

AGREEMENT

between

CITY OF BROCKTON, MASSACHUSETTS

and the

MASSACHUSETTS LABORERS' DISTRICT COUNCIL

in behalf of

BROCKTON BUILDING AND CONSTRUCTION TRADES

of the

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



JULY 1, 2007 - JUNE 30, 2010

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ARTICLE I

RECOGNITION

(A) It is agreed that all present employees , if they so choose , may become members of the respective union covering their classifications within thirty (30) days of the effective date of this agreement and maintain good standing therein . Future employees, if they so choose may join Laborers' Local 1162, Massachusetts Laborers' District Council, in the unit covering their classification and maintain good standing therein within thirty (30) calendar days from the start of their employment.

(B) The policies herein set forth shall cover all persons regularly employed by the Public Property Department of the City of Brockton in the maintenance of its several buildings . "Regularly employed" shall mean an employee hired for a temporary period (or to substitute during vacations or during the protracted illness of a regular employee , or to supplement the regular working force at a peak period) . It is agreed that any employee shall receive permanent status , in accordance with , subject to and bound by the so - called Civil Service laws , namely Massachusetts General Laws Chapter 31 , as amended .

There is hereby added to the Compensation Grade W-19 the following class titles: "Carpenter's Helper" and "Plumbers Helper" ; said positions may be filled at the discretion of the appointing authority upon the following terms and conditions:

1. No Helper shall be hired unless or until there is a full - time employee in his or her corresponding skilled trade (Compensation Grade W-31) ;
2. Any helper who is or becomes licensed in his or her respective trade will be entitled to an increase in his rate of compensation upon the one (1) year anniversary date of hire or licensing , whichever is later . Said pay increase shall be equal to the hourly rate of Compensation Grade W-31 for their respective trade .
3. The City cannot eliminate or not fund a W-31 position without eliminating or not funding the corresponding licensed helper / maintenance position .
4. The City and the Union agree to the creation of the position of Electric Station Equipment Repairman which shall carry with it a rate of pay of an electrician.

ARTICLE II

AGENCY SERVICE FEE

In accordance with the provisions of General Laws Chapter 150E , Section 12 , if, after (30) days of the execution of this Agreement , a majority of all members of the bargaining unit present and voting , vote for the payment of an agency service fee , the Employer shall require as a condition of employment during the life of this Agreement the payment on or after the thirtieth (30th) day following the beginning of employment or the date the employees formally vote for the payment of an agency service fee, which

ever is later . Such service fee shall be proportionately commensurate with the cost of collective bargaining and contract administration ; provided , however , that the amount of such service fee shall not exceed the regular amount of the monthly Union dues for each and every month . The Union agrees to keep reasonable records showing the cost of contract negotiations and contract administration .

It is understood and agreed that no action by the Employer shall be taken against any employee of the bargaining unit for failure to meet or pay the agency service fee obligations unless and until Laborers' Local Union 1162, Massachusetts Laborers' District Council certifies in writing to the Employer that said employee has not met the obligations imposed by this Agreement.

It is understood and agreed by the Employer and the Union that the deductions of the agency service fee shall be made by the Employer through its Treasurer only during the existence of an executed agreement between the City of Brockton and the Union .

In the event an employee exercises a withdrawal of authorization of agency fee deduction , this action will preclude said employee from continuing his status as an employee for the City of Brockton in accordance with applicable State laws .

The Union agrees to indemnify and save the Employer harmless against any and all claims, suits or other forms of liability arising out of the deductions of the agency service fee from an employee's pay or out of the application of the terms of this Article .

ARTICLE III

REGULAR HOURS OF WORK AND WORK WEEK

Workweek: Except where otherwise indicated, the regular workweek shall consist of forty (40) hours per week divided equally over five (5) days, Monday through Friday.

Workday: The regular workday shall consist of eight (8) consecutive hours, including a one-half (1/2) hour meal period between 12:00 p.m. and 12:30 p.m., which is non-compensable time. Any employee scheduled to work eight (8) or more hours shall be entitled to two (2) fifteen minute break periods with pay, except in the case of an emergency or unusual circumstances. Absent the prior approval of the Superintendent of Buildings or the Supervisor of Building Maintenance/Public Property, an employee may not accumulate his or her break and/or meal periods in order to leave work early.

Shift Schedules: Except where otherwise indicated, the regular day shift for all employees shall be Monday through Friday, 7:30 a.m. to 4:00 p.m.

The regular workday shall include five (5) minutes prior to lunch period and ten (10) minutes prior to the end of the day for "clean up" time.

ARTICLE IV

OVERTIME COMPENSATION

All authorized hours worked in excess of eight (8) hours per day or forty (40) hours per workweek shall be compensated at a rate of time and one-half (1 ½) the employee's regular rate of pay.

For purposes of computing overtime pay, a holiday, vacation day and/or sick day shall be credited as a day worked.

Any employee recalled to work after completing his/her scheduled day of work, including Saturday and Sunday, shall be guaranteed a minimum of four (4) hours pay at the overtime rate of pay.

For the equal distribution of overtime, the Department will establish two (2) overtime lists by seniority: (1) such list for related Licenses and/or Skilled Trade classification, which shall be known as the Skilled Trade Overtime List; and (2) another list for overtime not related to any specific licenses and/or skilled Trade position, which shall be known as the General Overtime List.

In the event that overtime is not related to any specific license and/or skilled trade position within the bargaining unit, it shall be distributed on a continuously rotating basis by seniority within each trade according to the General Overtime List. The senior employee shall receive the first opportunity for overtime at the inception of the list. Thereafter, the list shall rotate on a continuous basis.

In the event that overtime is related to a specific license or skilled trade within the bargaining unit, it shall be distributed on a continuously rotating basis by seniority within each trade according to the Skilled Trade Overtime List. The senior employee shall receive the first opportunity for overtime at the inception of the list. Thereafter, the list shall rotate on a continuous basis.

The Department Head or the Supervisor of Building Maintenance will post both overtime distribution lists each week in a noticeable area at the workplace. The Union steward shall have the right to review said lists along and any overtime records.

In the event that an employee is assigned to a job during normal work hours that extends beyond the work day, the Department Head or the Supervisor of Building Maintenance shall allow the employee to continue the job on an overtime basis for the remainder of the day. In the event that the job continues beyond the first day and requires further overtime, the job will be offered and distributed in accordance with the overtime distribution rules set forth above.

On-Call Stipend: The Supervisor of Building Maintenance or his/her replacement shall be considered "on call" at all times. In consideration thereof, the Supervisor of Building Maintenance or his/her replacement shall be paid an "On-Call Stipend" in the

amount of four (4) hours, payable each pay period. Such amount shall be calculated at the rate of time and one half the employee's base hourly rate, and shall adjust with the employee's base rate. The "On-Call Stipend" shall be considered as regular compensation for purposes of retirement benefits. For purposes on this section, the Supervisor of Building Maintenance or his/her replacement shall be considered as compensated for the first four (4) hours of overtime worked in any week, without consideration to the circumstances (e.g. Christmas Eve, emergencies, etc.) or the time actually worked.

ARTICLE V

SUNDAYS AND HOLIDAYS

1. The following holidays are recognized as paid holidays under this agreement

January 1 st	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday	Veterans' Day
Patriot's Day	Thanksgiving Day
Memorial Day	Christmas Day
July 4 th	

In the event that a holiday listed above falls on a workday (Monday through Friday), regular employees shall receive compensation for eight (8) hours work at their regular rate of pay, but shall not be required to work on said holiday.

In the event that a holiday listed above falls on a Saturday, the holiday will be observed as a skeleton day on the preceding Friday and the succeeding Monday, such that no more than one-half (1/2) of the employees within the Department will have scheduled time off on either day. The choice of which day an employee has off (Friday or Monday) shall be determined in order of seniority within a classification.

In the event that a holiday listed above falls on a Sunday, the holiday shall be observed on the following Monday.

2.) Any employee who is required to work on a legal holiday or a Sunday, shall be compensated at a rate of time and one-half (1 ½) his or her regular rate of pay for the hours actually worked on said holiday or Sunday.

3.) Any employee who takes a vacation day on the day preceding or succeeding a holiday may be subject to loss of pay for said holiday, unless he or she obtains prior approval of the Department Head or the Supervisor of Building Maintenance/Public Property. An employee may take a sick day before or after a holiday without loss of pay for said holiday, provided that, in the discretion of the Department Head or the Supervisor of Building Maintenance/Public Property, the employee was genuinely sick.

For the purposes of this Section, the decision of the Department Head shall be final and shall not be subject to the grievance and/or arbitration procedure.

4.) If, during the duration of this Agreement, either the Federal or State government shall by law declare new holidays not otherwise designated above, the parties agree to re-open negotiations with respect to such newly declared holidays.

5.) Subject to the approval of the Department Head, in the event there is an administrative decision to close City Hall, employees shall be permitted to leave work; provided, however, that any employee who is already on a scheduled day off shall not receive additional credit for the early release time on that day.

6.) Non-enumerated Holidays and Skeleton Days: With respect to each of the following holidays not enumerated above, the following provisions shall apply:

Good Friday: Eligible employees shall be entitled to one-half (1/2) skeleton day beginning at noon on Good Friday. Any employee who works a full day on Good Friday shall be granted a one-half (1/2) day of compensatory time to be utilized within thirty (30) days of the Good Friday on which he or she worked a full day.

New Year's Eve: Eligible employees shall be entitled to one-half (1/2) skeleton day beginning at noon on New Year's Eve. Any employee who works a full day on New Year's Eve shall be granted one-half (1/2) day of compensatory time to be utilized within thirty (30) days of the New Year's Eve on which he or she worked a full day.

Thanksgiving: Eligible employees shall have the option to take one (1) day off with pay on either the day before or the day after Thanksgiving Day.

Christmas Eve: In the event that Christmas Eve falls on a weekday, employees shall be released at noon. In the event that Christmas Day falls on a Sunday or Monday, then the Friday preceding Christmas Day will be treated as a one-half (1/2) day skeleton day beginning at noon. In such instance, any employee who works a full day on the Friday preceding Christmas Day will be granted one-half (1/2) day of compensatory time to be utilized within thirty (30) days of the skeleton day.

7.) In the case of an employee whose regularly scheduled vacation day coincides with any of the skeleton days described in Section 6 above, the employee will be charged one-half (1/2) vacation day for that day.

8.) In any instance in which an employee is entitled to select which day he or she takes off pursuant to pursuant to Section 6 above, the choice of which day an employee has off shall be determined preference shall be determined by seniority within a classification.

ARTICLE VI **JURY DUTY**

If an employee is privileged to be selected for jury duty, he shall be entitled to receive his full weekly pay from the City of Brockton , less the amount granted to him for his services as a juror .

ARTICLE VII **MILITARY LEAVE**

1. Military leave of absence shall be granted to any employee who is inducted into or enlists in any branch of the Armed Forces of the United States of America, subject to the General Laws of the Commonwealth of Massachusetts .

2. If any employee is required to serve his country as a part of the National Guard or Military Reserve programs, he shall be entitled to receive his full weekly pay from the City of Brockton , less the amount granted to him for his services to his country, up to a maximum of fourteen (14) days .

ARTICLE VIII **VACATION**

1. Every employee in the bargaining unit shall be granted two (2) weeks' vacation with pay in each calendar year provided he has rendered thirty (30) weeks' full-time service during the twelve (12) months proceeding the first of June in such year . Vacation time accrual in hours.

2. Every employee shall be granted one weeks' vacation with pay in addition to the allowance to which he is entitled under subsection (a) after he has completed three (3) years of full-time service . Each employee shall be granted an additional weeks' vacation with pay after he has completed five (5) years of full-time service . Every employee shall be granted an additional weeks' vacation with pay after he has completed ten (10) years of full-time service .

3. Department heads may grant vacation leaves at such time during the calendar year as will best serve the public interest . Preference should be given to employees on the basis of years of employment by the city .

4. Employees are able to carry double the employees' allotment.

5. Upon the death of an employee who is eligible for vacation under these rules, payment shall be made to the estate of the deceased in the amount equal to the vacation allowance as earned in the vacation year prior to the employee's death but which had not been granted . In addition , payment shall be made for that portion of the vacation

allowance earned in the vacation year during which the employee died up to the time of his separation from the payroll .

6. Employees who are eligible for vacation under these rules and whose services are terminated by dismissal, through no fault or delinquency of their own, or by retirement, or by entrance into the defense forces shall be paid an amount equal to the vacation allowance as earned , and not granted , in the vacation year prior to such dismissal , retirement, or entrance into defense forces . In addition , payment shall be made for that portion of the vacation allowance earned in the vacation year during which such dismissal , retirement or entrance into the defense forces occurred up to the time of his separation from the payroll .

7. Absences on account of sickness in excess of that authorized under the rules therefore or for personal reasons not provided for under sick rules may , with prior approval of the Department head , be charged to vacation leave. If three (3) or more days of vacation time are used as sick time, a doctor's note applies.

8. An employee shall be granted an additional day of vacation if while on vacation leave a designated holiday occurs which falls on , or is legally observed on Monday , Tuesday , Wednesday , Thursday or Friday .

9. Each employee who has completed five (5) or more years of service in any paid position of employment with the City and who has accrued more than twenty-five (25) days of vacation time may, by giving written notice to his or her Department Head by December 31 of the calendar preceding the next fiscal year, elect to be paid additional compensation in lieu of his or her accrued vacation time; subject to the proviso that in no instance, shall any employee be permitted to "sell back" more than five (5) days of his or her accrued vacation time. Compensation for such vacation time shall be calculated at the employee's hourly rate in effect at the time of the sell-back and shall be paid on the first pay period following August 1st.

10. No pay status: After thirty (30) days of no pay status, there will be no additional accrual of vacation or sick leave until the employee returns to work.

ARTICLE IX

SICK LEAVE

Employees shall accrue one and one-quarter (1 ¼) days of paid sick leave per month, calculated in hours.

Sick leave allowed under the provisions of this Article shall be accumulative without limit.

If sick leave shall extend to over three (3) days , the Department head may, at his discretion, require the employee to supply to the Department head a physician's certificate stating the nature of illness and it's expected duration.

A doctor's note must be provided at the time the days are used, not after being placed on sick leave probation.

The parties agree that when an employee shall have accumulated seventy-five (75) days of unused sick leave, he shall be entitled to additional compensation as shown below for each calendar year thereafter, if he shall use within that year no sick leave, or shall use sick leave for only 1, 2, 3, or 4 days. The schedule below reflects the agreement of the parties.

SICK LEAVE DAYS ACCUMULATED THROUGH PREVIOUS YEAR	SICK LEAVE DAYS USED IN THE YEAR THEREAFTER	ADDITIONAL COMPENSATION TO BE PAID BY CITY IN AN AMOUNT EQUAL TO
75	0	1 Week's pay
75	1	4/5's of a week's pay
75	2	3/5's of a weeks pay
75	3	2/5's of a weeks pay
75	4	1/5's of a weeks pay

Payment shall be made in the first payroll next following the completion of the twelve (12) month period following the first day upon which an employee shall have first accumulated one hundred fifty (150) days of unused sick leave .

An employee who retires from his position with the City, or dies while employed by the City, shall receive a cash payment equivalent to fifty (50%) percent of the number of unused accumulated sick leave days in excess of fifty (50) days credited to him on the date of his retirement or the date of his death . In no event shall such payment exceed Eleven Thousand (\$11,000.00) dollars. In the event of an employee's death, payment shall be made to his beneficiary designated in writing , on file with the Retirement Board, or in the absence thereof , to his estate .

The parties agree that payments made in accordance with this provision shall not be included in the computation of earnings for the purposes of computing retirement (pension) benefits unless a court of appellate jurisdiction, in a law suit relating to any employee in the commonwealth with the exception of employees of City of Brockton, determines that such payments must also be included for such purposes

An employee shall be allowed to use his or her paid sick leave for the purpose of caring for immediate family members, namely : husband, wife, child, mother, father, brother, sister, grandmother, grandfather, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, step parents or step child . It is not necessary that said members of the immediate family shall reside in the same household as the employee .

In addition to the foregoing, effective calendar year 2004, any employee who has not used any sick leave during the calendar year can exchange up to three (3) sick days at their respective rate of pay in effect on December 31st of that year. "Rate of pay" shall be based upon the hourly rate established under Article XII. Said exchange shall not be included in any calculation of rate of pay. In order to effectuate an exchange the following procedure must be used: an employee who has not used any sick days during a calendar year must notify his department head in writing of his intent to exercise said right of exchange and the number of days to be exchanged (1,2, or 3) no later than January 31 of the following calendar year. The payment shall be made, and the employee's sick leave balance shall be correspondingly reduced, during the next July following.

Sick Leave Notification: An employee who is absent due to illness or injury shall notify his or her Division Head or Supervisor as to the nature of the illness or injury and expected date of return. Such notification shall be made no later than one-half (1/2) hour after the start of the employee's scheduled shift. With respect to an afternoon or midnight shift, such notification shall be made at least two (2) hours prior to the start of the employee's respective work shift.

An employee's request for sick leave for medical, dental, or optical treatment shall be submitted two (2) days prior to the first day of the requested leave. This provision shall not apply in the case of an emergency, nor in cases where re-scheduling of the appointment makes the two (2) day notice impracticable.

Absent extenuating circumstances, any employee who fails to give proper notice as described above shall be considered absent without authorization and may be subject to progressive disciplinary action.

No pay status: After thirty (30) days of no pay status, there will be no additional accrual of vacation or sick leave until the employee returns to work.

Maternity: Whenever an employee shall become pregnant, she will be entitled to maternity leave. At the end of the third month of pregnancy, said employee shall inform her Department Head of the expected date of delivery and the date she wishes to cease work. At the end of the sixth month of pregnancy, said employee, should she desire to continue working, shall provide her Department Head with a statement from her physician certifying the expected date of delivery, her physical ability to continue working and the date up to which she is permitted to work. Maternity leave shall be granted for a period not to exceed six (6) months or the length of a physical disability not to exceed two (2) years.

During the period of maternity leave, an employee on said leave shall accrue seniority, sick leave credit and vacation time, and upon return to work shall be entitled to receive the prevalent rate of pay for her classification. Employees who elect to use sick leave, vacation leave and/or personal leave while on Maternity Leave may do so only if the request to use sick leave meets the eligibility and notification requirements of each/any such leave.

Sick Leave Review

Any employee of the Department who demonstrates an unusual or excessive pattern of sick leave behavior, including but not limited to the following, may be subject to sick leave review by the Personnel Director:

- 1) Use of more than ten (10) undocumented sick days in a fiscal year period;
- 2) Use of a sick day or days before or after any scheduled vacation leave;
- 3) Use of a sick day or days on, before or after any of the eleven (11) holidays enumerated in this Agreement, or;
- 4) Use of a sick day or days that illustrates a particular pattern, such as use of sick days on a given day of the week on a repetitive basis.

For the purposes of item (1) above, documentation must be in the form of a doctor's note or other medical documentation provided at the time the sick day is used, not after the employee is placed on sick leave review.

The amended terms of sick leave review set forth above shall become effective on July 1, 2008.

Sick Leave Probation

- (a) Upon the first instance of any of the above violations, the employee will be subject to sick leave probation for a period of ninety (90) days, beginning on the date the employee is notified of the determination by the Director of Personnel. For all subsequent offenses, the employee may be subject to progressive disciplinary action by the appointing authority or his or her designee.

Any employee who is on sick leave probation must provide written documentation to the Superintendent, with a copy to be submitted to the Personnel Director, as soon as practicable, for any sick day used. If such documentation is not provided, or is deemed insufficient by the Personnel Director or his or her designee, the employee will not be allowed to return to work on the next working day and until sufficient documentation is provided. Failure to submit such documentation is grounds for discipline as discussed above.

In determining whether disciplinary action is warranted, the Appointing Authority or his or her designee shall consider each situation on its merits, considering such factors as number/frequency of occurrences, patterns of absenteeism (such as use of sick days before and/or after weekends, holidays and vacations) and duration of absence.

Any disciplinary action imposed hereunder shall be subject to the grievance procedures as outlined in Article III.

Each Department or Division Head shall keep a record of all sick leave granted to each employee in his department on a standard form to be prescribed and this record shall be available for reasonable inspection by each employee.

On or about July 1st of each fiscal year, the Department or Division Head will provide each employee with a statement containing his/her accumulated sick leave showing: (1) all sick leave earned during the previous year, (2) sick leave used during the previous year specifying all documented sick leave and (3) total accumulated sick leave from all years to date.

ARTICLE X

BEREAVEMENT LEAVE

Employees shall be entitled to bereavement leave as follows:

In the case of the death of a member of an employee's immediate family, the employee shall be granted five (5) working days absence without loss of pay. "Immediate family" for the purposes of this Article shall include: husband, wife, child, mother, father, brother, sister, grandmother, grandfather, grandchild, mother-in-law, father-in-law, son-in-law, daughter-in-law, step-parent or step-child. The determination of "immediate family" shall be made without consideration to whether the family member is domiciled in the employee's household.

In the case of the death of an employee's aunt, uncle, niece, nephew, whether by blood or marriage, the employee shall be granted three (3) working days leave of absence without loss of pay.

In the case of the death of any other relative of an employee, whether by blood or by marriage, the Department Head may, on a case by case basis and in his or her discretion, grant employees one (1) day of bereavement leave with pay, as circumstances so warrant.

ARTICLE XI

PERSONAL LEAVE

Any member of the bargaining unit shall be entitled to take , if he desires , three (3) personal days off with pay per contract year, provided he shall have given forty eight (48) hours notice to his Department Head . If proper notice has been given, the employee shall be granted the day off unless the Department Head shows just cause that the granting of such request would affect the department's operations . Whenever the employee has failed to give the required advance notice then the granting of that particular day shall be at the sole discretion of the Department Head . A personal day not used within the contract year shall not accumulate . The parties agree that all new hires and rehires shall have their personal day allotment pro-rated based on the amount of time left in the year.

ARTICLE XII

WAGES

- 1.) The City agrees to the following hourly rate increase to be applied before Base Wage Percentage Increases as described below:

Licensed Personnel: Any employee who holds a license recognized by the Commonwealth of Massachusetts for any job title or classification within this bargaining unit, including A Construction Supervisors license, shall receive a licensure pay increase in the amount of forty cents (\$.40) above his or her base hourly wage for each such license he or she holds, up to three (3) licenses (i.e., a total pay increase of one dollar and twenty cents (\$1.20) per hour. This wage increase shall be subject to the provision of Article XX.

Non-Licensed Personnel: All employees who do not hold a license shall receive a one-time stipend of \$500.00 upon execution of this Agreement.

- 2.) Base Wage Percentage Increases:

- Effective July 1, 2007 a two (2%) percent across the board increase.
- Effective July 1, 2008 a two (2%) percent across the board increase.
- Effective April 1, 2009 a one (1%) percent across the board increase.
- Effective July 1, 2009 a two (2%) percent across the board increase.

