy the requirements of ERISA.

C. The Union shall be furnished with such information as shall be reasonably required for the purpose of enabling it to be properly informed concerning the operation of the pension benefits insofar as they affect the employees. The Company will distribute, or otherwise make available to employees, copies of the Pension Plan and other material describing or explaining the same, including all material required by ERISA. The Company will furnish each employee who retires, at the time of delivery of his first pension check, a notice to the effect that his pension is pursuant to the Pension Plan agreed to between the Company and the Union.

D. No pension properly payable pursuant to the Pension Plan shall be discontinued or reduced except as provided in the Pension Plan. In the event of discontinuance of contributions or the termination of the Pension Plan, the rights of all employees to pensions accrued to the date of such termination, to the extent then funded, shall be non-forfeitable.

E. During the period specified in Paragraph G of this Section neither the Union, nor any of its officers or representatives nor any of the employees shall:

1. Make any request that the Company increase the rates of pay of the employees on account of or for use in paying the cost, in whole or in part, of any program of pension benefits of the employees; or
2. Make any request that the pension benefits or provisions of the Pension Plan be changed in any respect or terminated or that pension or similar benefits be established or that the amount which the Company is to pay or cause to be paid or provided for pension benefits for the employees be increased without mutual consent; or

3. Engage or continue to engage in or in any manner encourage or sanction any strike, work stoppage, interruption or impeding of work at any of the plants of the Company for the purpose of securing any such increase or any such change or any other action with respect to pensions; and during the term of this Agreement the Company shall not have any obligation to negotiate or bargain with the Union with respect to any of the matters covered by or relating to this Paragraph E.

F. During the period specified in Paragraph G of this Section the Company shall not change or request any change in the provisions of the Pension Plan without mutual consent or engage in or sanction any lockout for the purpose of securing any such change.

G. The agreements set forth in this Section XXIX concerning the Pension Plan shall remain in effect until midnight, August 31, 1982 and from year to year thereafter unless either party gives sixty (60) days written notice prior to August 31, 1982 or August 31st in any year thereafter, of its desire to modify or terminate the same. A notice given for purposes of Section XXX shall be deemed applicable for purposes of this Section also, and thereafter, unless otherwise mutually agreed, the parties shall proceed to negotiate pensions as one of the issues to be resolved in working out the overall terms and conditions of a new collective bargaining Agreement.

SECTION XXX

Termination

The terms and conditions of this Agreement shall continue in effect until midnight August 31, 1982, and from year to year thereafter unless either party gives 60 days written notice prior to August 31, 1982 or August 31 in any year thereafter, of its desire to modify or terminate this Agreement. In the event of such notice from either party, during such 60-day period the parties shall meet in conference in Cheshire, Connecticut, or at such other place as may be mutually agreed upon, for the purpose of negotiating the terms and conditions of a new Agreement.

Any notice to be given under this Agreement shall be given by registered mail, and if by the Company, be addressed to the United Steelworkers of America, A.F.L.-C.I.O., 100 South Turnpike Rd., Wallingford, Conn. 06492, and if by the Union, to the Company at Cheshire, Connecticut. Either party may, by like written notice, change the address to which registered mail notice to it shall be given.

RATE RANGES

APPENDAGE "A"

Effective September 3, 1979

59

Pay Rate Group	LG 10	LG 9	LG 8	LG 7	LG 6	LG 5	LG 4	LG 3	LG 2	LG 1
1	5.62	5.76	5.92	6.22	6.53	6.98	7.33	7.64	8.05	8.49
2	5.38	5.63	5.84	6.09	6.31	6.78	7.12	7.46	7.82	8.20
3	5.19	5.42	5.68	5.89	6.13	6.61	6.91	7.23	7.64	7.97
4	5.03	5.34	5.62	5.76	5.92	6.41	6.75	7.09	7.43	7.71

APPENDAGE "B"

Effective September 3, 1979

HOURLY RATES FOR MACHINIST AND ELECTRICIAN APPRENTICES

- 4.79 per hour for the probationary period.
- 4.93 per hour for the balance of first 1,000 hours.
- 5.10 per hour for 2nd period of 1,000 hours.
- 5.23 per hour for 3rd period of 1,000 hours.
- 5.37 per hour for 4th period of 1,000 hours.
- 5.62 per hour for 5th period of 1,000 hours.
- 5.75 per hour for 6th period of 1,000 hours.
- 5.88 per hour for 7th period of 1,000 hours.
- 6.04 per hour for 8th period of 1,000 hours.