Step System:

Effective July 1, 2007:

Step 1 Entry Level	Step 2 3 Years 1%	Step 3 6 Years 1.75%	Step 4 9 Years 2.5%	Step 5 12 Years 3.25%
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Effective July 1, 2008:

Step 1 Entry Level	Step 2 3 Years 1%	Step 3 6 Years 2%	Step 4 9 Years 3%	Step 5 12 Years 4%
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Each of the percentage increases set forth in the above step scales are to be computed from the entry level step and do not accumulate as a percentage above the previous step. For example, the Step 5 rate effective after July 1, 2008 is 4% above the entry level step. The above step structure only applies to those job titles that do not presently have a step structure.

The City agrees to provide to the members any training and/or schooling necessary to maintain, install, repair, upgrade the City's equipment and/or to meet the requirements of all related Federal, State and Local codes, including Hazardous Materials. The City shall pay for the Licensed/Skilled Tradesman's time, schooling, classes, seminars and appropriate fees with regards to existing or new Licenses or Certificates to meet all said requirements within their respective licensed/skilled trades. The provisions of this section shall be subject to the prior approval of the department head.

ARTICLE XIII
LONGEVITY INCREMENTS

A full-time employee shall be paid, in addition to his regular compensation, the following annual increments for longevity service:

LENGTH OF SERVICE

July 1, 2005

Five (5) years of service but less
than ten (10) years of service

\$ 180.00

Ten (10) years of service but less
than fifteen (15) years of service

\$ 450.00

Fifteen (15) years of service but less than twenty (20) years of service	\$ 650.00
Twenty (20) years of service but less than twenty-five (25) years of service	\$ 950.00
Twenty-five (25) years of service or more	\$1050.00

Longevity pay will be paid the first day in December. It is agreed that there will be no pro-rating of longevity compensation in the year in which an employee first becomes eligible for such compensation, or in those years in which an employee becomes eligible for additional compensation , and there will be no pro-rating of longevity compensation upon retirement. In the event of an employee's death , payment of longevity compensation due shall be made to his/her beneficiary designated in writing, on file with the Retirement Board or, in the absence thereof, to his/her estate.

ARTICLE XIV

ALLOWANCE FOR WORK CLOTHING MAINTENANCE REPAIR & CLEANING

1. All members of the bargaining unit, shall be entitled, in addition to all other pay and allowances, to an annual clothing allowance of One Thousand Dollars (\$1000.00) to be paid in two (2) bi-annual increments of Five Hundred Dollars (\$500.00) on or about July 1st and January 1st for work clothing maintenance, repair and cleaning after the expiration of an initial twelve (12) month period of service. In addition, each employee shall receive an annual boot allowance of Two Hundred Dollars (\$200.00) to be paid in two (2) bi-annual increments of One Hundred Dollars (\$100.00) on or about July 1st and January 1st.

2. The City agrees to provide one (1) pair of Prescription Safety Glasses per bargaining unit member per year. The old glasses are to be returned to the department. Providing the employee has documented requirements from a certified eye doctor.

3. With respect to all clothing allowances payable pursuant to this Article, said allowance shall be pro-rated according to the following formula .

(a) If an employee shall work less than three (3) months of the twelve (12) month period, he shall receive no allowance .

(b) If an employee shall work three (3) months but less than six (6) months of the twelve (12) month period, he shall receive one-half (1/2) the allowance .

(c) If an employee shall work six (6) months but less than nine (9) months or more of the twelve (12) month period , he shall receive three-fourths (3/4) the full allowance .

(d) If an employee shall work nine (9) months or more of the twelve (12) month period, he shall receive the full allowance specified .

Unless specifically modified by this Agreement, all benefits applicable under City ordinances are retained.

ARTICLE XV

STRIKES - LOCKOUTS - AND MANAGEMENT RIGHTS

A. There shall be no strikes or lockouts at any time during the tenure of this Agreement. Refer to Chapter 150E of the General Laws of the Commonwealth of Massachusetts .

B. Except as limited by the expressed provisions of this Agreement, the City retains all the rights and prerogatives of municipal management.

ARTICLE XVI

DISMISSALS - SUSPENSIONS

All dismissals or suspensions shall be in conformity with Civil Service regulations and City ordinances. Refer to Chapter 31, Section 41 of the General Laws of the Commonwealth of Massachusetts .

ARTICLE XVII

ASSIGNMENTS - TRANSFERS

The City of Brockton or its designee may, in its discretion, designate the post of employment of and transfer any employee from one building to any other building and may require any employee to perform work with relation to more than one building .

ARTICLE XVIII

OUTSIDE CONTRACT WORK

In the Department Head's opinion, when work is best suited for Public Property employees (in the best interest of the City of Brockton) such as cost, time, availability of employees, this all should be taken into consideration before the use of independent contractors.

Nothing contained herein shall be construed to preclude the City or its designee(s) from contracting out such work to an outside or independent contractor whenever the Department Head deems such action in the best interest of the City; provided, however,

that any such contracting does not result in a reduction of work hours or personnel in the bargaining unit.

ARTICLE XIX **GRIEVANCES**

A grievance is defined as a claim or dispute which may arise between parties involving the application, meaning or interpretation of the agreement and shall be settled in the following manner.

STEP 1. The Association representative, with or without the employee, shall file the grievance in writing with the employee's department head within ten (10) calendar days of the occurrence of the grievance, or within ten (10) calendar days of the date the grievant knew or should have known of the grievance . The department head shall attempt to adjust the matter and respond to the Association representative within ten (10) calendar days .

STEP 2. If The grievance still remains unadjusted, it shall be presented to the Mayor or his designee in writing within ten (10) calendar days after the response of the employee's department head is due . The Mayor or his designee shall respond in writing within twenty (20) calendar days . A grievance involving suspension or discharge may be commenced at Step 2.

STEP 3. If the grievance is still unsettled, or no written response from the Mayor or his designee has been received within twenty (20) calendar days after presentation of the grievance at Step 2, either party may, by written notice to the other, request arbitration by serving notice upon the Employer within thirty (30) calendar days after the written response from the Mayor or his designee was received or should have been received. The arbitration proceedings will be in compliance with the voluntary labor rules of the American Arbitration Association and the decision of the Arbitrator shall be final and binding upon the parties. The Arbitrator shall be requested to issue a decision within thirty (30) days after the conclusion of testimony and argument.

Time periods in this Article shall be exclusive of Saturdays, Sundays, and Holidays .

There shall be no strikes or lock-outs during this agreement .

The expenses for the Arbitrator's services and the proceedings shall be borne equally by the Employer and the Association. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record . Grievances involving disciplinary action shall be processed at the second step .

A grievance shall be deemed waived unless filed at Step 1, within thirty (30) days after it occurs , or unless advanced to the next Step within the time limits specified above.

ARTICLE XX

QUALIFICATIONS AND LICENSES

Each employee shall have all the necessary and proper licenses and qualifications in accordance with the requirements of the Public Property Department and applicable laws, State or Federal, and all applicable ordinances, codes, rules and regulations of the City of Brockton or any public board or officer having any jurisdiction or control over the work herein described .

Licensure Pay Increase: Any employee who holds a license recognized by the Commonwealth of Massachusetts for any job title or classification within this bargaining unit, including A Construction Supervisors license, shall receive a licensure pay increase in the amount of forty cents (\$.40) above his or her base hourly wage for each such license he or she holds, up to three (3) licenses (i.e., totally pay increase of one dollar and twenty cents (\$1.20) per hour). This Article is subject to the provision that any employee who receives a licensure pay increase may not decline any job assignment related to the license on which said pay increase is based; and provided further that the City shall be permitted to make such an assignment even if doing so might deny another member of that trade an opportunity for overtime. Any member of the bargaining unit shall only be on the overtime rotation list for his/her primary trade.

ARTICLE XXI

ON - CALL DUTY

Hours worked in excess of the guaranteed minimum shall be compensated at the rate of time and one-half (1 ½) . Anyone called out or asked to report to work two (2) hours or more before their normal working hours shall receive the minimum four (4) hours overtime compensation . This item shall not change or interfere with Article IV Overtime Compensation; though employees shall only be entitled to be paid under one of these articles. When an employee is asked by the Department Head to be on standby, they will be paid a minimum of four (4) hours at the overtime rate. All employees shall be compensated for the first four (4) hours of overtime worked for that occurrence.

Mileage Reimbursement for Callback: An employee shall be reimbursed at the prevailing Internal Revenue Service allowable rate for mileage incurred when the employee uses his or her personal vehicle in response to a call during non-duty hours.

Any such reimbursement shall be based on actual job-related travel to and from the job site from the employee's home, and should not be construed as an entitlement to reimbursement.

Requests for reimbursement must be signed by the employee and approved by the Department Head.

Requests for mileage reimbursement shall be granted if the Supervisor of Building Maintenance either directs or approves an employee's use of his personal vehicle in response to a call during non-duty hours.

ARTICLE XXII

ASSIGNMENT TO A HIGHER CLASSIFICATION

If an employee is assigned to work in a lower rate than his classification, he shall be paid at his regular rate .

a.) Effective November 1, 1994, when it is necessary to temporarily assign a person to fill the position W-35, Supervisor of Building Maintenance, and there is no Working Foreman available to fill the position, the position shall be offered to the next senior skilled tradesman in the Bargaining Unit. He or she shall receive out of grade pay as it relates to said higher classification and conditions as stated in this Article .

b.) Effective November 1, 1994, when it is necessary to have a person temporarily to fill the position W-33, Working Foreman, the position shall be offered to the next senior skilled tradesman in the Bargaining Unit. He or she shall receive out of grade pay as it relates to said higher classification, for any day worked in excess of five (5) consecutive work days in a Fiscal Year Beginning July 1, and ending June 30, or for any day worked in excess of an aggregate of eight (8) work days in a Fiscal Year beginning July 1, and ending June 30. Any part of a day worked in a higher classification shall be deemed a full day worked for the purpose of this provision .

ARTICLE XXIII

SENIORITY

Length of seniority shall be computed from the date of hire for establishing an employee's seniority for purposes of benefits accrued under the collective bargaining agreement .

Any employee within the bargaining unit who has been laid off and who, within two (2) years following such lay-off, is recalled to employment, and who shall within thirty (30) days of the sending of the recall notice return to employment, shall thereupon, with respect to seniority, rate of pay, vacation entitlement and other benefits affected or determined by longevity, be credited, upon said recall and return to work, with the same longevity he had on the last day of employment prior to the lay-off.

Seniority shall accrue during an authorized leave of absence for a period of six (6) months, provided the employee returns to work immediately following the expiration of said leave of absence .

In addition to all rights set forth in this agreement for the benefit of members of the bargaining unit, each member shall retain all rights as set forth in General Laws Chapter 31, as amended or hereafter amended .

ARTICLE XXIV **GROUP INSURANCE**

Effective 7-1-94 employees enrolled in a City offered health benefit plan shall contribute twenty percent (20%) of the total monthly premium. If any member of the bargaining unit becomes an interested party to any case challenging the (80%) to City contribution to any aspect of health insurance coverage, and such contribution rate is in any way declared to be unenforceable or ordered to be increased by a court, agency, or tribunal of competent jurisdiction, then there shall be an immediate re-opener of economic items to negotiate to restore the economic equivalent of the parties' agreement .

The parties further agree that the City at it's discretion shall be entitled to deduct the employees share of health premium contributions in approximately equal amounts during each pay period .

Effective July 1, 1990 the City shall establish a Cafeteria Plan of the type authorized by Chapter 697, Section 132 of the Acts of 1987 for the single purpose of enabling employees to pay their share of the premium for their health insurance and/or dental insurance with pre - tax dollars .

Effective July 1, 1998, the City shall establish a Dental Plan . Employees properly enrolled in the Dental Plan shall contribute fifty percent (50%) of the total monthly premium. Enrollment shall be employee optional.

Effective July 1, 2002, the employee contribution to health insurance shall be twenty-five percent (25%) of the total monthly premium consistent with the provisions of M.G.L. Chapter 32B (all City of Brockton unions agree). If the 25% employee contribution is initiated, then a three hundred dollar (\$300.00) bonus will be paid to all employees. In addition, it is understood and mutually agreed that the City shall have the right to switch carriers and/or plans if mutually agreed to. It shall also have the duty to provide substantially equivalent overall coverage and any and all health or dental insurance plans for which it contracts to that available at the time this contract is executed.

In addition, the City shall continue to provide medical insurance coverage under the medical insurance plans presently offered, as the same are from time to time amended by the plan administrators (i.e. Blue Cross Blue Shield of Massachusetts and Harvard

Pilgrim Health Care), so long as said plans are available to the City. The foregoing shall not obligate the City of Brockton to bargain over changes in the plans as made by the plan administrators. The preceding sentence shall not be deemed to preclude the City from offering additional plans as determined by the employer to be in the best interest of the City.

The parties agree and stipulate that any negotiations between the parties on the subject of health insurance contribution rates paid by members of the unit also includes a negotiation for a corresponding increase to those unit members as future retirees, and no further negotiations on the impact of future benefits to current members will be required between the parties of any corresponding increase made by the City in the contribution rate of retirees.

The parties specifically acknowledge that the Union is not the legal or collective bargaining representative of the current retirees and that the City shall comply with the procedures outlined in chapter 32B of the Massachusetts General Laws in seeking any changes in its contribution rates for health insurance.

Life Insurance: Effective July 1, 2001, increase life insurance from \$2,000.00 to \$5,000.00.

ARTICLE XXV

PERFORMANCE EVALUATION

There shall be established a Performance Evaluation System for all employees covered by the Agreement, which shall be implemented and administered as follows

1. All performance evaluations shall be in writing on forms prepared by the City's Personnel Director. Their performance criteria shall be reasonably related to the employee's job duties .

2. Evaluations shall be completed by the employee's immediate supervisor and be approved by his or her department head .

3. Formal evaluations shall be completed at least once each year but no more than twice each year. (Each formal evaluation shall consist of three steps, as set forth in 4 - 6 below).

4. Prior to each evaluation period, the immediate supervisor shall meet with the employee and shall inform the employee of the performance criteria and procedures to be used in evaluation of the employee's performance .

5. At least once during the evaluation period, at or near it's midpoint, the employee's supervisor shall meet with the employee to review the employee's program .

6. At the end of the evaluation period, the supervisor shall meet with the employee to review the results of the evaluation.

7. The form shall be submitted to the department head for final determination of ratings. The employee shall sign the evaluation to indicate whether he/she agrees or disagrees with it. The employee shall be given a copy of the completed form and shall have the right to file a written rebuttal which shall be affixed to the form.

8. The evaluation shall be included in the employee's official personnel file .

9. An employee may grieve the evaluation as it relates to the criteria established under paragraph 1 above or the final ratings of the employee in accordance with Article XIX of this agreement. The evaluation shall not be placed in the employee's personnel file pending a final decision on grievance .

10. An employee who has filed a grievance must elect following the response from the mayor or his designee to either seek further review under the arbitration procedures contained in this Agreement or the provisions of M.G. L. c. 31 , section 6C . If the employee elects to appeal under Chapter 31, his or her appeal shall not be considered untimely because of the filing of the grievance. The election by the employee, acting through the Union, to either arbitration or the Civil Service Commission shall be the exclusive forum for review .

ARTICLE XXVII

RESIDENCY

Employees covered by this Agreement shall be subject to Section 2-110, the residency ordinance only for a period of seven (7) years from and after the first day of paid employment as a member of a bargaining unit represented by the Massachusetts Laborers' District Council, Local 1162.

ARTICLE XXVIII

LIGHT DUTY

The City and the Union agree than any injured employee, whether or not said injury is work related, where return to work is medically restricted, may be assigned to restricted duty either a full or part-time basis, at the sole discretion of the Department Head after consultation with and approval from the City's worker's compensation agent. This provision does not increase or provide any entitlement to the employee and may return to work which is medically restricted any be limited in time or duration and may be terminated at any time may and at the sole discretion of the Department Head.

ARTICLE XXIX

CLOTHING ALLOWANCE

Footwear: Boots or work shoes shall be the accepted form of footwear. Athletic shoes or sneakers of any kind shall not be considered appropriate footwear. An exception will be made should it be medically necessary for temporary use of athletic shoes or sneakers. The City reserves the right to request medical documentation from the employee, and the employee agrees to provide same upon request.

Pant/Dress Wear: Jeans or dungarees must be clean, unwrinkled and free of any holes, tears or rips.

No pants or slacks tailored as sweatpants of any material including nylon, fleece, velour or cotton.

Shorts shall not be considered acceptable clothing.

Shirt Wear: Three (3) placket button front shirts (polo shirts) may be worn.

Tank tops are not allowed. Only tee shirts of solid, plain color will be allowed. No inappropriate or offensive logos or advertisements, such as the promotion of Alcohol, Tobacco and/or Drugs. This provision specifically prohibits any tee shirt which varies here from.

Hats: Hats or baseball caps are not prohibited. No inappropriate or offensive logos or advertisements, such as the promotion of Alcohol, Tobacco and/or Drugs. This provision specifically prohibits any hat which varies there from.

ARTICLE XXX

ADDITIONAL WAGE ADJUSTMENT

Laborers' International Union National Pension Fund: For the purpose of providing additional retirement benefits for employees covered by this Agreement, the Employer agrees to the following payment schedule payable to the Laborers' International Union of North America National (Industrial) Pension Fund:

April 1, 2007 Eighty-seven cents (\$.87) per hour of which eighteen cents (\$.18) per hour, in lieu of wages, is deducted from wages and sixty-nine cents (\$.69) is Employer contribution.

No past service credit is given for employment with an Employer whose agreement to contribute to the Pension Fund for the group or unit in which the Participant was employed ends and is not renewed, except to the extent that the Pension Plan's actuary determines that the Employer's contributions are sufficient to fund the Future Service Credit and Past Service Credit attributable to the Employer's employees. **For example:**

if the Employer's contributions were sufficient to fund the Future Service Credit and only 50% of the Past Service Credit of the Employer's employees, only 50% Past Service Credit would be given.

ARTICLE XXXI **FLEXIBLE SPENDING ACCOUNT (FSA)**

A. FSA

Effective calendar year 2005, the City has agreed to provide a flexible spending account plan (FSA) for the members covered by this agreement during the term of this agreement only. The FSA plan provides for pre-tax payroll deduction for:

(1) certain out of pocket expenses such as:

- Medical insurance deductibles
- Co-payments (medical)
- Vision Care (eyeglasses, contact lenses, examinations)
- Medical examination costs not covered by insurance
- Chiropractor and other specialist cost not covered by insurance
- Prescription drug costs not covered by insurance
- Psychiatric counseling not covered by insurance
- Other medical expenses qualified under IRC Section 125
- Dental expenses such as examinations, cleanings, fillings, crowns, bridges, dentures, Orthodontist services, implants, inlays, x-rays, and other dental expenses qualified under IRC Section 125
- Other out of pocket expenses eligible for reimbursement consistent with Section 125, 129 of the Internal Revenue Code.

The FSA Plan is more specifically outlined in a separate document which is incorporated herein by reference. The plan is administered by a third party, Cafeteria Plan Advisors, Inc., pursuant to an agreement with the City, the terms of which are also incorporated herein by reference.

(2) Dependent Care Assistance Plan consistent with Sections 125 & 129 of the Internal Revenue Code.

ARTICLE XXXII **MAINTENANCE OF BENEFITS**

All job benefits, privileges and practices heretofore recognized by both parties and enjoyed by employees shall remain in full force and effect for the duration of this Agreement.

ARTICLE XXXIII
JUST CAUSE

No bargaining unit member who has completed his one (1) year probationary period shall be disciplined or discharged without just cause. The filing with the Civil Service Commission of a disciplinary or discharge appeal shall constitute an election of Civil Service as the exclusive procedure for resolving the dispute. Alternatively, unit members shall have the right to challenge discipline through the grievance arbitration procedure.

ARTICLE XXXIV
JOINT LABOR MANAGEMENT COMMITTEE

The parties agree to set up a Joint Labor Management Committee to study a tax deferred compensation plan.

ARTICLE XXXV
MISCELLANEOUS PROVISIONS

1. Ethics Policy-The Union agrees to the attached revised ethics policy.
2. Master Medical Premium Increase-The Union agrees to the City's proposal which is attached hereto as Attachment A contingent upon the City's Implementation of the terms of the Agreement.
3. Elimination of Medicare Part B Reimbursement-The Union agrees to the City's proposal which is attached hereto as Attachment contingent upon the City's implementation of the terms of this Agreement. In addition, the Union agrees to withdraw that portion of the LIUNA grievance on this matter that pertains to this bargaining unit.

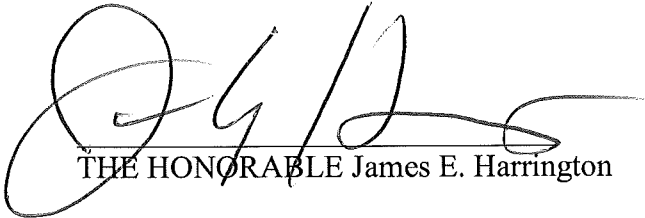
ARTICLE XXXVI
DURATION AND RENEWAL

This agreement shall remain in full force and effect from July 1, 2007 through June 30, 2010, and from year to year thereafter, unless ninety (90) days prior to the termination date a written notice to change, modify or terminate is given by either party or in any subsequent year thereafter .

This Agreement may be extended from time to time beyond its expiration date by mutual agreement of the representatives of the City of Brockton and the Brockton Building and Construction Trades Council of Brockton and Vicinity .

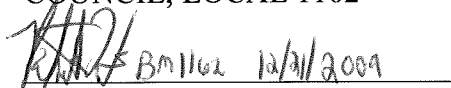
IN WITNESS HERETO, The parties have hereunto caused this agreement to be signed, sealed and delivered in the names of their authorized agents this 29 day of December, 2009 .

FOR THE CITY OF BROCKTON



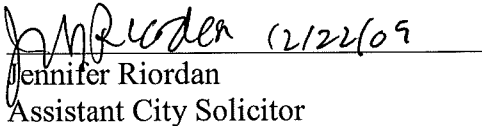
THE HONORABLE James E. Harrington

FOR THE BROCKTON
BUILDING MASSACHUSETTS
LABORERS' DISTRICT
COUNCIL, LOCAL 1162



12/29/09

Approved as to Form:



Jennifer Riordan
Assistant City Solicitor

Code of Ethics

It is necessary for City of Brockton employees to hold the respect, trust, and confidence of the community. One way this is accomplished is through the creation and enforcement of ethical guidelines for the conduct of public employees. It is therefore the policy of this Administration to uphold, promote, and demand the highest standards of ethics from its employees for personal integrity, truthfulness, honesty and fairness in carrying out their public duties. Employees must avoid any improprieties in their roles as public servants, including, but not limited to, theft, dishonesty or the appearance of impropriety, and must never use their City position or powers for personal gain or in breach of the public trust.

Employees shall:

1. *Recognize that the chief function of the local government at all times is to serve the best interests of all the people.*

Public Interest: employees shall treat their office as a public trust, only using the power and resources of public office to advance public interests and not to attain personal benefit or pursue any other private interest incompatible with the public good.

2. *Keep the community informed on municipal affairs; encourage dialogue between the citizens and all municipal employees emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.*

Accountability: employees shall assure that government is conducted openly, efficiently, equitably and honorably in a manner that permits the citizenry to make informed judgments and hold city officials accountable.

Respectability: employees shall safeguard public confidence in the integrity of City government by being honest, fair, caring and respectful and by avoiding conduct creating the appearance of impropriety of which is otherwise unbecoming a public official.

3. *Seek no favor; believe that personal benefit or profit secured by confidential information or by misuse of public time is dishonest.*

Private Employment: employees shall not engage in, solicit, negotiate for, or promise to accept private employment or render services for private business when such employment, service, or business creates a conflict with or impairs the proper discharge of their official duties.

Confidential Information: employees shall not disclose to others, or use to further their personal interest, confidential information acquired by them in the course of their official duties.

Gifts: employees shall not directly or indirectly solicit any gift or accept or receive any gift – whether it is money, loan, travel, entertainment, hospitality, promise or any other form – under the following circumstances:

- (a) It could be reasonably inferred or expected that the gift was intended to influence the performance of official duties; or
- (b) The gift was intended to serve as a reward for any official action on the official's part.

Investments in Conflict with Official Duties: employees shall not invest or hold any investment, directly or indirectly, in any financial business, commercial or other private transaction that creates a conflict with their official duties.

- 4. *Conduct business of the City in a manner, which is not only fair in fact, but also in appearance.*

Personal Relationships: Personal relationships shall be disclosed in any instance where there could be the appearance of a conflict of interest. Employees are required to provide full disclosure of contacts by proponents and opponents having business before the City.

- 5. *Not knowingly violate any Massachusetts statute, City ordinance or regulation in the course of performing their duties.*

The parties recognize that the language of this policy is subject to differing interpretations. The City agrees that, in the event that it believes this policy has been violated, it shall first provide the employee with an oral warning. Thereafter, in the case of a subsequent violation, a written warning shall be issued. Thereafter, progressive discipline shall be applied.

ATTACHMENT A

Increase In Employee Contribution to

Master Medical Health Insurance

A. Effective on and after 11:59 p.m. on August 31, 2008, or whenever all City and School Department unions agree if such time and date are later than 11:59 p.m. on August 31, 2008, Local 1162, Brockton Buildings and Construction Trades employees enrolled in the City-offered Blue Cross Blue Shield Master Medical Plan shall begin to contribute thirty percent (30%) of the total premiums for that plan and the City shall begin to pay the remaining seventy percent (70%). When the 30% employee contribution for the Blue Cross Blue Shield Master Medical Plan is initiated, the language in the following paragraphs will become effective.

In each full contract year that such Local 1162, Brockton Buildings and Construction Trades employees pay 30% of the total premiums for the Blue Cross Blue Shield Master Medical Plan, such employees who were employed either during 2007 – 2008 or during the fiscal year prior to the fiscal year during which the aforesaid increase in the Local 1162, Brockton Buildings and Construction Trades employees' share of the premiums for the Blue Cross Blue Shield Master Medical Plan becomes effective, whichever is later, (for example, Local 1162, Brockton Buildings and Construction Trades employees who are employed during 2008 – 2009 if the aforesaid increase does not become effective until sometime during the 2009 – 2010 fiscal year) ("the qualifying year") and who were enrolled in the Blue Cross Blue Shield Master Medical Plan during the qualifying year ("eligible Local 1162, Brockton Buildings and Construction Trades employees") will be paid an additional annual stipend ("the Master Medical Stipend") as part of their regular salary depending upon the level of coverage (e.g. individual coverage or family coverage) that they had during the qualifying year. In order to be classified as a Local 1162, Brockton Buildings and Construction Trades employee during the qualifying year, (e.g. 2007 – 2008, 2008 – 2009 or some year thereafter), the employee must have been either actively employed or on an approved leave of absence during that year and must also have been covered by the Blue Cross Blue Shield Master Medical Plan during that year. Local 1162, Brockton Buildings and Construction Trades employees who are not employed in the bargaining unit during the qualifying year and/or who were not enrolled in the Blue Cross Blue Shield Master Medical Plan during the qualifying year will not be eligible for the Master Medical Stipend.

The Master Medical Stipend shall be in the exact amount of dollars and cents that corresponds to five percent (5%) of the total annual premium for the Blue Cross Blue Shield Master Medical Plan as of the time and date of the increase in the Local 1162, Brockton Buildings and Construction Trades employees' share of the premium contributions for that plan from 25% to 30%. If in the year of implementation, the 30% employee contribution to the Blue Cross Blue Shield Master Medical Plan is in effect for only a portion of the year, the Master Medical Stipend will be prorated for that year only.

The Master Medical Stipend will be regarded as regular compensation and will be subject to normal deductions, including retirement deductions. Beginning on the July 1 immediately following the commencement of the Master Medical Stipend, the Master Medical Stipend will be increased by the amount of the general salary increases in that year and in all future years. Eligible Local 1162, Brockton Buildings and Construction Trades employees who either convert to a different health insurance plan, change their level of coverage or drop out of health insurance entirely at any time after the Master Medical Stipend begins to be paid will continue to receive the Master Medical Stipend that corresponds to the level of coverage that they had during the qualifying year.

Local 1162, Brockton Buildings and Construction Trades employees who return from a leave of absence or who are recalled after a layoff will remain eligible for the Master Medical Stipend. However, eligible Local 1162, Brockton Buildings and Construction Trades employees who resign and who are later rehired will no longer be eligible for the Master Medical Stipend.

B. In consideration of the foregoing agreement to increase the Local 1162, Brockton Buildings and Construction Trades employees' share of the premium contributions for the Blue Cross Blue Shield Master Medical Plan from 25% to 30%, it is further agreed as follows:

- (1) There will be no proposals to increase Local 1162, Brockton Buildings and Construction Trades employees' share of the premium contributions for the Blue Cross Blue Shield Master Medical Plan beyond 30% for at least the three year period beginning July 1, 2008.
- (2) There will be no proposals to increase Local 1162, Brockton Buildings and Construction Trades employees' share of the premium contributions for the HMO Blue, Blue Choice, Harvard Pilgrim Health Care Plans or for any other HMO Plan that the City may make available to its employees beyond 25% for at least the three year period beginning July 1, 2008.

C. Effective as of July 1, 2006, any Local 1162, Brockton Buildings and Construction Trades employee who was enrolled in the Blue Cross Blue Shield Master Medical Plan during the 2005 – 2006 contract year and who thereafter elects to convert to one of the less expensive health insurance plans that are offered by the City (i.e. HMO Blue, Blue Choice, Harvard Pilgrim Health Care or any other less expensive health insurance plan that the City might subsequently make available to its employees) will receive a conversion stipend that will be payable in three separate lump sum amounts with the first such stipend being paid within thirty (30) calendar days of the conversion and with the second and third such stipends being paid on the first and second anniversaries respectively of the payment of the first such stipend. The lump sum amount of each of the three stipends will be computed as follows:

- (1) By first determining the total amount of the City's annual premium contribution for the particular type of coverage (i.e. family or individual) that the Local 1162, Brockton Buildings and Construction Trades employee has under the Blue Cross Blue Shield Master Medical Plan as of the date of the conversion.
- (2) By then determining the total amount of the City's annual premium contribution for the particular type of coverage (i.e. family or individual) that the Local 1162, Brockton Buildings and Construction Trades employee selects in the particular less expensive plan to which the Local 1162, Brockton Buildings and Construction Trades employee elects to convert his/her health insurance coverage as of the date of the conversion.
- (3) Then, by subtracting the amount determined under paragraph (2) above from the amount determined under paragraph 1 above to determine the "conversion differential."
- (4) The first lump sum stipend shall be in the amount of 50% of the conversion differential.
- (5) The second lump sum stipend shall be in the amount of 35% of the conversion differential (i.e. 70% of the first lump sum stipend).
- (6) The third lump sum stipend shall be in the amount of 20% of the conversion differential (i.e. 40% of the first lump sum stipend).

Any Local 1162, Brockton Buildings and Construction Trades employee who has received either one, two or all three of the conversion stipends will, if he/she re-enrolls in the Blue Cross Blue Shield Master Medical Plan at any time thereafter, refund to the City an amount that is equal to one-half of the total amount of the conversion stipends that he/she received pursuant to this section.

D. Effective as of July 1, 2006, any Local 1162, Brockton Buildings and Construction Trades employee who is enrolled in any one of the City-offered health insurance plans and who thereafter waives his/her right to coverage under any of those plans will receive an insurance waiver stipend that will be payable in three equal lump sum payments with the first such stipend being paid within thirty (30) calendar days of the waiver and with the second and third such stipends being paid on the first and second anniversaries respectively of the payment of the first such stipend. The lump sum amounts of each of the three stipends will be computed as follows:

- (1) By first determining the amount of the City's total annual premium contribution for the particular type of coverage (i.e. family or individual) that the Local 1162, Brockton Buildings and Construction Trades employee has under the particular City-offered health insurance plan in which he/she is enrolled at the time of the waiver.
- (2) By then taking 50% of that amount and dividing it by three (3).
- (3) The resulting figure will be the amount of each of the three annual insurance waiver stipends.

In order to be eligible for this insurance waiver stipend, a Local 1162, Brockton Buildings and Construction Trades employee must first provide the City with written verification that he/she is covered by an alternative health insurance plan, either as the employee/subscriber or as a dependent of an employee/subscriber, which provides a level of coverage that is substantially equivalent to the level of coverage that is provided under the least expensive health insurance plan that is offered by the City at the time of the waiver. Local 1162, Brockton Buildings and Construction Trades employees who access the health insurance waiver stipend will be permitted to subsequently enroll in one of the City-offered health insurance plans during any subsequent open enrollment period. However, any such Local 1162, Brockton Buildings and Construction Trades employee will be permitted to enroll in one of the City-offered health insurance plans at any time between the open enrollment periods upon a showing of changed circumstances (such as, for example, the loss of or unavailability of the alternative health insurance plan by which he/she was covered at the time of the waiver, the onset or deterioration of a significant medical condition since the exercise of the waiver, the death of or divorce from a spouse or the dissolution of a partnership with the employee/subscriber under whose alternative health insurance plan the Local 1162, Brockton Buildings and Construction Trades employee was covered at the time of the waiver) or for some other valid reason.

Any Local 1162, Brockton Buildings and Construction Trades employee who has received either one, two or all three of the insurance waiver stipends will, if he/she (or his/her spouse both at the time of the waiver and at the time of any subsequent re-enrollment) subsequently enrolls in one of the City-offered health insurance plans at any time thereafter, refund to the City an amount that is equal to one-half of the total amount of the insurance waiver stipends that he/she received pursuant to this section.

E. The City is undertaking a study to develop a Preferred Provider Organization health insurance plan ("PPO") which shall be designed to be an alternative to the Blue Cross Blue Shield Master Medical Plan. The City will bargain with the Union to the full extent required by law about the adoption of such a PPO.

ATTACHMENT B

**MEDICARE PART B
75% REIMBURSEMENT**

Without waiving any legal rights on this issue concerning the need to bargain over retiree benefits the City proposes the elimination of the 75% Medicare Part B reimbursement, effective July 1, 2006, as it potentially applies to current employees who may be future Medicare eligible retirees as well as any one who has retired after July 1, 2006 but is not longer a member of the bargaining unit.

APPENDIX A

BUILDINGS AND TRADES UNION
GROUP CODE 1006

JULY 1, 2008

2.0%

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1/1	65,624	66,290	66,934	67,600	68,245
Weekly		1,262.00	1,274.80	1,287.20	1,300.00	1,312.40
Hourly		31.55	31.87	32.18	32.50	32.81
O.T.		47.33	47.81	48.27	48.75	49.22

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2/1	62,234	62,858	63,482	64,106	64,730
Weekly		1,196.80	1,208.80	1,220.80	1,232.80	1,244.80
Hourly		29.92	30.22	30.52	30.82	31.12
O.T.		44.88	45.33	45.78	46.23	46.68

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3/1	58,490	59,072	59,654	60,237	60,819
Weekly		1,124.80	1,136.00	1,147.20	1,158.40	1,169.60
Hourly		28.12	28.40	28.68	28.96	29.24
O.T.		42.18	42.60	43.02	43.44	43.86

CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4/1	54,974	55,515	56,077	56,618	57,179
Weekly		1,057.20	1,067.60	1,078.40	1,088.80	1,099.60
Hourly		26.43	26.69	26.96	27.22	27.49
O.T.		39.65	40.04	40.44	40.83	41.24

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5/1	53,019	53,539	54,080	54,600	55,141
Weekly		1,019.60	1,029.60	1,040.00	1,050.00	1,060.40
Hourly		25.49	25.74	26.00	26.25	26.51
O.T.		38.24	38.61	39.00	39.38	39.77

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6/1	52,104	52,624	53,144	53,664	54,184
Weekly		1,002.00	1,012.00	1,022.00	1,032.00	1,042.00
Hourly		25.05	25.30	25.55	25.80	26.05
O.T.		37.58	37.95	38.33	38.70	39.08

PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7/1	49,608	50,107	50,606	51,106	51,584
Weekly		954.00	963.60	973.20	982.80	992.00
Hourly		23.85	24.09	24.33	24.57	24.80
O.T.		35.78	36.14	36.50	36.86	37.20

BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8/1	37,128	37,502	37,877	38,251	38,605
Weekly		714.00	721.20	728.40	735.60	742.40
Hourly		17.85	18.03	18.21	18.39	18.56
O.T.		26.78	27.05	27.32	27.59	27.84

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2008

APPENDIX A

2.0%

CORRECTED AS OF 1/1/08

**1 LICENSE
40 CENTS**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1A/1	66,477	67,142	67,808	68,474	69,118
Weekly		1,278.40	1,291.20	1,304.00	1,316.80	1,329.20
Hourly		31.96	32.28	32.60	32.92	33.23
O.T.		47.94	48.42	48.90	49.38	49.85

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2A/1	63,066	63,710	64,334	64,958	65,603
Weekly		1,212.80	1,225.20	1,237.20	1,249.20	1,261.60
Hourly		30.32	30.63	30.93	31.23	31.54
O.T.		45.48	45.95	46.40	46.85	47.31

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3A/1	59,342	59,925	60,528	61,131	61,714
Weekly		1,141.20	1,152.40	1,164.00	1,175.60	1,186.80
Hourly		28.53	28.81	29.10	29.39	29.67
O.T.		42.80	43.22	43.65	44.09	44.51

**CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4A/1	55,827	56,368	56,930	57,491	58,053
Weekly		1,073.60	1,084.00	1,094.80	1,105.60	1,116.40
Hourly		26.84	27.10	27.37	27.64	27.91
O.T.		40.26	40.65	41.06	41.46	41.87

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5A/1	53,872	54,413	54,954	55,474	56,014
Weekly		1,036.00	1,046.40	1,056.80	1,066.80	1,077.20
Hourly		25.90	26.16	26.42	26.67	26.93
O.T.		38.85	39.24	39.63	40.01	40.40

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6A/1	52,957	53,477	54,018	54,538	55,078
Weekly		1,018.40	1,028.40	1,038.80	1,048.80	1,059.20
Hourly		25.46	25.71	25.97	26.22	26.48
O.T.		38.19	38.57	38.96	39.33	39.72

PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7A/1	50,461	50,960	51,459	51,958	52,478
Weekly		970.40	980.00	989.60	999.20	1,009.20
Hourly		24.26	24.50	24.74	24.98	25.23
O.T.		36.39	36.75	37.11	37.47	37.85

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8A/1	37,981	38,355	38,730	39,125	39,499
Weekly		730.40	737.60	744.80	752.40	759.60
Hourly		18.26	18.44	18.62	18.81	18.99
O.T.		27.39	27.66	27.93	28.22	28.49

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2008

APPENDIX A

2.0%

CORRECTED AS OF 1/1/08

**2 LICENSES
80 CENTS**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1B/1	67,309	67,995	68,661	69,347	70,013
Weekly		1,294.40	1,307.60	1,320.40	1,333.60	1,346.40
Hourly		32.36	32.69	33.01	33.34	33.66
O.T.		48.54	49.04	49.52	50.01	50.49

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2B/1	63,918	64,563	65,208	65,832	66,477
Weekly		1,229.20	1,241.60	1,254.00	1,266.00	1,278.40
Hourly		30.73	31.04	31.35	31.65	31.96
O.T.		46.10	46.56	47.03	47.48	47.94

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3B/1	60,195	60,798	61,402	62,005	62,587
Weekly		1,157.60	1,169.20	1,180.80	1,192.40	1,203.60
Hourly		28.94	29.23	29.52	29.81	30.09
O.T.		43.41	43.85	44.28	44.72	45.14

**CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4B/1	56,659	57,242	57,803	58,365	58,926
Weekly		1,089.60	1,100.80	1,111.60	1,122.40	1,133.20
Hourly		27.24	27.52	27.79	28.06	28.33
O.T.		40.86	41.28	41.69	42.09	42.50

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5B/1	54,725	55,266	55,806	56,347	56,909
Weekly		1,052.40	1,062.80	1,073.20	1,083.60	1,094.40
Hourly		26.31	26.57	26.83	27.09	27.36
O.T.		39.47	39.86	40.25	40.64	41.04

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6B/1	53,810	54,350	54,870	55,411	55,952
Weekly		1,034.80	1,045.20	1,055.20	1,065.60	1,076.00
Hourly		25.87	26.13	26.38	26.64	26.90
O.T.		38.81	39.20	39.57	39.96	40.35

PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7B/1	51,293	51,813	52,333	52,832	53,352
Weekly		986.40	996.40	1,006.40	1,016.00	1,026.00
Hourly		24.66	24.91	25.16	25.40	25.65
O.T.		36.99	37.37	37.74	38.10	38.48

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8B/1	38,834	39,208	39,603	39,998	40,373
Weekly		746.80	754.00	761.60	769.20	776.40
Hourly		18.67	18.85	19.04	19.23	19.41
O.T.		28.01	28.28	28.56	28.85	29.12

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2008

APPENDIX A

2.0%

CORRECTED AS OF 1/1/08

**3/+ LICENSES
\$1.20**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1C/1	68,162	68,848	69,534	70,221	70,886
Weekly		1,310.80	1,324.00	1,337.20	1,350.40	1,363.20
Hourly		32.77	33.10	33.43	33.76	34.08
O.T.		49.16	49.65	50.15	50.64	51.12

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2C/1	64,771	65,416	66,061	66,706	67,371
Weekly		1,245.60	1,258.00	1,270.40	1,282.80	1,295.60
Hourly		31.14	31.45	31.76	32.07	32.39
O.T.		46.71	47.18	47.64	48.11	48.59

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3C/1	61,048	61,651	62,254	62,878	63,482
Weekly		1,174.00	1,185.60	1,197.20	1,209.20	1,220.80
Hourly		29.35	29.64	29.93	30.23	30.52
O.T.		44.03	44.46	44.90	45.35	45.78

**CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4C/1	57,512	58,094	58,677	59,238	59,821
Weekly		1,106.00	1,117.20	1,128.40	1,139.20	1,150.40
Hourly		27.65	27.93	28.21	28.48	28.76
O.T.		41.48	41.90	42.32	42.72	43.14

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5C/1	55,557	56,118	56,680	57,242	57,782
Weekly		1,068.40	1,079.20	1,090.00	1,100.80	1,111.20
Hourly		26.71	26.98	27.25	27.52	27.78
O.T.		40.07	40.47	40.88	41.28	41.67

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6C/1	54,662	55,203	55,744	56,285	56,846
Weekly		1,051.20	1,061.60	1,072.00	1,082.40	1,093.20
Hourly		26.28	26.54	26.80	27.06	27.33
O.T.		39.42	39.81	40.20	40.59	41.00

PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7C/1	52,146	52,666	53,186	53,706	54,226
Weekly		1,002.80	1,012.80	1,022.80	1,032.80	1,042.80
Hourly		25.07	25.32	25.57	25.82	26.07
O.T.		37.61	37.98	38.36	38.73	39.11

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8C/1	39,666	40,061	40,477	40,872	41,267
Weekly		762.80	770.40	778.40	786.00	793.60
Hourly		19.07	19.26	19.46	19.65	19.84
O.T.		28.61	28.89	29.19	29.48	29.76

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

APRIL 1, 2009

APPENDIX A

1.0%

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1/1	66,290	66,955	67,621	68,286	68,931
Weekly		1,274.80	1,287.60	1,300.40	1,313.20	1,325.60
Hourly		31.87	32.19	32.51	32.83	33.14
O.T.		47.81	48.29	48.77	49.25	49.71

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2/1	62,858	63,482	64,106	64,750	65,374
Weekly		1,208.80	1,220.80	1,232.80	1,245.20	1,257.20
Hourly		30.22	30.52	30.82	31.13	31.43
O.T.		45.33	45.78	46.23	46.70	47.15

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3/1	59,072	59,654	60,258	60,840	61,443
Weekly		1,136.00	1,147.20	1,158.80	1,170.00	1,181.60
Hourly		28.40	28.68	28.97	29.25	29.54
O.T.		42.60	43.02	43.46	43.88	44.31

**CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4/1	55,515	56,077	56,618	57,179	57,741
Weekly		1,067.60	1,078.40	1,088.80	1,099.60	1,110.40
Hourly		26.69	26.96	27.22	27.49	27.76
O.T.		40.04	40.44	40.83	41.24	41.64

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5/1	53,539	54,080	54,600	55,141	55,682
Weekly		1,029.60	1,040.00	1,050.00	1,060.40	1,070.80
Hourly		25.74	26.00	26.25	26.51	26.77
O.T.		38.61	39.00	39.38	39.77	40.16

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6/1	52,624	53,144	53,685	54,205	54,725
Weekly		1,012.00	1,022.00	1,032.40	1,042.40	1,052.40
Hourly		25.30	25.55	25.81	26.06	26.31
O.T.		37.95	38.33	38.72	39.09	39.47

PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7/1	50,107	50,606	51,106	51,605	52,104
Weekly		963.60	973.20	982.80	992.40	1,002.00
Hourly		24.09	24.33	24.57	24.81	25.05
O.T.		36.14	36.50	36.86	37.22	37.58

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8/1	37,502	37,877	38,251	38,626	39,000
Weekly		721.20	728.40	735.60	742.80	750.00
Hourly		18.03	18.21	18.39	18.57	18.75
O.T.		27.05	27.32	27.59	27.86	28.13