APPENDAGE "C"

Effective September 3, 1979

TRAINEE WAGE SCHEDULE

- 5.00 per hour for first 600 hours.
- 5.34 per hour for second 600 hours.

A pay raise equal to $\frac{1}{4}$ of the difference between 5.34 and the minimum rate of the Labor Grade in which the job falls for which the trainee is training will be given each succeeding 600 hour period until the 3,000 hour training period is completed.

RATE RANGES

APPENDAGE "A"

Effective September 1, 1980

19	Pay Rate Group	LG 10	LG 9	LG 8	LG 7	LG 6	LG 5	LG 4	LG 3	LG 2	LG 1
	1	6.04	6.19	6.36	6.69	7.02	7.50	7.88	8.21	8.65	9.13
	2	5.78	6.05	6.28	6.55	6.78	7.29	7.65	8.02	8.41	8.82
	3	5.58	5.83	6.11	6.33	6.59	7.11	7.43	7.77	8.21	8.57
	4	5.41	5.74	6.04	6.19	6.36	6.89	7.26	7.62	7.99	8.29

APPENDAGE "B"

Effective September 1, 1980

HOURLY RATES FOR MACHINIST AND ELECTRICIAN APPRENTICES

- 5.15 per hour for the probationary period.
- 5.30 per hour for the balance of first 1,000 hours.
- 5.48 per hour for 2nd period of 1,000 hours.
- 5.62 per hour for 3rd period of 1,000 hours.
- 5.77 per hour for 4th period of 1,000 hours.
- 6.04 per hour for 5th period of 1,000 hours.
- 6.18 per hour for 6th period of 1,000 hours.
- 6.32 per hour for 7th period of 1,000 hours.
- 6.49 per hour for 8th period of 1,000 hours.

APPENDAGE "C"

Effective September 1, 1980

TRAINEE WAGE SCHEDULE

- 5.38 per hour for first 600 hours.
- 5.74 per hour for second 600 hours.

A pay raise equal to $\frac{1}{4}$ of the difference between 5.74 and the minimum rate of the Labor Grade in which the job falls for which the trainee is training will be given each succeeding 600 hour period until the 3,000 hour training period is completed.

RATE RANGES

APPENDAGE "A"

Effective August 31, 1981

Pay Rate Group	LG 10	LG 9	LG 8	LG 7	LG 6	LG 5	LG 4	LG 3	LG 2	LG 1
1	6.40	6.56	6.74	7.09	7.44	7.95	8.35	8.70	9.17	9.68
2	6.13	6.41	6.66	6.94	7.19	7.73	8.11	8.50	8.91	9.35
3	5.91	6.18	6.48	6.71	6.99	7.54	7.88	8.24	8.70	9.08
4	5.73	6.08	6.40	6.56	6.74	7.30	7.70	8.08	8.47	8.79

APPENDAGE "B"

Effective August 31, 1981

HOURLY RATES FOR MACHINIST AND ELECTRICIAN APPRENTICES

- 5.46 per hour for the probationary period.
- 5.62 per hour for the balance of first 1,000 hours.
- 5.81 per hour for 2nd period of 1,000 hours.
- 5.96 per hour for 3rd period of 1,000 hours.
- 6.12 per hour for 4th period of 1,000 hours.
- 6.40 per hour for 5th period of 1,000 hours.
- 6.55 per hour for 6th period of 1,000 hours.
- 6.70 per hour for 7th period of 1,000 hours.
- 6.88 per hour for 8th period of 1,000 hours.

APPENDAGE "C"

Effective August 31, 1981

TRAINEE WAGE SCHEDULE

- 5.70 per hour for first 600 hours.
- 6.08 per hour for second 600 hours.

A pay raise equal to $\frac{1}{4}$ of the difference between 6.08 and the minimum rate of the Labor Grade in which the job falls for which the trainee is training will be given each succeeding 600 hour period until the 3,000 hour training period is completed.