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

APRIL 1, 2009

APPENDIX A

1.0%

CORRECTED AS OF 1/1/08

**1 LICENSE
40 CENTS**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1A/1	67,122	67,787	68,474	69,139	69,805
Weekly		1,290.80	1,303.60	1,316.80	1,329.60	1,342.40
Hourly		32.27	32.59	32.92	33.24	33.56
O.T.		48.41	48.89	49.38	49.86	50.34

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2A/1	63,690	64,334	64,979	65,603	66,248
Weekly		1,224.80	1,237.20	1,249.60	1,261.60	1,274.00
Hourly		30.62	30.93	31.24	31.54	31.85
O.T.		45.93	46.40	46.86	47.31	47.78

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3A/1	59,925	60,507	61,110	61,714	62,317
Weekly		1,152.40	1,163.60	1,175.20	1,186.80	1,198.40
Hourly		28.81	29.09	29.38	29.67	29.96
O.T.		43.22	43.64	44.07	44.51	44.94

**CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4A/1	56,368	56,930	57,491	58,053	58,614
Weekly		1,084.00	1,094.80	1,105.60	1,116.40	1,127.20
Hourly		27.10	27.37	27.64	27.91	28.18
O.T.		40.65	41.06	41.46	41.87	42.27

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5A/1	54,392	54,933	55,474	56,014	56,555
Weekly		1,046.00	1,056.40	1,066.80	1,077.20	1,087.60
Hourly		26.15	26.41	26.67	26.93	27.19
O.T.		39.23	39.62	40.01	40.40	40.79

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6A/1	53,456	53,997	54,538	55,078	55,598
Weekly		1,028.00	1,038.40	1,048.80	1,059.20	1,069.20
Hourly		25.70	25.96	26.22	26.48	26.73
O.T.		38.55	38.94	39.33	39.72	40.10

PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7A/1	50,939	51,459	51,958	52,478	52,978
Weekly		979.60	989.60	999.20	1,009.20	1,018.80
Hourly		24.49	24.74	24.98	25.23	25.47
O.T.		36.74	37.11	37.47	37.85	38.21

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8A/1	38,334	38,730	39,104	39,499	39,874
Weekly		737.20	744.80	752.00	759.60	766.80
Hourly		18.43	18.62	18.80	18.99	19.17
O.T.		27.65	27.93	28.20	28.49	28.76

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

APRIL 1, 2009

APPENDIX A

1.0%

CORRECTED AS OF 1/1/08

**2 LICENSES
80 CENTS**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1B/1	67,954	68,640	69,326	69,992	70,678
Weekly		1,306.80	1,320.00	1,333.20	1,346.00	1,359.20
Hourly		32.67	33.00	33.33	33.65	33.98
O.T.		49.01	49.50	50.00	50.48	50.97

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2B/1	64,542	65,187	65,832	66,477	67,122
Weekly		1,241.20	1,253.60	1,266.00	1,278.40	1,290.80
Hourly		31.03	31.34	31.65	31.96	32.27
O.T.		46.55	47.01	47.48	47.94	48.41

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3B/1	60,757	61,360	61,963	62,587	63,190
Weekly		1,168.40	1,180.00	1,191.60	1,203.60	1,215.20
Hourly		29.21	29.50	29.79	30.09	30.38
O.T.		43.82	44.25	44.69	45.14	45.57

**CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4B/1	57,200	57,782	58,344	58,926	59,488
Weekly		1,100.00	1,111.20	1,122.00	1,133.20	1,144.00
Hourly		27.50	27.78	28.05	28.33	28.60
O.T.		41.25	41.67	42.08	42.50	42.90

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5B/1	55,224	55,786	56,326	56,888	57,450
Weekly		1,062.00	1,072.80	1,083.20	1,094.00	1,104.80
Hourly		26.55	26.82	27.08	27.35	27.62
O.T.		39.83	40.23	40.62	41.03	41.43

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6B/1	54,309	54,850	55,390	55,931	56,472
Weekly		1,044.40	1,054.80	1,065.20	1,075.60	1,086.00
Hourly		26.11	26.37	26.63	26.89	27.15
O.T.		39.17	39.56	39.95	40.34	40.73

PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7B/1	51,792	52,312	52,811	53,331	53,851
Weekly		996.00	1,006.00	1,015.60	1,025.60	1,035.60
Hourly		24.90	25.15	25.39	25.64	25.89
O.T.		37.35	37.73	38.09	38.46	38.84

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8B/1	39,187	39,562	39,957	40,352	40,747
Weekly		753.60	760.80	768.40	776.00	783.60
Hourly		18.84	19.02	19.21	19.40	19.59
O.T.		28.26	28.53	28.82	29.10	29.39

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

APRIL 1, 2009

APPENDIX A

1.0%

CORRECTED AS OF 1/1/08

**3/+ LICENSES
\$1.20**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT.

Salary	Gr.1C/1	68,806	69,493	70,179	70,866	71,552
Weekly		1,323.20	1,336.40	1,349.60	1,362.80	1,376.00
Hourly		33.08	33.41	33.74	34.07	34.40
O.T.		49.62	50.12	50.61	51.11	51.60

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2C/1	65,374	66,040	66,685	67,330	67,995
Weekly		1,257.20	1,270.00	1,282.40	1,294.80	1,307.60
Hourly		31.43	31.75	32.06	32.37	32.69
O.T.		47.15	47.63	48.09	48.56	49.04

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3C/1	61,589	62,213	62,837	63,440	64,064
Weekly		1,184.40	1,196.40	1,208.40	1,220.00	1,232.00
Hourly		29.61	29.91	30.21	30.50	30.80
O.T.		44.42	44.87	45.32	45.75	46.20

**CARPENTER, ELECTRICIAN, CONTROL MAN, MASON, OIL BURNER
REPAIRMAN, AIR CONDITIONING & REFRIGERATION REPAIRMAN,
PLUMBER, ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4C/1	58,053	58,635	59,197	59,779	60,362
Weekly		1,116.40	1,127.60	1,138.40	1,149.60	1,160.80
Hourly		27.91	28.19	28.46	28.74	29.02
O.T.		41.87	42.29	42.69	43.11	43.53

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5C/1	56,077	56,638	57,200	57,762	58,323
Weekly		1,078.40	1,089.20	1,100.00	1,110.80	1,121.60
Hourly		26.96	27.23	27.50	27.77	28.04
O.T.		40.44	40.85	41.25	41.66	42.06

GLAZIER, MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6C/1	55,141	55,702	56,243	56,805	57,346
Weekly		1,060.40	1,071.20	1,081.60	1,092.40	1,102.80
Hourly		26.51	26.78	27.04	27.31	27.57
O.T.		39.77	40.17	40.56	40.97	41.36

PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7C/1	52,624	53,144	53,685	54,205	54,725
Weekly		1,012.00	1,022.00	1,032.40	1,042.40	1,052.40
Hourly		25.30	25.55	25.81	26.06	26.31
O.T.		37.95	38.33	38.72	39.09	39.47

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER, CARPENTER
HELPER, PLUMBER HELPER**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8C/1	40,019	40,414	40,830	41,205	41,621
Weekly		769.60	777.20	785.20	792.40	800.40
Hourly		19.24	19.43	19.63	19.81	20.01
O.T.		28.86	29.15	29.45	29.72	30.02

**BUILDINGS AND TRADES UNION
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JULY 1, 2009

**APPENDIX A
2.0%**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)						
Salary	Gr.1/1	67,621	68,286	68,973	69,638	70,325
Weekly		1,300.40	1,313.20	1,326.40	1,339.20	1,352.40
Hourly		32.51	32.83	33.16	33.48	33.81
O.T.		48.77	49.25	49.74	50.22	50.72

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2/1	64,106	64,750	65,395	66,040	66,685
Weekly		1,232.80	1,245.20	1,257.60	1,270.00	1,282.40
Hourly		30.82	31.13	31.44	31.75	32.06
O.T.		46.23	46.70	47.16	47.63	48.09

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3/1	60,258	60,861	61,464	62,067	62,670
Weekly		1,158.80	1,170.40	1,182.00	1,193.60	1,205.20
Hourly		28.97	29.26	29.55	29.84	30.13
O.T.		43.46	43.89	44.33	44.76	45.20

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4/1	56,618	57,200	57,762	58,323	58,885
Weekly		1,088.80	1,100.00	1,110.80	1,121.60	1,132.40
Hourly		27.22	27.50	27.77	28.04	28.31
O.T.		40.83	41.25	41.66	42.06	42.47

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5/1	54,600	55,162	55,702	56,243	56,784
Weekly		1,050.00	1,060.80	1,071.20	1,081.60	1,092.00
Hourly		26.25	26.52	26.78	27.04	27.30
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6/1	53,685	54,205	54,746	55,286	55,827
Weekly		1,032.40	1,042.40	1,052.80	1,063.20	1,073.60
Hourly		25.81	26.06	26.32	26.58	26.84
O.T.		38.72	39.09	39.48	39.87	40.26

PAINTER (1501)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7/1	51,106	51,626	52,125	52,645	53,144
Weekly		982.80	992.80	1,002.40	1,012.40	1,022.00
Hourly		24.57	24.82	25.06	25.31	25.55
O.T.		36.86	37.23	37.59	37.97	38.33

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8/1	38,251	38,626	39,021	39,395	39,790
Weekly		735.60	742.80	750.40	757.60	765.20
Hourly		18.39	18.57	18.76	18.94	19.13
O.T.		27.59	27.86	28.14	28.41	28.70

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2009

APPENDIX A

2.0%

CORRECTED AS OF 1/1/08

**1 LICENSE
40 CENTS**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	68,474	69,139	69,826	70,512	71,198
Weekly		1,316.80	1,329.60	1,342.80	1,356.00	1,369.20
Hourly		32.92	33.24	33.57	33.90	34.23
O.T.		49.38	49.86	50.36	50.85	51.35

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2A/1	64,958	65,603	66,269	66,914	67,558
Weekly		1,249.20	1,261.60	1,274.40	1,286.80	1,299.20
Hourly		31.23	31.54	31.86	32.17	32.48
O.T.		46.85	47.31	47.79	48.26	48.72

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3A/1	61,110	61,714	62,317	62,941	63,544
Weekly		1,175.20	1,186.80	1,198.40	1,210.40	1,222.00
Hourly		29.38	29.67	29.96	30.26	30.55
O.T.		44.07	44.51	44.94	45.39	45.83

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4A/1	57,470	58,053	58,614	59,197	59,779
Weekly		1,105.20	1,116.40	1,127.20	1,138.40	1,149.60
Hourly		27.63	27.91	28.18	28.46	28.74
O.T.		41.45	41.87	42.27	42.69	43.11

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5A/1	55,453	56,014	56,576	57,117	57,678
Weekly		1,066.40	1,077.20	1,088.00	1,098.40	1,109.20
Hourly		26.66	26.93	27.20	27.46	27.73
O.T.		39.99	40.40	40.80	41.19	41.60

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6A/1	54,517	55,078	55,619	56,160	56,701
Weekly		1,048.40	1,059.20	1,069.60	1,080.00	1,090.40
Hourly		26.21	26.48	26.74	27.00	27.26
O.T.		39.32	39.72	40.11	40.50	40.89

PAINTER (1501)

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7A/1	51,958	52,478	52,998	53,518	54,038
Weekly		999.20	1,009.20	1,019.20	1,029.20	1,039.20
Hourly		24.98	25.23	25.48	25.73	25.98
O.T.		37.47	37.85	38.22	38.60	38.97

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8A/1	39,104	39,499	39,874	40,269	40,664
Weekly		752.00	759.60	766.80	774.40	782.00
Hourly		18.80	18.99	19.17	19.36	19.55
O.T.		28.20	28.49	28.76	29.04	29.33

**BUILDINGS AND TRADES UNION
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JULY 1, 2009

APPENDIX A

**2.0%
2 LICENSES
80 CENTS**

CORRECTED AS OF 1/1/08

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)						
Salary	Gr.1B/1	69,306	70,013	70,699	71,386	72,093
Weekly		1,332.80	1,346.40	1,359.60	1,372.80	1,386.40
Hourly		33.32	33.66	33.99	34.32	34.66
O.T.		49.98	50.49	50.99	51.48	51.99

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2B/1	65,811	66,477	67,122	67,787	68,453
Weekly		1,265.60	1,278.40	1,290.80	1,303.60	1,316.40
Hourly		31.64	31.96	32.27	32.59	32.91
O.T.		47.46	47.94	48.41	48.89	49.37

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3B/1	61,942	62,566	63,190	63,814	64,438
Weekly		1,191.20	1,203.20	1,215.20	1,227.20	1,239.20
Hourly		29.78	30.08	30.38	30.68	30.98
O.T.		44.67	45.12	45.57	46.02	46.47

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4B/1	58,323	58,906	59,488	60,070	60,653
Weekly		1,121.60	1,132.80	1,144.00	1,155.20	1,166.40
Hourly		28.04	28.32	28.60	28.88	29.16
O.T.		42.06	42.48	42.90	43.32	43.74

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5B/1	56,306	56,867	57,429	57,990	58,552
Weekly		1,082.80	1,093.60	1,104.40	1,115.20	1,126.00
Hourly		27.07	27.34	27.61	27.88	28.15
O.T.		40.61	41.01	41.42	41.82	42.23

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6B/1	55,370	55,931	56,472	57,034	57,595
Weekly		1,064.80	1,075.60	1,086.00	1,096.80	1,107.60
Hourly		26.62	26.89	27.15	27.42	27.69
O.T.		39.93	40.34	40.73	41.13	41.54

PAINTER (1501)

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7B/1	52,811	53,331	53,872	54,392	54,912
Weekly		1,015.60	1,025.60	1,036.00	1,046.00	1,056.00
Hourly		25.39	25.64	25.90	26.15	26.40
O.T.		38.09	38.46	38.85	39.23	39.60

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8B/1	39,957	40,352	40,747	41,142	41,538
Weekly		768.40	776.00	783.60	791.20	798.80
Hourly		19.21	19.40	19.59	19.78	19.97
O.T.		28.82	29.10	29.39	29.67	29.96

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2009

APPENDIX A

2.0%

CORRECTED AS OF 1/1/08

**3/+ LICENSES
\$1.20**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	70,158	70,866	71,573	72,259	72,966
Weekly		1,349.20	1,362.80	1,376.40	1,389.60	1,403.20
Hourly		33.73	34.07	34.41	34.74	35.08
O.T.		50.60	51.11	51.62	52.11	52.62

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.2C/1	66,664	67,330	67,995	68,661	69,326
Weekly		1,282.00	1,294.80	1,307.60	1,320.40	1,333.20
Hourly		32.05	32.37	32.69	33.01	33.33
O.T.		48.08	48.56	49.04	49.52	50.00

WORKING FOREMAN CARPENTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.3C/1	62,795	63,419	64,064	64,688	65,312
Weekly		1,207.60	1,219.60	1,232.00	1,244.00	1,256.00
Hourly		30.19	30.49	30.80	31.10	31.40
O.T.		45.29	45.74	46.20	46.65	47.10

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.4C/1	59,176	59,758	60,362	60,944	61,547
Weekly		1,138.00	1,149.20	1,160.80	1,172.00	1,183.60
Hourly		28.45	28.73	29.02	29.30	29.59
O.T.		42.68	43.10	43.53	43.95	44.39

WORKING FOREMAN PAINTER

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 5C/1	57,158	57,720	58,302	58,864	59,446
Weekly		1,099.20	1,110.00	1,121.20	1,132.00	1,143.20
Hourly		27.48	27.75	28.03	28.30	28.58
O.T.		41.22	41.63	42.05	42.45	42.87

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.6C/1	56,222	56,784	57,346	57,907	58,469
Weekly		1,081.20	1,092.00	1,102.80	1,113.60	1,124.40
Hourly		27.03	27.30	27.57	27.84	28.11
O.T.		40.55	40.95	41.36	41.76	42.17

PAINTER (1501)

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr.7C/1	53,664	54,184	54,725	55,266	55,806
Weekly		1,032.00	1,042.00	1,052.40	1,062.80	1,073.20
Hourly		25.80	26.05	26.31	26.57	26.83
O.T.		38.70	39.08	39.47	39.86	40.25

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
Salary	Gr. 8C/1	40,789	41,205	41,621	42,016	42,432
Weekly		784.40	792.40	800.40	808.00	816.00
Hourly		19.61	19.81	20.01	20.20	20.40
O.T.		29.42	29.72	30.02	30.30	30.60

**Memorandum of Agreement
between
City of Brockton (the City)
and
Massachusetts Laborers' District Council
on behalf of
Brockton Building and Construction Trades
of the
Laborers' International Union of North America (the Union)**

This Memorandum sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams, subject to ratification by the Union membership of the Union, and funding by the Brockton City Council as required by law. For purposes of further negotiations and/or impasse procedures, this Memorandum shall be considered off-the-record until ratification and funding occur. Failing such ratification or funding, both parties will be free to revert to their on-the-record positions.

1. The collective bargaining agreement which expired on June 30, 2010 shall be extended without change for a period of two (2) years. In consideration of that, the City shall pay each currently employed member of the bargaining unit employed in Fiscal Year 2011 the sum of Six Hundred Twenty-Five Dollars (\$625.00) and each currently employed member of the bargaining unit employed in Fiscal Year 2012 the sum of Six Hundred Twenty-Five Dollars (\$625.00). These payments shall be made within one (1) month of the funding of this Agreement by the City Council.

The following provisions represent the material changes in the parties' agreement for an agreement through June 30, 2013.

2. Effective retroactive to July 1, 2012, the hourly rate of all steps in the salary schedule shall be increased by Seventy-Five Cents (\$0.75) per hour.

3. Effective in Fiscal Year 2013, each level in the longevity scale shall be increased by Three Hundred Dollars (\$300.00).

4. The first sentence of the last paragraph of Article XIII Longevity Increments shall be amended to state as follows:

Longevity pay will be paid in the first paycheck issued after December 1st of each year.

Additionally, the grievance filed by the Union on this issue shall be withdrawn.

5. Effective January 1, 2013, members shall receive a licensure pay increase in the amount of Twenty Cents (\$0.20) per license for each license he or she holds up to three licenses.

6. Sheet Metal License shall be included among those licenses for which members receive a licensure pay increase under Articles XII Wages and XX Qualifications and Licenses.

7. Effective July 1, 2012, each member shall receive an additional Six Hundred Twelve Dollars (\$612.00) in clothing and boot allowance.

8. Effective midnight June 30, 2013, the clothing and boot allowance shall be reduced in the amount of Three Hundred Twelve Dollars (\$312.00), leaving a remaining annual clothing and boot allowance of One Thousand Five Hundred Dollars (\$1,500.00), and the hourly rate of all steps in the salary schedule shall be increased by Fifteen Cents (\$0.15) per hour.

9. Article XI Personal Leave shall be amended such that the amount of notice to Department Head required shall be reduced from forty-eight (48) hours to twenty-four (24) hours.

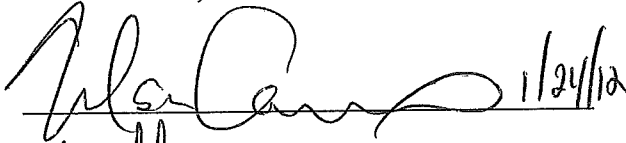
10. The first sentence of Article VIII Vacation, Section 2 shall be amended to state as follows:

Every employee shall be granted one weeks' vacation with pay in addition to the allowance to which he is entitled under subsection (1) after he has completed three (3) years of full-time service.

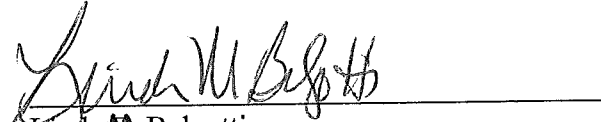
11. Upon funding of this Agreement the parties shall prepare an integrated collective bargaining agreement for the period July 1, 2010 through June 30, 2013.

Dated this 24th day of January, 2013.

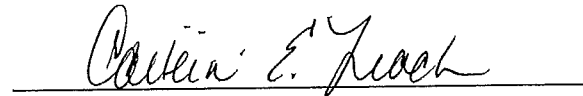
MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,


1/24/12
William Auto

CITY OF BROCKTON,
By Its Mayor,


Linda M. Balzotti

APPROVED AS TO FORM:


Catherine E. Peach
Law Department

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2012

75 CENTS/HR.

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	69,181	69,846	70,533	71,198	71,885
Weekly		1,330.40	1,343.20	1,356.40	1,369.20	1,382.40
Hourly		33.26	33.58	33.91	34.23	34.56
O.T.		49.89	50.37	50.87	51.35	51.84

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2/1	65,666	66,310	66,955	67,600	68,245
Weekly		1,262.80	1,275.20	1,287.60	1,300.00	1,312.40
Hourly		31.57	31.88	32.19	32.50	32.81
O.T.		47.36	47.82	48.29	48.75	49.22

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3/1	61,818	62,421	63,024	63,627	64,230
Weekly		1,188.80	1,200.40	1,212.00	1,223.60	1,235.20
Hourly		29.72	30.01	30.30	30.59	30.88
O.T.		44.58	45.02	45.45	45.89	46.32

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4/1	58,178	58,760	59,322	59,883	60,445
Weekly		1,118.80	1,130.00	1,140.80	1,151.60	1,162.40
Hourly		27.97	28.25	28.52	28.79	29.06
O.T.		41.96	42.38	42.78	43.19	43.59

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5/1	56,160	56,722	57,262	57,803	58,344
Weekly		1,080.00	1,090.80	1,101.20	1,111.60	1,122.00
Hourly		27.00	27.27	27.53	27.79	28.05
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6/1	55,245	55,765	56,306	56,846	57,387
Weekly		1,062.40	1,072.40	1,082.80	1,093.20	1,103.60
Hourly		26.56	26.81	27.07	27.33	27.59
O.T.		39.84	40.22	40.61	41.00	41.39

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7/1	52,666	53,186	53,685	54,205	54,704
Weekly		1,012.80	1,022.80	1,032.40	1,042.40	1,052.00
Hourly		25.32	25.57	25.81	26.06	26.30
O.T.		37.98	38.36	38.72	39.09	39.45

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8/1	39,811	40,186	40,581	40,955	41,350
Weekly		765.60	772.80	780.40	787.60	795.20
Hourly		19.14	19.32	19.51	19.69	19.88
O.T.		28.71	28.98	29.27	29.54	29.82

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2012

**75 CENTS/HR.
1 LICENSE**

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	70,034	70,699	71,386	72,072	72,758
Weekly		1,346.80	1,359.60	1,372.80	1,386.00	1,399.20
Hourly		33.67	33.99	34.32	34.65	34.98
O.T.		50.51	50.99	51.48	51.98	52.47

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.2A/1	66,518	67,163	67,829	68,474	69,118
Weekly		1,279.20	1,291.60	1,304.40	1,316.80	1,329.20
Hourly		31.98	32.29	32.61	32.92	33.23
O.T.		47.97	48.44	48.92	49.38	49.85

WORKING FOREMAN CARPENTER

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.3A/1	62,670	63,274	63,877	64,501	65,104
Weekly		1,205.20	1,216.80	1,228.40	1,240.40	1,252.00
Hourly		30.13	30.42	30.71	31.01	31.30
O.T.		45.20	45.63	46.07	46.52	46.95

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.4A/1	59,030	59,613	60,174	60,757	61,339
Weekly		1,135.20	1,146.40	1,157.20	1,168.40	1,179.60
Hourly		28.38	28.66	28.93	29.21	29.49
O.T.		42.57	42.99	43.40	43.82	44.24

WORKING FOREMAN PAINTER

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 5A/1	57,013	57,574	58,136	58,677	59,238
Weekly		1,096.40	1,107.20	1,118.00	1,128.40	1,139.20
Hourly		27.41	27.68	27.95	28.21	28.48
O.T.		41.12	41.52	41.93	42.32	42.72

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.6A/1	56,077	56,638	57,179	57,720	58,261
Weekly		1,078.40	1,089.20	1,099.60	1,110.00	1,120.40
Hourly		26.96	27.23	27.49	27.75	28.01
O.T.		40.44	40.85	41.24	41.63	42.02

PAINTER (1501)

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.7A/1	53,518	54,038	54,558	55,078	55,598
Weekly		1,029.20	1,039.20	1,049.20	1,059.20	1,069.20
Hourly		25.73	25.98	26.23	26.48	26.73
O.T.		38.60	38.97	39.35	39.72	40.10

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 8A/1	40,664	41,059	41,434	41,829	42,224
Weekly		782.00	789.60	796.80	804.40	812.00
Hourly		19.55	19.74	19.92	20.11	20.30
O.T.		29.33	29.61	29.88	30.17	30.45

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2012

**75 CENTS/HR.
2 LICENSES**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	70,866	71,573	72,259	72,946	73,653
Weekly		1,362.80	1,376.40	1,389.60	1,402.80	1,416.40
Hourly		34.07	34.41	34.74	35.07	35.41
O.T.		51.11	51.62	52.11	52.61	53.12

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	67,371	68,037	68,682	69,347	70,013
Weekly		1,295.60	1,308.40	1,320.80	1,333.60	1,346.40
Hourly		32.39	32.71	33.02	33.34	33.66
O.T.		48.59	49.07	49.53	50.01	50.49

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	63,502	64,126	64,750	65,374	65,998
Weekly		1,221.20	1,233.20	1,245.20	1,257.20	1,269.20
Hourly		30.53	30.83	31.13	31.43	31.73
O.T.		45.80	46.25	46.70	47.15	47.60

CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506), PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	59,883	60,466	61,048	61,630	62,213
Weekly		1,151.60	1,162.80	1,174.00	1,185.20	1,196.40
Hourly		28.79	29.07	29.35	29.63	29.91
O.T.		43.19	43.61	44.03	44.45	44.87

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	57,866	58,427	58,989	59,550	60,112
Weekly		1,112.80	1,123.60	1,134.40	1,145.20	1,156.00
Hourly		27.82	28.09	28.36	28.63	28.90
O.T.		41.73	42.14	42.54	42.95	43.35

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	56,930	57,491	58,032	58,594	59,155
Weekly		1,094.80	1,105.60	1,116.00	1,126.80	1,137.60
Hourly		27.37	27.64	27.90	28.17	28.44
O.T.		41.06	41.46	41.85	42.26	42.66

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	54,371	54,891	55,432	55,952	56,472
Weekly		1,045.60	1,055.60	1,066.00	1,076.00	1,086.00
Hourly		26.14	26.39	26.65	26.90	27.15
O.T.		39.21	39.59	39.98	40.35	40.73

BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER HELPER, PLUMBER HELPER (1508)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	41,517	41,912	42,307	42,702	43,098
Weekly		798.40	806.00	813.60	821.20	828.80
Hourly		19.96	20.15	20.34	20.53	20.72
O.T.		29.94	30.23	30.51	30.80	31.08

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JULY 1, 2012

**75 CENTS/HR.
3/+ LICENSES**

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	71,718	72,426	73,133	73,819	74,526
Weekly		1,379.20	1,392.80	1,406.40	1,419.60	1,433.20
Hourly		34.48	34.82	35.16	35.49	35.83
O.T.		51.72	52.23	52.74	53.24	53.75

SUPERVISOR OF BUILDING MAINTENANCE

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

Salary	Gr.2C/1	68,224	68,890	69,555	70,221	70,886
Weekly		1,312.00	1,324.80	1,337.60	1,350.40	1,363.20
Hourly		32.80	33.12	33.44	33.76	34.08
O.T.		49.20	49.68	50.16	50.64	51.12

WORKING FOREMAN CARPENTER

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

Salary	Gr.3C/1	64,355	64,979	65,624	66,248	66,872
Weekly		1,237.60	1,249.60	1,262.00	1,274.00	1,286.00
Hourly		30.94	31.24	31.55	31.85	32.15
O.T.		46.41	46.86	47.33	47.78	48.23

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

Salary	Gr.4C/1	60,736	61,318	61,922	62,504	63,107
Weekly		1,168.00	1,179.20	1,190.80	1,202.00	1,213.60
Hourly		29.20	29.48	29.77	30.05	30.34
O.T.		43.80	44.22	44.66	45.08	45.51

WORKING FOREMAN PAINTER

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

Salary	Gr. 5C/1	58,718	59,280	59,862	60,424	61,006
Weekly		1,129.20	1,140.00	1,151.20	1,162.00	1,173.20
Hourly		28.23	28.50	28.78	29.05	29.33
O.T.		42.35	42.75	43.17	43.58	44.00

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

Salary	Gr.6C/1	57,782	58,344	58,906	59,467	60,029
Weekly		1,111.20	1,122.00	1,132.80	1,143.60	1,154.40
Hourly		27.78	28.05	28.32	28.59	28.86
O.T.		41.67	42.08	42.48	42.89	43.29

PAINTER (1501)

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

Salary	Gr.7C/1	55,224	55,744	56,285	56,826	57,366
Weekly		1,062.00	1,072.00	1,082.40	1,092.80	1,103.20
Hourly		26.55	26.80	27.06	27.32	27.58
O.T.		39.83	40.20	40.59	40.98	41.37

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

**STEP I STEP II STEP III STEP IV STEP V
ENTRY LEVE 3 YEARS 6 YEARS 9 YEARS 12 YEARS**

Salary	Gr. 8C/1	42,349	42,765	43,181	43,576	43,992
Weekly		814.40	822.40	830.40	838.00	846.00
Hourly		20.36	20.56	20.76	20.95	21.15
O.T.		30.54	30.84	31.14	31.43	31.73

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

JANUARY 1, 2013

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)						
Salary	Gr.1/1	69,181	69,846	70,533	71,198	71,885
Weekly		1,330.40	1,343.20	1,356.40	1,369.20	1,382.40
Hourly		33.26	33.58	33.91	34.23	34.56
O.T.		49.89	50.37	50.87	51.35	51.84

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2/1	65,666	66,310	66,955	67,600	68,245
Weekly		1,262.80	1,275.20	1,287.60	1,300.00	1,312.40
Hourly		31.57	31.88	32.19	32.50	32.81
O.T.		47.36	47.82	48.29	48.75	49.22

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3/1	61,818	62,421	63,024	63,627	64,230
Weekly		1,188.80	1,200.40	1,212.00	1,223.60	1,235.20
Hourly		29.72	30.01	30.30	30.59	30.88
O.T.		44.58	45.02	45.45	45.89	46.32

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4/1	58,178	58,760	59,322	59,883	60,445
Weekly		1,118.80	1,130.00	1,140.80	1,151.60	1,162.40
Hourly		27.97	28.25	28.52	28.79	29.06
O.T.		41.96	42.38	42.78	43.19	43.59

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5/1	56,160	56,722	57,262	57,803	58,344
Weekly		1,080.00	1,090.80	1,101.20	1,111.60	1,122.00
Hourly		27.00	27.27	27.53	27.79	28.05
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6/1	55,245	55,765	56,306	56,846	57,387
Weekly		1,062.40	1,072.40	1,082.80	1,093.20	1,103.60
Hourly		26.56	26.81	27.07	27.33	27.59
O.T.		39.84	40.22	40.61	41.00	41.39

PAINTER (1501)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7/1	52,666	53,186	53,685	54,205	54,704
Weekly		1,012.80	1,022.80	1,032.40	1,042.40	1,052.00
Hourly		25.32	25.57	25.81	26.06	26.30
O.T.		37.98	38.36	38.72	39.09	39.45

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8/1	39,811	40,186	40,581	40,955	41,350
Weekly		765.60	772.80	780.40	787.60	795.20
Hourly		19.14	19.32	19.51	19.69	19.88
O.T.		28.71	28.98	29.27	29.54	29.82

JANUARY 1, 2013

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**20 CENTS/HR.
1 LICENSE**

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	70,450	71,115	71,802	72,488	73,174
Weekly		1,354.80	1,367.60	1,380.80	1,394.00	1,407.20
Hourly		33.87	34.19	34.52	34.85	35.18
O.T.		50.81	51.29	51.78	52.28	52.77

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.2A/1	66,934	67,579	68,245	68,890	69,534
Weekly		1,287.20	1,299.60	1,312.40	1,324.80	1,337.20
Hourly		32.18	32.49	32.81	33.12	33.43
O.T.		48.27	48.74	49.22	49.68	50.15

WORKING FOREMAN CARPENTER

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.3A/1	63,086	63,690	64,293	64,917	65,520
Weekly		1,213.20	1,224.80	1,236.40	1,248.40	1,260.00
Hourly		30.33	30.62	30.91	31.21	31.50
O.T.		45.50	45.93	46.37	46.82	47.25

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.4A/1	59,446	60,029	60,590	61,173	61,755
Weekly		1,143.20	1,154.40	1,165.20	1,176.40	1,187.60
Hourly		28.58	28.86	29.13	29.41	29.69
O.T.		42.87	43.29	43.70	44.12	44.54

WORKING FOREMAN PAINTER

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 5A/1	57,429	57,990	58,552	59,093	59,654
Weekly		1,104.40	1,115.20	1,126.00	1,136.40	1,147.20
Hourly		27.61	27.88	28.15	28.41	28.68
O.T.		41.42	41.82	42.23	42.62	43.02

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.6A/1	56,493	57,054	57,595	58,136	58,677
Weekly		1,086.40	1,097.20	1,107.60	1,118.00	1,128.40
Hourly		27.16	27.43	27.69	27.95	28.21
O.T.		40.74	41.15	41.54	41.93	42.32

PAINTER (1501)

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.7A/1	53,934	54,454	54,974	55,494	56,014
Weekly		1,037.20	1,047.20	1,057.20	1,067.20	1,077.20
Hourly		25.93	26.18	26.43	26.68	26.93
O.T.		38.90	39.27	39.65	40.02	40.40

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I ENTRY LEVE	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 8A/1	41,080	41,475	41,850	42,245	42,640
Weekly		790.00	797.60	804.80	812.40	820.00
Hourly		19.75	19.94	20.12	20.31	20.50
O.T.		29.63	29.91	30.18	30.47	30.75

JANUARY 1, 2013

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**20 CENTS/HR.
2 LICENSES**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	71,282	71,989	72,675	73,362	74,069
Weekly		1,370.80	1,384.40	1,397.60	1,410.80	1,424.40
Hourly		34.27	34.61	34.94	35.27	35.61
O.T.		51.41	51.92	52.41	52.91	53.42

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.2B/1	67,787	68,453	69,098	69,763	70,429
Weekly		1,303.60	1,316.40	1,328.80	1,341.60	1,354.40
Hourly		32.59	32.91	33.22	33.54	33.86
O.T.		48.89	49.37	49.83	50.31	50.79

WORKING FOREMAN CARPENTER

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.3B/1	63,918	64,542	65,166	65,790	66,414
Weekly		1,229.20	1,241.20	1,253.20	1,265.20	1,277.20
Hourly		30.73	31.03	31.33	31.63	31.93
O.T.		46.10	46.55	47.00	47.45	47.90

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.4B/1	60,299	60,882	61,464	62,046	62,629
Weekly		1,159.60	1,170.80	1,182.00	1,193.20	1,204.40
Hourly		28.99	29.27	29.55	29.83	30.11
O.T.		43.49	43.91	44.33	44.75	45.17

WORKING FOREMAN PAINTER

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 5B/1	58,282	58,843	59,405	59,966	60,528
Weekly		1,120.80	1,131.60	1,142.40	1,153.20	1,164.00
Hourly		28.02	28.29	28.56	28.83	29.10
O.T.		42.03	42.44	42.84	43.25	43.65

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.6B/1	57,346	57,907	58,448	59,010	59,571
Weekly		1,102.80	1,113.60	1,124.00	1,134.80	1,145.60
Hourly		27.57	27.84	28.10	28.37	28.64
O.T.		41.36	41.76	42.15	42.56	42.96

PAINTER (1501)

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.7B/1	54,787	55,307	55,848	56,368	56,888
Weekly		1,053.60	1,063.60	1,074.00	1,084.00	1,094.00
Hourly		26.34	26.59	26.85	27.10	27.35
O.T.		39.51	39.89	40.28	40.65	41.03

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 8B/1	41,933	42,328	42,723	43,118	43,514
Weekly		806.40	814.00	821.60	829.20	836.80
Hourly		20.16	20.35	20.54	20.73	20.92
O.T.		30.24	30.53	30.81	31.10	31.38

JANUARY 1, 2013

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**20 CENTS/HR.
3/+ LICENSES**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	72,134	72,842	73,549	74,235	74,942
Weekly		1,387.20	1,400.80	1,414.40	1,427.60	1,441.20
Hourly		34.68	35.02	35.36	35.69	36.03
O.T.		52.02	52.53	53.04	53.54	54.05

SUPERVISOR OF BUILDING MAINTENANCE

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.2C/1	68,640	69,306	69,971	70,637	71,302
Weekly		1,320.00	1,332.80	1,345.60	1,358.40	1,371.20
Hourly		33.00	33.32	33.64	33.96	34.28
O.T.		49.50	49.98	50.46	50.94	51.42

WORKING FOREMAN CARPENTER

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.3C/1	64,771	65,395	66,040	66,664	67,288
Weekly		1,245.60	1,257.60	1,270.00	1,282.00	1,294.00
Hourly		31.14	31.44	31.75	32.05	32.35
O.T.		46.71	47.16	47.63	48.08	48.53

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.4C/1	61,152	61,734	62,338	62,920	63,523
Weekly		1,176.00	1,187.20	1,198.80	1,210.00	1,221.60
Hourly		29.40	29.68	29.97	30.25	30.54
O.T.		44.10	44.52	44.96	45.38	45.81

WORKING FOREMAN PAINTER

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 5C/1	59,134	59,696	60,278	60,840	61,422
Weekly		1,137.20	1,148.00	1,159.20	1,170.00	1,181.20
Hourly		28.43	28.70	28.98	29.25	29.53
O.T.		42.65	43.05	43.47	43.88	44.30

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.6C/1	58,198	58,760	59,322	59,883	60,445
Weekly		1,119.20	1,130.00	1,140.80	1,151.60	1,162.40
Hourly		27.98	28.25	28.52	28.79	29.06
O.T.		41.97	42.38	42.78	43.19	43.59

PAINTER (1501)

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.7C/1	55,640	56,160	56,701	57,242	57,782
Weekly		1,070.00	1,080.00	1,090.40	1,100.80	1,111.20
Hourly		26.75	27.00	27.26	27.52	27.78
O.T.		40.13	40.50	40.89	41.28	41.67

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 8C/1	42,765	43,181	43,597	43,992	44,408
Weekly		822.40	830.40	838.40	846.00	854.00
Hourly		20.56	20.76	20.96	21.15	21.35
O.T.		30.84	31.14	31.44	31.73	32.03

JUNE 30, 2013 MIDNIGHT

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

15 CENTS/HR.

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	69,493	70,158	70,845	71,510	72,197
Weekly		1,336.40	1,349.20	1,362.40	1,375.20	1,388.40
Hourly		33.41	33.73	34.06	34.38	34.71
O.T.		50.12	50.60	51.09	51.57	52.07

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2/1	65,978	66,622	67,267	67,912	68,557
Weekly		1,268.80	1,281.20	1,293.60	1,306.00	1,318.40
Hourly		31.72	32.03	32.34	32.65	32.96
O.T.		47.58	48.05	48.51	48.98	49.44

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3/1	62,130	62,733	63,336	63,939	64,542
Weekly		1,194.80	1,206.40	1,218.00	1,229.60	1,241.20
Hourly		29.87	30.16	30.45	30.74	31.03
O.T.		44.81	45.24	45.68	46.11	46.55

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4/1	58,490	59,072	59,634	60,195	60,757
Weekly		1,124.80	1,136.00	1,146.80	1,157.60	1,168.40
Hourly		28.12	28.40	28.67	28.94	29.21
O.T.		42.18	42.60	43.01	43.41	43.82

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5/1	56,472	57,034	57,574	58,115	58,656
Weekly		1,086.00	1,096.80	1,107.20	1,117.60	1,128.00
Hourly		27.15	27.42	27.68	27.94	28.20
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6/1	55,557	56,077	56,618	57,158	57,699
Weekly		1,068.40	1,078.40	1,088.80	1,099.20	1,109.60
Hourly		26.71	26.96	27.22	27.48	27.74
O.T.		40.07	40.44	40.83	41.22	41.61

PAINTER (1501)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7/1	52,978	53,498	53,997	54,517	55,016
Weekly		1,018.80	1,028.80	1,038.40	1,048.40	1,058.00
Hourly		25.47	25.72	25.96	26.21	26.45
O.T.		38.21	38.58	38.94	39.32	39.68

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVE	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8/1	40,123	40,498	40,893	41,267	41,662
Weekly		771.60	778.80	786.40	793.60	801.20
Hourly		19.29	19.47	19.66	19.84	20.03
O.T.		28.94	29.21	29.49	29.76	30.05

JUNE 30, 2013 MIDNIGHT

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**15 CENTS/HR.
1 LICENSE**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	70,762	71,427	72,114	72,800	73,486
Weekly		1,360.80	1,373.60	1,386.80	1,400.00	1,413.20
Hourly		34.02	34.34	34.67	35.00	35.33
O.T.		51.03	51.51	52.01	52.50	53.00

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2A/1	67,246	67,891	68,557	69,202	69,846
Weekly		1,293.20	1,305.60	1,318.40	1,330.80	1,343.20
Hourly		32.33	32.64	32.96	33.27	33.58
O.T.		48.50	48.96	49.44	49.91	50.37

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3A/1	63,398	64,002	64,605	65,229	65,832
Weekly		1,219.20	1,230.80	1,242.40	1,254.40	1,266.00
Hourly		30.48	30.77	31.06	31.36	31.65
O.T.		45.72	46.16	46.59	47.04	47.48

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4A/1	59,758	60,341	60,902	61,485	62,067
Weekly		1,149.20	1,160.40	1,171.20	1,182.40	1,193.60
Hourly		28.73	29.01	29.28	29.56	29.84
O.T.		43.10	43.52	43.92	44.34	44.76

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5A/1	57,741	58,302	58,864	59,405	59,966
Weekly		1,110.40	1,121.20	1,132.00	1,142.40	1,153.20
Hourly		27.76	28.03	28.30	28.56	28.83
O.T.		41.64	42.05	42.45	42.84	43.25

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6A/1	56,805	57,366	57,907	58,448	58,989
Weekly		1,092.40	1,103.20	1,113.60	1,124.00	1,134.40
Hourly		27.31	27.58	27.84	28.10	28.36
O.T.		40.97	41.37	41.76	42.15	42.54

PAINTER (1501)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7A/1	54,246	54,766	55,286	55,806	56,326
Weekly		1,043.20	1,053.20	1,063.20	1,073.20	1,083.20
Hourly		26.08	26.33	26.58	26.83	27.08
O.T.		39.12	39.50	39.87	40.25	40.62

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8A/1	41,392	41,787	42,162	42,557	42,952
Weekly		796.00	803.60	810.80	818.40	826.00
Hourly		19.90	20.09	20.27	20.46	20.65
O.T.		29.85	30.14	30.41	30.69	30.98

JUNE 30, 2013 MIDNIGHT

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**15 CENTS/HR.
2 LICENSES**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	71,594	72,301	72,987	73,674	74,381
Weekly		1,376.80	1,390.40	1,403.60	1,416.80	1,430.40
Hourly		34.42	34.76	35.09	35.42	35.76
O.T.		51.63	52.14	52.64	53.13	53.64

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	68,099	68,765	69,410	70,075	70,741
Weekly		1,309.60	1,322.40	1,334.80	1,347.60	1,360.40
Hourly		32.74	33.06	33.37	33.69	34.01
O.T.		49.11	49.59	50.06	50.54	51.02

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	64,230	64,854	65,478	66,102	66,726
Weekly		1,235.20	1,247.20	1,259.20	1,271.20	1,283.20
Hourly		30.88	31.18	31.48	31.78	32.08
O.T.		46.32	46.77	47.22	47.67	48.12

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	60,611	61,194	61,776	62,358	62,941
Weekly		1,165.60	1,176.80	1,188.00	1,199.20	1,210.40
Hourly		29.14	29.42	29.70	29.98	30.26
O.T.		43.71	44.13	44.55	44.97	45.39

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	58,594	59,155	59,717	60,278	60,840
Weekly		1,126.80	1,137.60	1,148.40	1,159.20	1,170.00
Hourly		28.17	28.44	28.71	28.98	29.25
O.T.		42.26	42.66	43.07	43.47	43.88

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	57,658	58,219	58,760	59,322	59,883
Weekly		1,108.80	1,119.60	1,130.00	1,140.80	1,151.60
Hourly		27.72	27.99	28.25	28.52	28.79
O.T.		41.58	41.99	42.38	42.78	43.19

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	55,099	55,619	56,160	56,680	57,200
Weekly		1,059.60	1,069.60	1,080.00	1,090.00	1,100.00
Hourly		26.49	26.74	27.00	27.25	27.50
O.T.		39.74	40.11	40.50	40.88	41.25

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	42,245	42,640	43,035	43,430	43,826
Weekly		812.40	820.00	827.60	835.20	842.80
Hourly		20.31	20.50	20.69	20.88	21.07
O.T.		30.47	30.75	31.04	31.32	31.61

JUNE 30, 2013 MIDNIGHT

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**15 CENTS/HR.
3/+ LICENSES**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	72,446	73,154	73,861	74,547	75,254
Weekly		1,393.20	1,406.80	1,420.40	1,433.60	1,447.20
Hourly		34.83	35.17	35.51	35.84	36.18
O.T.		52.25	52.76	53.27	53.76	54.27

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.2C/1	68,952	69,618	70,283	70,949	71,614
Weekly		1,326.00	1,338.80	1,351.60	1,364.40	1,377.20
Hourly		33.15	33.47	33.79	34.11	34.43
O.T.		49.73	50.21	50.69	51.17	51.65

WORKING FOREMAN CARPENTER

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.3C/1	65,083	65,707	66,352	66,976	67,600
Weekly		1,251.60	1,263.60	1,276.00	1,288.00	1,300.00
Hourly		31.29	31.59	31.90	32.20	32.50
O.T.		46.94	47.39	47.85	48.30	48.75

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.4C/1	61,464	62,046	62,650	63,232	63,835
Weekly		1,182.00	1,193.20	1,204.80	1,216.00	1,227.60
Hourly		29.55	29.83	30.12	30.40	30.69
O.T.		44.33	44.75	45.18	45.60	46.04

WORKING FOREMAN PAINTER

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 5C/1	59,446	60,008	60,590	61,152	61,734
Weekly		1,143.20	1,154.00	1,165.20	1,176.00	1,187.20
Hourly		28.58	28.85	29.13	29.40	29.68
O.T.		42.87	43.28	43.70	44.10	44.52

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.6C/1	58,510	59,072	59,634	60,195	60,757
Weekly		1,125.20	1,136.00	1,146.80	1,157.60	1,168.40
Hourly		28.13	28.40	28.67	28.94	29.21
O.T.		42.20	42.60	43.01	43.41	43.82

PAINTER (1501)

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.7C/1	55,952	56,472	57,013	57,554	58,094
Weekly		1,076.00	1,086.00	1,096.40	1,106.80	1,117.20
Hourly		26.90	27.15	27.41	27.67	27.93
O.T.		40.35	40.73	41.12	41.51	41.90

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 8C/1	43,077	43,493	43,909	44,304	44,720
Weekly		828.40	836.40	844.40	852.00	860.00
Hourly		20.71	20.91	21.11	21.30	21.50
O.T.		31.07	31.37	31.67	31.95	32.25

**Memorandum of Agreement
between
City of Brockton (the City)
and
Massachusetts Laborers' District Council
on behalf of
Brockton Building and Construction Trades
of the
Laborers' International Union of North America (the Union)
(July 1, 2013 – June 30, 2016)**

This Memorandum sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams, subject to ratification by the Union membership of the Union, and funding by the Brockton City Council as required by law. For purposes of further negotiations and/or impasse procedures, this Memorandum shall be considered off-the-record until ratification and funding occur. Failing such ratification or funding, both parties will be free to revert to their on-the-record positions.

The collective bargaining agreement which expired on June 30, 2013 shall be extended without change for a period of three years. Upon bargaining unit ratification, joint execution of the Memorandum of Agreement and requisite City Council adopting action, the Union and the City agree to execute a fully integrated collective bargaining agreement for the FY2014-FY2016 [July 1, 2013 - June 30, 2016] (and FY2017 – FY2019 [July 1, 2016 – June 30, 2019]) period. The mutual intent of the City and the Union is for simultaneous ratification, execution and requisite City Council adoption process for both this Memorandum of Agreement and its successor Memorandum of Agreement, covering a combined period of six (6) years, with the status of each Agreement dependent upon that of the other, e.g. rejection of one Agreement with

affirmative action as to the other Agreement shall result in the failure of both Agreements. The following provisions represent the material changes to the parties' agreement for an agreement through June 30, 2016.

1. Base Wages FY14:

* Effective retroactive to July 1, 2013, base wages shall be increased for all unit members by two (2.0%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2.0%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

2. Base Wages FY15:

* Effective retroactive to July 1, 2014, base wages shall be increased for all unit members by two (2%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

3. Base Wages FY16:

* Effective retroactive to July 1, 2015, base wages shall be increased for all unit members by one and one quarter (1.25%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and one quarter (1.25%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

*** In the event that that the city enters into an agreement with any other city union or collective bargaining unit, that allows for a a base wage increase that is greater than 5.75% for the period between July1, 2013 through June 30, 2016, the City and the Union agree to re-open negotiations for base wages only.**

4. Cash Payment FY14:

Effective retroactive to July 1, 2013, all unit members shall receive a cash payment in the amount of one (1%) percent of base wages.

5. Cash Payment FY15:

Effective retroactive to July 1, 2014, all unit members shall receive a cash payment in the amount of one (1%) percent of base wages.

6. GPS:

The City and the local 1162 unions, which have agreed negotiated this provision collectively, shall agree to coalition bargaining for the implementation of the following provision: All vehicles shall be equipped with Global Positioning System devices.

7. Personal Time:

Effective upon funding, Article XI Personal Leave shall be amended to increase the number of personal days from 3 to 4 days.

8. Auto Insurance:

Create a new article as follows:

**ARTICLE XXV VII
AUTOMOBILE INSURANCE**

The following policy applies to all employees using a personal motor vehicle on City-business those employees who use personal vehicles for city business must provide to the city each year a copy of their valid auto policy declaration page. Said insurance shall provide a business rider, the cost of which shall be reimbursed to the employee.

9. Light Duty:

Article XXV IV Light Duty shall be replaced with the following language:

The City and the Union agree than any injured employee, where return to work is medically restricted, may be assigned to restricted duty either on a full or part-time basis, at the sole discretion of the Department Head after consultation with and approval from either the City's worker's compensation agent for work related injury/illness or the Director of Personnel for non-work related injury/illness. This provision does not increase or provide any entitlement to the employee and any return to work which is medically restricted may be limited in time or duration and may be terminated at anytime at the sole discretion of the Department Head.

Workers' Compensation Agent or Director of Personnel, as appropriate, shall send employee letter enclosing job description, work capacity form, and release. Employee's treating physician shall complete the work capacity form. When necessary, at the Workers'

Compensation Agent's or Director of Personnel's sole discretion, the Workers' Compensation Agent or Director of Personnel, as appropriate, shall be entitled to contact Employee's treating physician to obtain further information and/or documentation.

Employees on light duty shall NOT be eligible for overtime assignments. Requests for light duty shall not be unreasonably withheld.

10. Recorded Calls

Create a new article as follows:

**ARTICLE XXVVIII
RECORDED CALLS**

All calls to city phone lines listed in Appendix B shall be recorded. Said recordings shall be considered City property. The City reserves the right to access, review, copy, and disclose any such recordings about which a complaint has been made and to disclose them to any party (inside or outside the City) that it deems appropriate without prior notice. Employees, while using the telephone, shall be courteous, professional and business-like. Employees shall refrain from using any words or references that could be viewed as obscene, derogatory, or racially, sexually, ethnically or otherwise offensive to colleagues, customers, suppliers or residents. Employees who violate this Policy are subject to disciplinary action, up to and including termination of employment.

11. Safe Driving

Create a new article as follows:

**ARTICLE XXVVIV
SAFE DRIVING**

The following policy applies to all employees using City-owned vehicles or using computers, on line email, pagers, palm pilots, pda's, and any other communication device. The use of cell phones and other hand-held electronic devices, including hands-free devices, shall be limited in accordance with this provision, while operating a motor vehicle and personal a motor vehicle on City-business; failure to adhere to said policy may result in discipline. Members shall adhere to traffic laws. While operating a motor vehicle, members shall limit distractions through the use of cell phones and other hand-held electronic devices. The communication should be as short as reasonably necessary. Additionally, where feasible, a member placing a call should first attempt to pull off the road to a safe location before making calls. In the event of an accident, all employees are required to complete an accident report, which report is to be submitted to and discussed with his/her supervisor. In the event of the occurrence of 2 accidents within a 6 month rolling period, which accidents were caused due to the fault of the employee as determined by the insurance company or police department, Members may be subject to a one-time random drug and alcohol testing, to be administered once during the rolling 6-month period from the determination of fault.

This policy applies to all employees using City-owned vehicles; failure to adhere to said policy shall result in discipline. Members shall refrain from smoking inside City-owned vehicles.

12. New Position

Article I, Recognition shall be amended to include the following new position:

Heating, Ventilating, and Air Conditioning Equipment Repairman

In the event the City fills this position, it shall be first offered to the oil burner repairman; the Union will waive the posting requirements provided by the Collective Bargaining Agreement.

13. On Call Stipend

Article IV, paragraph 10, On-Call Stipend, shall be amended by replacing said paragraph in its entirety with the following:

On-Call Stipend. The Supervisor of Building Maintenance, or his/her replacement who is on a regularly scheduled work day, shall be considered "on call" at all times. In consideration thereof, the Supervisor of Building Maintenance or his/her replacement shall be paid an "On Call Stipend" in the amount of eight (8) hours, payable each pay period. Such amount shall be calculated at the rate of time and one half the employee's base hourly rate, and shall adjust with the employee's base rate. To the extent the City can determine, the "On-Call Stipend" shall be considered as regular compensation for purposes of retirement benefits. For purpose of the section, the Supervisor of Building Maintenance or his/her replacement shall be considered as compensated for the first eight (8) hours of overtime worked in any week, without consideration to the circumstances (e.g. Christmas Eve, emergencies, etc...) or the time actually worked.

14. Retirement Sick Buyout

Amend Article IX, Sick Leave to Increase retirement sick buy out from \$11,000 to \$13,800.

15. Hours

Article II, Regular Hours of Work and Work Week, shall be replaced with the following language:

ARTICLE III
REGULAR HOURS OF WORK AND WORK WEEK

Schedule for the Supervisor of Building Maintenance and those employees without a counterpart in the same job title:

1. Workweek. Except as otherwise indicated, the regular workweek shall consist of forty (40) hours per week divided equally over five (5) days, Monday through Friday.
2. Workday. The regular workday shall consist of eight (8) consecutive hours, including a one-half (1/2) hour meal period between 12:00 PM and 12:30 PM, which is non-compensable time. Any employee scheduled to work eight (8) or more hours shall be entitled to two (2) fifteen-minute break periods with pay, except in the case of an emergency or unusual circumstances. Absent the prior approval of the Superintendent of Buildings or the Supervisor of Building Maintenance/Public Property, an employee may not accumulate his or her break and/or meal periods in order to leave work early.
3. Shift schedules. Except where otherwise indicated, the regular day shift for all employees shall be Monday through Friday, 7:00 AM and 3:30 PM.
4. The regular work day shall include (5) minutes prior to the lunch period and ten (10) minutes prior to the end of the day for "clean up" time.

Schedule for or all unit employees with a counterpart in the same job title:

1. Workweek. Provided there are two employees in each of the same category, i.e. two Carpenters, each category of employee shall be divided into two groups: Group A and Group B. The regular workweek shall consist of forty (40) hours per week divided equally over four (4) days as follows. On an alternating basis, each group should work a Monday through Thursday Schedule and then a Tuesday through Friday schedule. An example of said schedule is as follows:


	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1	A	A&B	A&B	A&B	B
Week 2	B	A&B	A&B	A&B	A
Week 3	A	A&B	A&B	A&B	B
Week 4	B	A&B	A&B	A&B	A


2. Workday. The regular workday shall consist of ten (10) consecutive hours, including a one-half (1/2) hour meal period between 12:00 PM and 12:30 PM, which is non-compensable time. Any employee working this ten hour shift shall be entitled to two (2) fifteen-minute break periods with pay, except in the case of an emergency or unusual circumstances. Absent the prior approval of the Superintendent of Buildings or the Supervisor of Building Maintenance/Public Property, an employee may not accumulate his or her break and/or meal periods in order to leave work early.
3. Shift schedules. Except where otherwise indicated, the regular day shift for all employees shall be 7:00 AM and 5:30 PM.
4. The regular work day shall include (5) minutes prior to the lunch period and ten (10) minutes prior to the end of the day for "clean up" time.
5. Employees may not refuse work during the hours between 3:30-5:30 on the grounds that the Supervisor of Building Maintenance failed to assign additional work prior to leaving for his/her assigned shift.

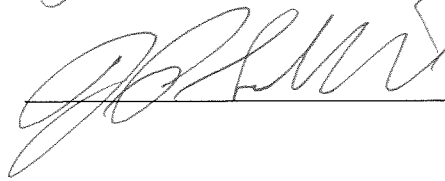
Dated this ____ day of _____, 2015.


MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,

CITY OF BROCKTON,
By Its Mayor,









William G. Carpenter, III

APPROVED AS TO FORM:



Law Department

JULY 1, 2013

BUILDINGS AND TRADES UNION
GROUP CODE 1006

2%

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	70,886	71,552	72,259	72,946	73,632
Weekly		1,363.20	1,376.00	1,389.60	1,402.80	1,416.00
Hourly		34.08	34.40	34.74	35.07	35.40
O.T.		51.12	51.60	52.11	52.61	53.10

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2/1	67,288	67,954	68,619	69,264	69,930
Weekly		1,294.00	1,306.80	1,319.60	1,332.00	1,344.80
Hourly		32.35	32.67	32.99	33.30	33.62
O.T.		48.53	49.01	49.49	49.95	50.43

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3/1	63,378	63,981	64,605	65,208	65,832
Weekly		1,218.80	1,230.40	1,242.40	1,254.00	1,266.00
Hourly		30.47	30.76	31.06	31.35	31.65
O.T.		45.71	46.14	46.59	47.03	47.48

CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4/1	59,654	60,258	60,819	61,402	61,963
Weekly		1,147.20	1,158.80	1,169.60	1,180.80	1,191.60
Hourly		28.68	28.97	29.24	29.52	29.79
O.T.		43.02	43.46	43.86	44.28	44.69

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5/1	57,595	58,178	58,718	59,280	59,821
Weekly		1,107.60	1,118.80	1,129.20	1,140.00	1,150.40
Hourly		27.69	27.97	28.23	28.50	28.76
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6/1	56,659	57,200	57,741	58,302	58,843
Weekly		1,089.60	1,100.00	1,110.40	1,121.20	1,131.60
Hourly		27.24	27.50	27.76	28.03	28.29
O.T.		40.86	41.25	41.64	42.05	42.44

PAINTER (1501)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7/1	54,038	54,558	55,078	55,598	56,118
Weekly		1,039.20	1,049.20	1,059.20	1,069.20	1,079.20
Hourly		25.98	26.23	26.48	26.73	26.98
O.T.		38.97	39.35	39.72	40.10	40.47

BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8/1	40,934	41,309	41,704	42,099	42,494
Weekly		787.20	794.40	802.00	809.60	817.20
Hourly		19.68	19.86	20.05	20.24	20.43
O.T.		29.52	29.79	30.08	30.36	30.65

JULY 1, 2013

**BUILDINGS AND TRADES UNION
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STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	72,176	72,862	73,549	74,256	74,963
Weekly		1,388.00	1,401.20	1,414.40	1,428.00	1,441.60
Hourly		34.70	35.03	35.36	35.70	36.04
O.T.		52.05	52.55	53.04	53.55	54.06

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2A/1	68,598	69,243	69,930	70,595	71,240
Weekly		1,319.20	1,331.60	1,344.80	1,357.60	1,370.00
Hourly		32.98	33.29	33.62	33.94	34.25
O.T.		49.47	49.94	50.43	50.91	51.38

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3A/1	64,667	65,291	65,894	66,539	67,142
Weekly		1,243.60	1,255.60	1,267.20	1,279.60	1,291.20
Hourly		31.09	31.39	31.68	31.99	32.28
O.T.		46.64	47.09	47.52	47.99	48.42

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4A/1	60,944	61,547	62,130	62,712	63,315
Weekly		1,172.00	1,183.60	1,194.80	1,206.00	1,217.60
Hourly		29.30	29.59	29.87	30.15	30.44
O.T.		43.95	44.39	44.81	45.23	45.66

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5A/1	58,906	59,467	60,050	60,590	61,173
Weekly		1,132.80	1,143.60	1,154.80	1,165.20	1,176.40
Hourly		28.32	28.59	28.87	29.13	29.41
O.T.		42.48	42.89	43.31	43.70	44.12

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6A/1	57,949	58,510	59,072	59,613	60,174
Weekly		1,114.40	1,125.20	1,136.00	1,146.40	1,157.20
Hourly		27.86	28.13	28.40	28.66	28.93
O.T.		41.79	42.20	42.60	42.99	43.40

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7A/1	55,328	55,869	56,389	56,930	57,450
Weekly		1,064.00	1,074.40	1,084.40	1,094.80	1,104.80
Hourly		26.60	26.86	27.11	27.37	27.62
O.T.		39.90	40.29	40.67	41.06	41.43

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8A/1	42,224	42,619	43,014	43,410	43,805
Weekly		812.00	819.60	827.20	834.80	842.40
Hourly		20.30	20.49	20.68	20.87	21.06
O.T.		30.45	30.74	31.02	31.31	31.59

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STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	73,445	74,173	74,880	75,566	76,294
Weekly		1,412.40	1,426.40	1,440.00	1,453.20	1,467.20
Hourly		35.31	35.66	36.00	36.33	36.68
O.T.		52.97	53.49	54.00	54.50	55.02

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	69,888	70,574	71,219	71,906	72,571
Weekly		1,344.00	1,357.20	1,369.60	1,382.80	1,395.60
Hourly		33.60	33.93	34.24	34.57	34.89
O.T.		50.40	50.90	51.36	51.86	52.34

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	65,936	66,581	67,205	67,850	68,494
Weekly		1,268.00	1,280.40	1,292.40	1,304.80	1,317.20
Hourly		31.70	32.01	32.31	32.62	32.93
O.T.		47.55	48.02	48.47	48.93	49.40

CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506), PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	62,254	62,837	63,440	64,022	64,626
Weekly		1,197.20	1,208.40	1,220.00	1,231.20	1,242.80
Hourly		29.93	30.21	30.50	30.78	31.07
O.T.		44.90	45.32	45.75	46.17	46.61

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	60,195	60,757	61,339	61,901	62,483
Weekly		1,157.60	1,168.40	1,179.60	1,190.40	1,201.60
Hourly		28.94	29.21	29.49	29.76	30.04
O.T.		43.41	43.82	44.24	44.64	45.06

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	59,238	59,800	60,362	60,923	61,506
Weekly		1,139.20	1,150.00	1,160.80	1,171.60	1,182.80
Hourly		28.48	28.75	29.02	29.29	29.57
O.T.		42.72	43.13	43.53	43.94	44.36

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	56,618	57,158	57,699	58,240	58,760
Weekly		1,088.80	1,099.20	1,109.60	1,120.00	1,130.00
Hourly		27.22	27.48	27.74	28.00	28.25
O.T.		40.83	41.22	41.61	42.00	42.38

BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER HELPER, PLUMBER HELPER (1508)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	43,514	43,909	44,325	44,720	45,136
Weekly		836.80	844.40	852.40	860.00	868.00
Hourly		20.92	21.11	21.31	21.50	21.70
O.T.		31.38	31.67	31.97	32.25	32.55

JULY 1, 2013

**BUILDINGS AND TRADES UNION
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3/+ LICENSES

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	74,734	75,462	76,190	76,877	77,605
Weekly		1,437.20	1,451.20	1,465.20	1,478.40	1,492.40
Hourly		35.93	36.28	36.63	36.96	37.31
O.T.		53.90	54.42	54.95	55.44	55.97

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2C/1	71,178	71,864	72,530	73,216	73,902
Weekly		1,368.80	1,382.00	1,394.80	1,408.00	1,421.20
Hourly		34.22	34.55	34.87	35.20	35.53
O.T.		51.33	51.83	52.31	52.80	53.30

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3C/1	67,226	67,870	68,536	69,160	69,805
Weekly		1,292.80	1,305.20	1,318.00	1,330.00	1,342.40
Hourly		32.32	32.63	32.95	33.25	33.56
O.T.		48.48	48.95	49.43	49.88	50.34

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4C/1	63,544	64,126	64,750	65,354	65,957
Weekly		1,222.00	1,233.20	1,245.20	1,256.80	1,268.40
Hourly		30.55	30.83	31.13	31.42	31.71
O.T.		45.83	46.25	46.70	47.13	47.57

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5C/1	61,485	62,067	62,650	63,232	63,814
Weekly		1,182.40	1,193.60	1,204.80	1,216.00	1,227.20
Hourly		29.56	29.84	30.12	30.40	30.68
O.T.		44.34	44.76	45.18	45.60	46.02

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6C/1	60,528	61,110	61,672	62,254	62,816
Weekly		1,164.00	1,175.20	1,186.00	1,197.20	1,208.00
Hourly		29.10	29.38	29.65	29.93	30.20
O.T.		43.65	44.07	44.48	44.90	45.30

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7C/1	57,928	58,448	59,010	59,550	60,112
Weekly		1,114.00	1,124.00	1,134.80	1,145.20	1,156.00
Hourly		27.85	28.10	28.37	28.63	28.90
O.T.		41.78	42.15	42.56	42.95	43.35

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8C/1	44,782	45,219	45,635	46,030	46,467
Weekly		861.20	869.60	877.60	885.20	893.60
Hourly		21.53	21.74	21.94	22.13	22.34
O.T.		32.30	32.61	32.91	33.20	33.51

JULY 1, 2014

**BUILDINGS AND TRADES UNION
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	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	72,301	72,987	73,694	74,402	75,109
Weekly		1,390.40	1,403.60	1,417.20	1,430.80	1,444.40
Hourly		34.76	35.09	35.43	35.77	36.11
O.T.		52.14	52.64	53.15	53.66	54.17

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.2/1	68,640	69,306	69,992	70,658	71,323
Weekly		1,320.00	1,332.80	1,346.00	1,358.80	1,371.60
Hourly		33.00	33.32	33.65	33.97	34.29
O.T.		49.50	49.98	50.48	50.96	51.44

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.3/1	64,646	65,270	65,894	66,518	67,142
Weekly		1,243.20	1,255.20	1,267.20	1,279.20	1,291.20
Hourly		31.08	31.38	31.68	31.98	32.28
O.T.		46.62	47.07	47.52	47.97	48.42

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.4/1	60,840	61,464	62,026	62,629	63,211
Weekly		1,170.00	1,182.00	1,192.80	1,204.40	1,215.60
Hourly		29.25	29.55	29.82	30.11	30.39
O.T.		43.88	44.33	44.73	45.17	45.59

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.5/1	58,739	59,342	59,883	60,466	61,027
Weekly		1,129.60	1,141.20	1,151.60	1,162.80	1,173.60
Hourly		28.24	28.53	28.79	29.07	29.34
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.6/1	57,782	58,344	58,906	59,467	60,029
Weekly		1,111.20	1,122.00	1,132.80	1,143.60	1,154.40
Hourly		27.78	28.05	28.32	28.59	28.86
O.T.		41.67	42.08	42.48	42.89	43.29

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.7/1	55,120	55,640	56,181	56,701	57,242
Weekly		1,060.00	1,070.00	1,080.40	1,090.40	1,100.80
Hourly		26.50	26.75	27.01	27.26	27.52
O.T.		39.75	40.13	40.52	40.89	41.28

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr. 8/1	41,746	42,141	42,536	42,931	43,347
Weekly		802.80	810.40	818.00	825.60	833.60
Hourly		20.07	20.26	20.45	20.64	20.84
O.T.		30.11	30.39	30.68	30.96	31.26

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STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	73,611	74,318	75,026	75,733	76,461
Weekly		1,415.60	1,429.20	1,442.80	1,456.40	1,470.40
Hourly		35.39	35.73	36.07	36.41	36.76
O.T.		53.09	53.60	54.11	54.62	55.14

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2A/1	69,971	70,637	71,323	72,010	72,675
Weekly		1,345.60	1,358.40	1,371.60	1,384.80	1,397.60
Hourly		33.64	33.96	34.29	34.62	34.94
O.T.		50.46	50.94	51.44	51.93	52.41

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3A/1	65,957	66,602	67,205	67,870	68,494
Weekly		1,268.40	1,280.80	1,292.40	1,305.20	1,317.20
Hourly		31.71	32.02	32.31	32.63	32.93
O.T.		47.57	48.03	48.47	48.95	49.40

CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506), PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4A/1	62,171	62,774	63,378	63,960	64,584
Weekly		1,195.60	1,207.20	1,218.80	1,230.00	1,242.00
Hourly		29.89	30.18	30.47	30.75	31.05
O.T.		44.84	45.27	45.71	46.13	46.58

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5A/1	60,091	60,653	61,256	61,797	62,400
Weekly		1,155.60	1,166.40	1,178.00	1,188.40	1,200.00
Hourly		28.89	29.16	29.45	29.71	30.00
O.T.		43.34	43.74	44.18	44.57	45.00

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6A/1	59,114	59,675	60,258	60,798	61,381
Weekly		1,136.80	1,147.60	1,158.80	1,169.20	1,180.40
Hourly		28.42	28.69	28.97	29.23	29.51
O.T.		42.63	43.04	43.46	43.85	44.27

PAINTER (1501)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7A/1	56,430	56,992	57,512	58,074	58,594
Weekly		1,085.20	1,096.00	1,106.00	1,116.80	1,126.80
Hourly		27.13	27.40	27.65	27.92	28.17
O.T.		40.70	41.10	41.48	41.88	42.26

BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER HELPER, PLUMBER HELPER (1508)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8A/1	43,077	43,472	43,867	44,283	44,678
Weekly		828.40	836.00	843.60	851.60	859.20
Hourly		20.71	20.90	21.09	21.29	21.48
O.T.		31.07	31.35	31.64	31.94	32.22

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2 LICENSES

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	74,922	75,650	76,378	77,085	77,813
Weekly		1,440.80	1,454.80	1,468.80	1,482.40	1,496.40
Hourly		36.02	36.37	36.72	37.06	37.41
O.T.		54.03	54.56	55.08	55.59	56.12

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	71,282	71,989	72,634	73,341	74,027
Weekly		1,370.80	1,384.40	1,396.80	1,410.40	1,423.60
Hourly		34.27	34.61	34.92	35.26	35.59
O.T.		51.41	51.92	52.38	52.89	53.39

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	67,246	67,912	68,557	69,202	69,867
Weekly		1,293.20	1,306.00	1,318.40	1,330.80	1,343.60
Hourly		32.33	32.65	32.96	33.27	33.59
O.T.		48.50	48.98	49.44	49.91	50.39

CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506), PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	63,502	64,085	64,709	65,312	65,915
Weekly		1,221.20	1,232.40	1,244.40	1,256.00	1,267.60
Hourly		30.53	30.81	31.11	31.40	31.69
O.T.		45.80	46.22	46.67	47.10	47.54

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	61,402	61,963	62,566	63,149	63,731
Weekly		1,180.80	1,191.60	1,203.20	1,214.40	1,225.60
Hourly		29.52	29.79	30.08	30.36	30.64
O.T.		44.28	44.69	45.12	45.54	45.96

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	60,424	61,006	61,568	62,150	62,733
Weekly		1,162.00	1,173.20	1,184.00	1,195.20	1,206.40
Hourly		29.05	29.33	29.60	29.88	30.16
O.T.		43.58	44.00	44.40	44.82	45.24

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	57,741	58,302	58,843	59,405	59,946
Weekly		1,110.40	1,121.20	1,131.60	1,142.40	1,152.80
Hourly		27.76	28.03	28.29	28.56	28.82
O.T.		41.64	42.05	42.44	42.84	43.23

BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER HELPER, PLUMBER HELPER (1508)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	44,387	44,782	45,219	45,614	46,030
Weekly		853.60	861.20	869.60	877.20	885.20
Hourly		21.34	21.53	21.74	21.93	22.13
O.T.		32.01	32.30	32.61	32.90	33.20

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3/+ LICENSES

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	76,232	76,981	77,709	78,416	79,165
Weekly		1,466.00	1,480.40	1,494.40	1,508.00	1,522.40
Hourly		36.65	37.01	37.36	37.70	38.06
O.T.		54.98	55.52	56.04	56.55	57.09

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2C/1	72,592	73,299	73,986	74,672	75,379
Weekly		1,396.00	1,409.60	1,422.80	1,436.00	1,449.60
Hourly		34.90	35.24	35.57	35.90	36.24
O.T.		52.35	52.86	53.36	53.85	54.36

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3C/1	68,578	69,222	69,909	70,554	71,198
Weekly		1,318.80	1,331.20	1,344.40	1,356.80	1,369.20
Hourly		32.97	33.28	33.61	33.92	34.23
O.T.		49.46	49.92	50.42	50.88	51.35

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4C/1	64,813	65,416	66,040	66,664	67,267
Weekly		1,246.40	1,258.00	1,270.00	1,282.00	1,293.60
Hourly		31.16	31.45	31.75	32.05	32.34
O.T.		46.74	47.18	47.63	48.08	48.51

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5C/1	62,712	63,315	63,898	64,501	65,083
Weekly		1,206.00	1,217.60	1,228.80	1,240.40	1,251.60
Hourly		30.15	30.44	30.72	31.01	31.29
O.T.		45.23	45.66	46.08	46.52	46.94

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6C/1	61,734	62,338	62,899	63,502	64,064
Weekly		1,187.20	1,198.80	1,209.60	1,221.20	1,232.00
Hourly		29.68	29.97	30.24	30.53	30.80
O.T.		44.52	44.96	45.36	45.80	46.20

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7C/1	59,093	59,613	60,195	60,736	61,318
Weekly		1,136.40	1,146.40	1,157.60	1,168.00	1,179.20
Hourly		28.41	28.66	28.94	29.20	29.48
O.T.		42.62	42.99	43.41	43.80	44.22

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8C/1	45,677	46,114	46,550	46,946	47,403
Weekly		878.40	886.80	895.20	902.80	911.60
Hourly		21.96	22.17	22.38	22.57	22.79
O.T.		32.94	33.26	33.57	33.86	34.19

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	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	73,195	73,902	74,610	75,338	76,045
Weekly		1,407.60	1,421.20	1,434.80	1,448.80	1,462.40
Hourly		35.19	35.53	35.87	36.22	36.56
O.T.		52.79	53.30	53.81	54.33	54.84

SUPERVISOR OF BUILDING MAINTENANCE

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.2/1	69,493	70,179	70,866	71,531	72,218
Weekly		1,336.40	1,349.60	1,362.80	1,375.60	1,388.80
Hourly		33.41	33.74	34.07	34.39	34.72
O.T.		50.12	50.61	51.11	51.59	52.08

WORKING FOREMAN CARPENTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.3/1	65,458	66,082	66,726	67,350	67,974
Weekly		1,258.80	1,270.80	1,283.20	1,295.20	1,307.20
Hourly		31.47	31.77	32.08	32.38	32.68
O.T.		47.21	47.66	48.12	48.57	49.02

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.4/1	61,610	62,234	62,795	63,419	64,002
Weekly		1,184.80	1,196.80	1,207.60	1,219.60	1,230.80
Hourly		29.62	29.92	30.19	30.49	30.77
O.T.		44.43	44.88	45.29	45.74	46.16

WORKING FOREMAN PAINTER

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 5/1	59,467	60,091	60,632	61,214	61,797
Weekly		1,143.60	1,155.60	1,166.00	1,177.20	1,188.40
Hourly		28.59	28.89	29.15	29.43	29.71
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.6/1	58,510	59,072	59,634	60,216	60,778
Weekly		1,125.20	1,136.00	1,146.80	1,158.00	1,168.80
Hourly		28.13	28.40	28.67	28.95	29.22
O.T.		42.20	42.60	43.01	43.43	43.83

PAINTER (1501)

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr.7/1	55,806	56,326	56,888	57,408	57,949
Weekly		1,073.20	1,083.20	1,094.00	1,104.00	1,114.40
Hourly		26.83	27.08	27.35	27.60	27.86
O.T.		40.25	40.62	41.03	41.40	41.79

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

		STEP I	STEP II	STEP III	STEP IV	STEP V
		ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS
Salary	Gr. 8/1	42,266	42,661	43,077	43,472	43,888
Weekly		812.80	820.40	828.40	836.00	844.00
Hourly		20.32	20.51	20.71	20.90	21.10
O.T.		30.48	30.77	31.07	31.35	31.65

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STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	74,526	75,254	75,962	76,690	77,418
Weekly		1,433.20	1,447.20	1,460.80	1,474.80	1,488.80
Hourly		35.83	36.18	36.52	36.87	37.22
O.T.		53.75	54.27	54.78	55.31	55.83

SUPERVISOR OF BUILDING MAINTENANCE

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.2A/1	70,845	71,510	72,218	72,904	73,590
Weekly		1,362.40	1,375.20	1,388.80	1,402.00	1,415.20
Hourly		34.06	34.38	34.72	35.05	35.38
O.T.		51.09	51.57	52.08	52.58	53.07

WORKING FOREMAN CARPENTER

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.3A/1	66,789	67,434	68,037	68,723	69,347
Weekly		1,284.40	1,296.80	1,308.40	1,321.60	1,333.60
Hourly		32.11	32.42	32.71	33.04	33.34
O.T.		48.17	48.63	49.07	49.56	50.01

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.4A/1	62,941	63,565	64,168	64,750	65,395
Weekly		1,210.40	1,222.40	1,234.00	1,245.20	1,257.60
Hourly		30.26	30.56	30.85	31.13	31.44
O.T.		45.39	45.84	46.28	46.70	47.16

WORKING FOREMAN PAINTER

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 5A/1	60,840	61,402	62,026	62,566	63,190
Weekly		1,170.00	1,180.80	1,192.80	1,203.20	1,215.20
Hourly		29.25	29.52	29.82	30.08	30.38
O.T.		43.88	44.28	44.73	45.12	45.57

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.6A/1	59,862	60,424	61,006	61,568	62,150
Weekly		1,151.20	1,162.00	1,173.20	1,184.00	1,195.20
Hourly		28.78	29.05	29.33	29.60	29.88
O.T.		43.17	43.58	44.00	44.40	44.82

PAINTER (1501)

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr.7A/1	57,138	57,699	58,240	58,802	59,322
Weekly		1,098.80	1,109.60	1,120.00	1,130.80	1,140.80
Hourly		27.47	27.74	28.00	28.27	28.52
O.T.		41.21	41.61	42.00	42.41	42.78

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I ENTRY LEVEL	STEP II 3 YEARS	STEP III 6 YEARS	STEP IV 9 YEARS	STEP V 12 YEARS
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Salary	Gr. 8A/1	43,618	44,013	44,408	44,845	45,240
Weekly		838.80	846.40	854.00	862.40	870.00
Hourly		20.97	21.16	21.35	21.56	21.75
O.T.		31.46	31.74	32.03	32.34	32.63

JULY 1, 2015

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

2%
2 LICENSES

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	75,858	76,586	77,334	78,042	78,790
Weekly		1,458.80	1,472.80	1,487.20	1,500.80	1,515.20
Hourly		36.47	36.82	37.18	37.52	37.88
O.T.		54.71	55.23	55.77	56.28	56.82

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	72,176	72,883	73,549	74,256	74,942
Weekly		1,388.00	1,401.60	1,414.40	1,428.00	1,441.20
Hourly		34.70	35.04	35.36	35.70	36.03
O.T.		52.05	52.56	53.04	53.55	54.05

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	68,078	68,765	69,410	70,075	70,741
Weekly		1,309.20	1,322.40	1,334.80	1,347.60	1,360.40
Hourly		32.73	33.06	33.37	33.69	34.01
O.T.		49.10	49.59	50.06	50.54	51.02

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	64,293	64,896	65,520	66,123	66,747
Weekly		1,236.40	1,248.00	1,260.00	1,271.60	1,283.60
Hourly		30.91	31.20	31.50	31.79	32.09
O.T.		46.37	46.80	47.25	47.69	48.14

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	62,171	62,733	63,357	63,939	64,522
Weekly		1,195.60	1,206.40	1,218.40	1,229.60	1,240.80
Hourly		29.89	30.16	30.46	30.74	31.02
O.T.		44.84	45.24	45.69	46.11	46.53

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	61,173	61,776	62,338	62,920	63,523
Weekly		1,176.40	1,188.00	1,198.80	1,210.00	1,221.60
Hourly		29.41	29.70	29.97	30.25	30.54
O.T.		44.12	44.55	44.96	45.38	45.81

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	58,469	59,030	59,571	60,154	60,694
Weekly		1,124.40	1,135.20	1,145.60	1,156.80	1,167.20
Hourly		28.11	28.38	28.64	28.92	29.18
O.T.		42.17	42.57	42.96	43.38	43.77

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	44,949	45,344	45,781	46,176	46,613
Weekly		864.40	872.00	880.40	888.00	896.40
Hourly		21.61	21.80	22.01	22.20	22.41
O.T.		32.42	32.70	33.02	33.30	33.62

JULY 1, 2015

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**2%
3/+ LICENSES**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	77,189	77,938	78,686	79,394	80,163
Weekly		1,484.40	1,498.80	1,513.20	1,526.80	1,541.60
Hourly		37.11	37.47	37.83	38.17	38.54
O.T.		55.67	56.21	56.75	57.26	57.81

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2C/1	73,507	74,214	74,901	75,608	76,315
Weekly		1,413.60	1,427.20	1,440.40	1,454.00	1,467.60
Hourly		35.34	35.68	36.01	36.35	36.69
O.T.		53.01	53.52	54.02	54.53	55.04

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3C/1	69,430	70,096	70,782	71,427	72,093
Weekly		1,335.20	1,348.00	1,361.20	1,373.60	1,386.40
Hourly		33.38	33.70	34.03	34.34	34.66
O.T.		50.07	50.55	51.05	51.51	51.99

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4C/1	65,624	66,227	66,872	67,496	68,099
Weekly		1,262.00	1,273.60	1,286.00	1,298.00	1,309.60
Hourly		31.55	31.84	32.15	32.45	32.74
O.T.		47.33	47.76	48.23	48.68	49.11

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5C/1	63,502	64,106	64,688	65,312	65,894
Weekly		1,221.20	1,232.80	1,244.00	1,256.00	1,267.20
Hourly		30.53	30.82	31.10	31.40	31.68
O.T.		45.80	46.23	46.65	47.10	47.52

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6C/1	62,504	63,107	63,690	64,293	64,875
Weekly		1,202.00	1,213.60	1,224.80	1,236.40	1,247.60
Hourly		30.05	30.34	30.62	30.91	31.19
O.T.		45.08	45.51	45.93	46.37	46.79

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7C/1	59,842	60,362	60,944	61,506	62,088
Weekly		1,150.80	1,160.80	1,172.00	1,182.80	1,194.00
Hourly		28.77	29.02	29.30	29.57	29.85
O.T.		43.16	43.53	43.95	44.36	44.78

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8C/1	46,238	46,696	47,133	47,528	47,986
Weekly		889.20	898.00	906.40	914.00	922.80
Hourly		22.23	22.45	22.66	22.85	23.07
O.T.		33.35	33.68	33.99	34.28	34.61

**Memorandum of Agreement
between
City of Brockton (the City)
and
Massachusetts Laborers' District Council
on behalf of
Brockton Building and Construction Trades
of the
Laborers' International Union of North America (the Union)
(July 1, 2016 – June 30, 2019)**

This Memorandum sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams, subject to ratification by the Union membership of the Union, and funding by the Brockton City Council as required by law. For purposes of further negotiations and/or impasse procedures, this Memorandum shall be considered off-the-record until ratification and funding occur. Failing such ratification or funding, both parties will be free to revert to their on-the-record positions.

The collective bargaining agreement which expires on June 30, 2016 shall be extended without change for a period of three years. Upon bargaining unit ratification, joint execution of the Memorandum of Agreement and requisite City Council adopting action, the Union and the City agree to execute a fully integrated collective bargaining agreement for the FY2017 – FY2019 [July 1, 2016 – June 30, 2019] (and FY2014-FY2016 [July 1, 2013 – June 30, 2016]) period. The mutual intent of the City and the Union is for simultaneous ratification, execution and requisite City Council adoption process for both this Memorandum of Agreement and its successor Memorandum of Agreement, covering a combined period of six (6) years, with the status of each Agreement dependent upon that of the other, e.g. rejection of one Agreement with affirmative action as to the other Agreement shall result in the failure of both Agreements. The

following provisions represent the material changes to the parties' agreement for an agreement through June 30, 2019.

1. Base Wages FY17:

* Effective July 1, 2016, base wages shall be increased for all unit members by two (2.0%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2.0%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

2. Base Wages FY18:

* Effective July 1, 2017, base wages shall be increased for all unit members by two (2%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the two (2%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

3. Base Wages FY19:

* Effective July 1, 2018, base wages shall be increased for all unit members by one and three quarters (1.75%) percent.

The existing wage scales shall be amended and listed in Appendix "A" to reflect the one and three quarters (1.75%) percent base wage increase.

Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

4. Cash Payment FY17:

Effective July 1, 2016, all unit members shall receive a cash payment in the amount of eight hundred (\$800) dollars.

5. Cash Payment FY18:

Effective July 1, 2017, all unit members shall receive a cash payment in the amount of eight hundred (\$800) dollars.

6. FY 17 Licensure Pay:

Effective July 1, 2016 after the percentage base wage increase calculation, any employee who holds a license recognized by the Commonwealth of Massachusetts for any job titled or classification within this bargaining unit, including a Construction Supervisors license, shall receive a licensure pay increase in the amount of ten (\$0.10) cents above his or her base hourly wage for each such license he or she holds, up to three (3) licenses (i.e., a total pay increase of thirty (\$0.30) cents per hour for an employee holding three licenses). This wage increase shall be subject to the provision of Article XX.

7. FY 18 Licensure Pay:

Effective July 1, 2017 after the percentage base wage increase calculation, any employee who holds a license recognized by the Commonwealth of Massachusetts for any job titled or classification within this bargaining unit, including a Construction Supervisors license, shall receive a licensure pay increase in the amount of ten (\$0.10) cents above his or her base hourly wage for each such license he or she holds, up to three (3) licenses (i.e., a total pay increase of thirty (\$0.30) cents per hour for an employee holding three licenses). This wage increase shall be subject to the provision of Article XX.

8. FY 19 Licensure Pay:

Effective July 1, 2018 after the percentage base wage increase calculation, any employee who holds a license recognized by the Commonwealth of Massachusetts for any job titled or classification within this bargaining unit, including a Construction Supervisors license, shall receive a licensure pay increase in the amount of ten (\$0.10) cents above his or her base hourly wage for each such license he or she holds, up to three (3) licenses (i.e., a total pay increase of thirty (\$0.30) cents per hour for an employee holding three licenses). This wage increase shall be subject to the provision of Article XX.

9. Shift Premium:

Effective July 1, 2018, create a new article as follows:


**ARTICLE XXVVIV
SHIFT PREMIUM**


Any employee who, after completing a regular day shift, is called back for duty shall be compensated with a premium differential payment equal to eleven and three (11.3%) percent of his/her respective hourly rate, for the hours performed outside of his/her regular shift between 6:00 PM and 6:00AM. This section shall not apply to those hours consecutively worked beyond the regular schedule, known as "hold-over" hours. "Call-Back" as used herein shall mean that the employee completed his or her regular shift, left and was asked to return to work.

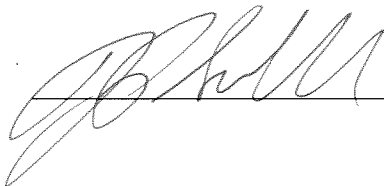
* In the event that that the city enters into an agreement with any other city union or collective bargaining unit, that allows for a base wage increase that is greater than 5.75% for the period between July1, 2016 through June 30, 2019, the City and the Union agree to re-open negotiations for base wages only.

Dated this ____ day of September, 2015.

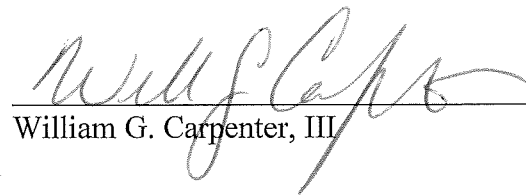
MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,







CITY OF BROCKTON,
By Its Mayor,



William G. Carpenter, III

APPROVED AS TO FORM:



Law Department

JULY 1, 2016

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

2.00%

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	74,651	75,379	76,107	76,835	77,563
Weekly		1,435.60	1,449.60	1,463.60	1,477.60	1,491.60
Hourly		35.89	36.24	36.59	36.94	37.29
O.T.		53.84	54.36	54.89	55.41	55.94

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2/1	70,886	71,573	72,280	72,966	73,653
Weekly		1,363.20	1,376.40	1,390.00	1,403.20	1,416.40
Hourly		34.08	34.41	34.75	35.08	35.41
O.T.		51.12	51.62	52.13	52.62	53.12

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3/1	66,768	67,413	68,058	68,702	69,326
Weekly		1,284.00	1,296.40	1,308.80	1,321.20	1,333.20
Hourly		32.10	32.41	32.72	33.03	33.33
O.T.		48.15	48.62	49.08	49.55	50.00

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4/1	62,837	63,482	64,043	64,688	65,291
Weekly		1,208.40	1,220.80	1,231.60	1,244.00	1,255.60
Hourly		30.21	30.52	30.79	31.10	31.39
O.T.		45.32	45.78	46.19	46.65	47.09

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5/1	60,653	61,298	61,838	62,442	63,024
Weekly		1,166.40	1,178.80	1,189.20	1,200.80	1,212.00
Hourly		29.16	29.47	29.73	30.02	30.30
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6/1	59,675	60,258	60,819	61,422	61,984
Weekly		1,147.60	1,158.80	1,169.60	1,181.20	1,192.00
Hourly		28.69	28.97	29.24	29.53	29.80
O.T.		43.04	43.46	43.86	44.30	44.70

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7/1	56,930	57,450	58,032	58,552	59,114
Weekly		1,094.80	1,104.80	1,116.00	1,126.00	1,136.80
Hourly		27.37	27.62	27.90	28.15	28.42
O.T.		41.06	41.43	41.85	42.23	42.63

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8/1	43,118	43,514	43,930	44,346	44,762
Weekly		829.20	836.80	844.80	852.80	860.80
Hourly		20.73	20.92	21.12	21.32	21.52
O.T.		31.10	31.38	31.68	31.98	32.28

JULY 1, 2016

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**2% + 10 CENTS/HOUR
1 LICENSE**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	76,232	76,960	77,688	78,437	79,165
Weekly		1,466.00	1,480.00	1,494.00	1,508.40	1,522.40
Hourly		36.65	37.00	37.35	37.71	38.06
O.T.		54.98	55.50	56.03	56.57	57.09

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2A/1	72,467	73,154	73,861	74,568	75,275
Weekly		1,393.60	1,406.80	1,420.40	1,434.00	1,447.60
Hourly		34.84	35.17	35.51	35.85	36.19
O.T.		52.26	52.76	53.27	53.78	54.29

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3A/1	68,328	68,994	69,597	70,304	70,949
Weekly		1,314.00	1,326.80	1,338.40	1,352.00	1,364.40
Hourly		32.85	33.17	33.46	33.80	34.11
O.T.		49.28	49.76	50.19	50.70	51.17

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4A/1	64,418	65,042	65,666	66,248	66,914
Weekly		1,238.80	1,250.80	1,262.80	1,274.00	1,286.80
Hourly		30.97	31.27	31.57	31.85	32.17
O.T.		46.46	46.91	47.36	47.78	48.26

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5A/1	62,275	62,837	63,482	64,022	64,667
Weekly		1,197.60	1,208.40	1,220.80	1,231.20	1,243.60
Hourly		29.94	30.21	30.52	30.78	31.09
O.T.		44.91	45.32	45.78	46.17	46.64

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6A/1	61,277	61,838	62,442	63,003	63,606
Weekly		1,178.40	1,189.20	1,200.80	1,211.60	1,223.20
Hourly		29.46	29.73	30.02	30.29	30.58
O.T.		44.19	44.60	45.03	45.44	45.87

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7A/1	58,490	59,051	59,613	60,195	60,715
Weekly		1,124.80	1,135.60	1,146.40	1,157.60	1,167.60
Hourly		28.12	28.39	28.66	28.94	29.19
O.T.		42.18	42.59	42.99	43.41	43.79

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8A/1	44,699	45,094	45,510	45,947	46,363
Weekly		859.60	867.20	875.20	883.60	891.60
Hourly		21.49	21.68	21.88	22.09	22.29
O.T.		32.24	32.52	32.82	33.14	33.44

JULY 1, 2016

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**2% + 20 CENTS/HOUR
2 LICENSES**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	77,792	78,541	79,290	80,018	80,787
Weekly		1,496.00	1,510.40	1,524.80	1,538.80	1,553.60
Hourly		37.40	37.76	38.12	38.47	38.84
O.T.		56.10	56.64	57.18	57.71	58.26

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	74,027	74,755	75,442	76,149	76,856
Weekly		1,423.60	1,437.60	1,450.80	1,464.40	1,478.00
Hourly		35.59	35.94	36.27	36.61	36.95
O.T.		53.39	53.91	54.41	54.92	55.43

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	69,846	70,554	71,219	71,885	72,571
Weekly		1,343.20	1,356.80	1,369.60	1,382.40	1,395.60
Hourly		33.58	33.92	34.24	34.56	34.89
O.T.		50.37	50.88	51.36	51.84	52.34

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	65,998	66,602	67,246	67,870	68,494
Weekly		1,269.20	1,280.80	1,293.20	1,305.20	1,317.20
Hourly		31.73	32.02	32.33	32.63	32.93
O.T.		47.60	48.03	48.50	48.95	49.40

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	63,835	64,397	65,042	65,624	66,227
Weekly		1,227.60	1,238.40	1,250.80	1,262.00	1,273.60
Hourly		30.69	30.96	31.27	31.55	31.84
O.T.		46.04	46.44	46.91	47.33	47.76

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	62,816	63,419	64,002	64,605	65,208
Weekly		1,208.00	1,219.60	1,230.80	1,242.40	1,254.00
Hourly		30.20	30.49	30.77	31.06	31.35
O.T.		45.30	45.74	46.16	46.59	47.03

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	60,050	60,632	61,173	61,776	62,317
Weekly		1,154.80	1,166.00	1,176.40	1,188.00	1,198.40
Hourly		28.87	29.15	29.41	29.70	29.96
O.T.		43.31	43.73	44.12	44.55	44.94

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	46,259	46,675	47,112	47,507	47,965
Weekly		889.60	897.60	906.00	913.60	922.40
Hourly		22.24	22.44	22.65	22.84	23.06
O.T.		33.36	33.66	33.98	34.26	34.59

JULY 1, 2016

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**2% + 30 CENTS/HOUR
3/+ LICENSES**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	79,352	80,122	80,891	81,598	82,389
Weekly		1,526.00	1,540.80	1,555.60	1,569.20	1,584.40
Hourly		38.15	38.52	38.89	39.23	39.61
O.T.		57.23	57.78	58.34	58.85	59.42

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2C/1	75,608	76,315	77,022	77,750	78,458
Weekly		1,454.00	1,467.60	1,481.20	1,495.20	1,508.80
Hourly		36.35	36.69	37.03	37.38	37.72
O.T.		54.53	55.04	55.55	56.07	56.58

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3C/1	71,448	72,114	72,821	73,486	74,152
Weekly		1,374.00	1,386.80	1,400.40	1,413.20	1,426.00
Hourly		34.35	34.67	35.01	35.33	35.65
O.T.		51.53	52.01	52.52	53.00	53.48

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4C/1	67,558	68,182	68,827	69,472	70,075
Weekly		1,299.20	1,311.20	1,323.60	1,336.00	1,347.60
Hourly		32.48	32.78	33.09	33.40	33.69
O.T.		48.72	49.17	49.64	50.10	50.54

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5C/1	65,395	66,019	66,602	67,246	67,829
Weekly		1,257.60	1,269.60	1,280.80	1,293.20	1,304.40
Hourly		31.44	31.74	32.02	32.33	32.61
O.T.		47.16	47.61	48.03	48.50	48.92

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6C/1	64,376	65,000	65,582	66,206	66,789
Weekly		1,238.00	1,250.00	1,261.20	1,273.20	1,284.40
Hourly		30.95	31.25	31.53	31.83	32.11
O.T.		46.43	46.88	47.30	47.75	48.17

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7C/1	61,672	62,192	62,795	63,357	63,960
Weekly		1,186.00	1,196.00	1,207.60	1,218.40	1,230.00
Hourly		29.65	29.90	30.19	30.46	30.75
O.T.		44.48	44.85	45.29	45.69	46.13

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8C/1	47,778	48,256	48,693	49,109	49,566
Weekly		918.80	928.00	936.40	944.40	953.20
Hourly		22.97	23.20	23.41	23.61	23.83
O.T.		34.46	34.80	35.12	35.42	35.75

JULY 1, 2017

**BUILDINGS AND TRADES UNION
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2.00%

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	76,149	76,877	77,626	78,374	79,123
Weekly		1,464.40	1,478.40	1,492.80	1,507.20	1,521.60
Hourly		36.61	36.96	37.32	37.68	38.04
O.T.		54.92	55.44	55.98	56.52	57.06

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2/1	72,301	73,008	73,736	74,422	75,130
Weekly		1,390.40	1,404.00	1,418.00	1,431.20	1,444.80
Hourly		34.76	35.10	35.45	35.78	36.12
O.T.		52.14	52.65	53.18	53.67	54.18

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3/1	68,099	68,765	69,410	70,075	70,720
Weekly		1,309.60	1,322.40	1,334.80	1,347.60	1,360.00
Hourly		32.74	33.06	33.37	33.69	34.00
O.T.		49.11	49.59	50.06	50.54	51.00

CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506), PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4/1	64,085	64,750	65,333	65,978	66,602
Weekly		1,232.40	1,245.20	1,256.40	1,268.80	1,280.80
Hourly		30.81	31.13	31.41	31.72	32.02
O.T.		46.22	46.70	47.12	47.58	48.03

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5/1	61,859	62,525	63,066	63,690	64,293
Weekly		1,189.60	1,202.40	1,212.80	1,224.80	1,236.40
Hourly		29.74	30.06	30.32	30.62	30.91
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6/1	60,861	61,464	62,026	62,650	63,232
Weekly		1,170.40	1,182.00	1,192.80	1,204.80	1,216.00
Hourly		29.26	29.55	29.82	30.12	30.40
O.T.		43.89	44.33	44.73	45.18	45.60

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7/1	58,074	58,594	59,197	59,717	60,299
Weekly		1,116.80	1,126.80	1,138.40	1,148.40	1,159.60
Hourly		27.92	28.17	28.46	28.71	28.99
O.T.		41.88	42.26	42.69	43.07	43.49

BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER HELPER, PLUMBER HELPER (1508)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8/1	43,971	44,387	44,803	45,240	45,656
Weekly		845.60	853.60	861.60	870.00	878.00
Hourly		21.14	21.34	21.54	21.75	21.95
O.T.		31.71	32.01	32.31	32.63	32.93

JULY 1, 2017

**BUILDINGS AND TRADES UNION
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**2% + 10 CENTS/HOUR
1 LICENSE**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	77,958	78,707	79,456	80,205	80,954
Weekly		1,499.20	1,513.60	1,528.00	1,542.40	1,556.80
Hourly		37.48	37.84	38.20	38.56	38.92
O.T.		56.22	56.76	57.30	57.84	58.38

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2A/1	74,131	74,818	75,546	76,274	76,981
Weekly		1,425.60	1,438.80	1,452.80	1,466.80	1,480.40
Hourly		35.64	35.97	36.32	36.67	37.01
O.T.		53.46	53.96	54.48	55.01	55.52

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3A/1	69,909	70,574	71,198	71,926	72,571
Weekly		1,344.40	1,357.20	1,369.20	1,383.20	1,395.60
Hourly		33.61	33.93	34.23	34.58	34.89
O.T.		50.42	50.90	51.35	51.87	52.34

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4A/1	65,915	66,560	67,184	67,787	68,453
Weekly		1,267.60	1,280.00	1,292.00	1,303.60	1,316.40
Hourly		31.69	32.00	32.30	32.59	32.91
O.T.		47.54	48.00	48.45	48.89	49.37

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5A/1	63,731	64,293	64,958	65,520	66,165
Weekly		1,225.60	1,236.40	1,249.20	1,260.00	1,272.40
Hourly		30.64	30.91	31.23	31.50	31.81
O.T.		45.96	46.37	46.85	47.25	47.72

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6A/1	62,712	63,274	63,898	64,480	65,083
Weekly		1,206.00	1,216.80	1,228.80	1,240.00	1,251.60
Hourly		30.15	30.42	30.72	31.00	31.29
O.T.		45.23	45.63	46.08	46.50	46.94

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7A/1	59,862	60,445	61,006	61,610	62,130
Weekly		1,151.20	1,162.40	1,173.20	1,184.80	1,194.80
Hourly		28.78	29.06	29.33	29.62	29.87
O.T.		43.17	43.59	44.00	44.43	44.81

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8A/1	45,802	46,197	46,634	47,070	47,507
Weekly		880.80	888.40	896.80	905.20	913.60
Hourly		22.02	22.21	22.42	22.63	22.84
O.T.		33.03	33.32	33.63	33.95	34.26

JULY 1, 2017

**BUILDINGS AND TRADES UNION
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**2% + 20 CENTS/HOUR
2 LICENSES**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	79,768	80,538	81,286	82,035	82,826
Weekly		1,534.00	1,548.80	1,563.20	1,577.60	1,592.80
Hourly		38.35	38.72	39.08	39.44	39.82
O.T.		57.53	58.08	58.62	59.16	59.73

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	75,920	76,669	77,376	78,083	78,811
Weekly		1,460.00	1,474.40	1,488.00	1,501.60	1,515.60
Hourly		36.50	36.86	37.20	37.54	37.89
O.T.		54.75	55.29	55.80	56.31	56.84

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	71,656	72,384	73,050	73,736	74,443
Weekly		1,378.00	1,392.00	1,404.80	1,418.00	1,431.60
Hourly		34.45	34.80	35.12	35.45	35.79
O.T.		51.68	52.20	52.68	53.18	53.69

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	67,725	68,349	69,014	69,638	70,283
Weekly		1,302.40	1,314.40	1,327.20	1,339.20	1,351.60
Hourly		32.56	32.86	33.18	33.48	33.79
O.T.		48.84	49.29	49.77	50.22	50.69

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	65,520	66,102	66,768	67,350	67,974
Weekly		1,260.00	1,271.20	1,284.00	1,295.20	1,307.20
Hourly		31.50	31.78	32.10	32.38	32.68
O.T.		47.25	47.67	48.15	48.57	49.02

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	64,480	65,104	65,707	66,310	66,934
Weekly		1,240.00	1,252.00	1,263.60	1,275.20	1,287.20
Hourly		31.00	31.30	31.59	31.88	32.18
O.T.		46.50	46.95	47.39	47.82	48.27

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	61,672	62,254	62,816	63,419	63,981
Weekly		1,186.00	1,197.20	1,208.00	1,219.60	1,230.40
Hourly		29.65	29.93	30.20	30.49	30.76
O.T.		44.48	44.90	45.30	45.74	46.14

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	47,590	48,027	48,464	48,880	49,338
Weekly		915.20	923.60	932.00	940.00	948.80
Hourly		22.88	23.09	23.30	23.50	23.72
O.T.		34.32	34.64	34.95	35.25	35.58

JULY 1, 2017

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**2% + 30 CENTS/HOUR
3/+ LICENSES**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	81,557	82,347	83,138	83,845	84,656
Weekly		1,568.40	1,583.60	1,598.80	1,612.40	1,628.00
Hourly		39.21	39.59	39.97	40.31	40.70
O.T.		58.82	59.39	59.96	60.47	61.05

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2C/1	77,750	78,458	79,186	79,934	80,642
Weekly		1,495.20	1,508.80	1,522.80	1,537.20	1,550.80
Hourly		37.38	37.72	38.07	38.43	38.77
O.T.		56.07	56.58	57.11	57.65	58.16

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3C/1	73,507	74,173	74,901	75,587	76,253
Weekly		1,413.60	1,426.40	1,440.40	1,453.60	1,466.40
Hourly		35.34	35.66	36.01	36.34	36.66
O.T.		53.01	53.49	54.02	54.51	54.99

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4C/1	69,534	70,179	70,824	71,490	72,093
Weekly		1,337.20	1,349.60	1,362.00	1,374.80	1,386.40
Hourly		33.43	33.74	34.05	34.37	34.66
O.T.		50.15	50.61	51.08	51.56	51.99

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5C/1	67,330	67,954	68,557	69,222	69,805
Weekly		1,294.80	1,306.80	1,318.40	1,331.20	1,342.40
Hourly		32.37	32.67	32.96	33.28	33.56
O.T.		48.56	49.01	49.44	49.92	50.34

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6C/1	66,290	66,934	67,517	68,162	68,744
Weekly		1,274.80	1,287.20	1,298.40	1,310.80	1,322.00
Hourly		31.87	32.18	32.46	32.77	33.05
O.T.		47.81	48.27	48.69	49.16	49.58

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7C/1	63,523	64,064	64,667	65,250	65,874
Weekly		1,221.60	1,232.00	1,243.60	1,254.80	1,266.80
Hourly		30.54	30.80	31.09	31.37	31.67
O.T.		45.81	46.20	46.64	47.06	47.51

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8C/1	49,358	49,837	50,294	50,710	51,189
Weekly		949.20	958.40	967.20	975.20	984.40
Hourly		23.73	23.96	24.18	24.38	24.61
O.T.		35.60	35.94	36.27	36.57	36.92

JULY 1, 2018

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

1.75%

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1/1	77,480	78,229	78,978	79,747	80,517
Weekly		1,490.00	1,504.40	1,518.80	1,533.60	1,548.40
Hourly		37.25	37.61	37.97	38.34	38.71
O.T.		55.88	56.42	56.96	57.51	58.07

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.2/1	73,570	74,277	75,026	75,733	76,440
Weekly		1,414.80	1,428.40	1,442.80	1,456.40	1,470.00
Hourly		35.37	35.71	36.07	36.41	36.75
O.T.		53.06	53.57	54.11	54.62	55.13

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.3/1	69,285	69,971	70,616	71,302	71,968
Weekly		1,332.40	1,345.60	1,358.00	1,371.20	1,384.00
Hourly		33.31	33.64	33.95	34.28	34.60
O.T.		49.97	50.46	50.93	51.42	51.90

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.4/1	65,208	65,874	66,477	67,142	67,766
Weekly		1,254.00	1,266.80	1,278.40	1,291.20	1,303.20
Hourly		31.35	31.67	31.96	32.28	32.58
O.T.		47.03	47.51	47.94	48.42	48.87

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr. 5/1	62,941	63,627	64,168	64,813	65,416
Weekly		1,210.40	1,223.60	1,234.00	1,246.40	1,258.00
Hourly		30.26	30.59	30.85	31.16	31.45
O.T.		34.62	34.62	34.62	34.62	34.62

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.6/1	61,922	62,546	63,107	63,752	64,334
Weekly		1,190.80	1,202.80	1,213.60	1,226.00	1,237.20
Hourly		29.77	30.07	30.34	30.65	30.93
O.T.		44.66	45.11	45.51	45.98	46.40

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr.7/1	59,093	59,613	60,237	60,757	61,360
Weekly		1,136.40	1,146.40	1,158.40	1,168.40	1,180.00
Hourly		28.41	28.66	28.96	29.21	29.50
O.T.		42.62	42.99	43.44	43.82	44.25

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS	

Salary	Gr. 8/1	44,741	45,157	45,594	46,030	46,446
Weekly		860.40	868.40	876.80	885.20	893.20
Hourly		21.51	21.71	21.92	22.13	22.33
O.T.		32.27	32.57	32.88	33.20	33.50

JULY 1, 2018

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

1.75% + 10 CENTS/HOUR
1 LICENSE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1A/1	79,539	80,288	81,058	81,806	82,576
Weekly		1,529.60	1,544.00	1,558.80	1,573.20	1,588.00
Hourly		38.24	38.60	38.97	39.33	39.70
O.T.		57.36	57.90	58.46	59.00	59.55

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2A/1	75,629	76,336	77,085	77,813	78,541
Weekly		1,454.40	1,468.00	1,482.40	1,496.40	1,510.40
Hourly		36.36	36.70	37.06	37.41	37.76
O.T.		54.54	55.05	55.59	56.12	56.64

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3A/1	71,344	72,010	72,654	73,403	74,048
Weekly		1,372.00	1,384.80	1,397.20	1,411.60	1,424.00
Hourly		34.30	34.62	34.93	35.29	35.60
O.T.		51.45	51.93	52.40	52.94	53.40

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4A/1	67,267	67,933	68,578	69,181	69,867
Weekly		1,293.60	1,306.40	1,318.80	1,330.40	1,343.60
Hourly		32.34	32.66	32.97	33.26	33.59
O.T.		48.51	48.99	49.46	49.89	50.39

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5A/1	65,062	65,624	66,310	66,872	67,538
Weekly		1,251.20	1,262.00	1,275.20	1,286.00	1,298.80
Hourly		31.28	31.55	31.88	32.15	32.47
O.T.		46.92	47.33	47.82	48.23	48.71

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6A/1	64,022	64,584	65,229	65,811	66,435
Weekly		1,231.20	1,242.00	1,254.40	1,265.60	1,277.60
Hourly		30.78	31.05	31.36	31.64	31.94
O.T.		46.17	46.58	47.04	47.46	47.91

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7A/1	61,110	61,714	62,275	62,899	63,419
Weekly		1,175.20	1,186.80	1,197.60	1,209.60	1,219.60
Hourly		29.38	29.67	29.94	30.24	30.49
O.T.		44.07	44.51	44.91	45.36	45.74

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8A/1	46,821	47,216	47,653	48,110	48,547
Weekly		900.40	908.00	916.40	925.20	933.60
Hourly		22.51	22.70	22.91	23.13	23.34
O.T.		33.77	34.05	34.37	34.70	35.01

JULY 1, 2018

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**1.75% + 20 CENTS/HOUR
2 LICENSES**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1B/1	81,578	82,368	83,117	83,886	84,698
Weekly		1,568.80	1,584.00	1,598.40	1,613.20	1,628.80
Hourly		39.22	39.60	39.96	40.33	40.72
O.T.		58.83	59.40	59.94	60.50	61.08

SUPERVISOR OF BUILDING MAINTENANCE

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2B/1	77,667	78,437	79,144	79,872	80,600
Weekly		1,493.60	1,508.40	1,522.00	1,536.00	1,550.00
Hourly		37.34	37.71	38.05	38.40	38.75
O.T.		56.01	56.57	57.08	57.60	58.13

WORKING FOREMAN CARPENTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3B/1	73,320	74,069	74,734	75,442	76,170
Weekly		1,410.00	1,424.40	1,437.20	1,450.80	1,464.80
Hourly		35.25	35.61	35.93	36.27	36.62
O.T.		52.88	53.42	53.90	54.41	54.93

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4B/1	69,326	69,971	70,637	71,282	71,926
Weekly		1,333.20	1,345.60	1,358.40	1,370.80	1,383.20
Hourly		33.33	33.64	33.96	34.27	34.58
O.T.		50.00	50.46	50.94	51.41	51.87

WORKING FOREMAN PAINTER

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5B/1	67,080	67,683	68,349	68,952	69,576
Weekly		1,290.00	1,301.60	1,314.40	1,326.00	1,338.00
Hourly		32.25	32.54	32.86	33.15	33.45
O.T.		48.38	48.81	49.29	49.73	50.18

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6B/1	66,019	66,664	67,267	67,891	68,515
Weekly		1,269.60	1,282.00	1,293.60	1,305.60	1,317.60
Hourly		31.74	32.05	32.34	32.64	32.94
O.T.		47.61	48.08	48.51	48.96	49.41

PAINTER (1501)

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7B/1	63,170	63,752	64,334	64,938	65,520
Weekly		1,214.80	1,226.00	1,237.20	1,248.80	1,260.00
Hourly		30.37	30.65	30.93	31.22	31.50
O.T.		45.56	45.98	46.40	46.83	47.25

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

STEP I	STEP II	STEP III	STEP IV	STEP V
ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8B/1	48,838	49,275	49,733	50,149	50,627
Weekly		939.20	947.60	956.40	964.40	973.60
Hourly		23.48	23.69	23.91	24.11	24.34
O.T.		35.22	35.54	35.87	36.17	36.51

JULY 1, 2018

**BUILDINGS AND TRADES UNION
GROUP CODE 1006**

**1.75% + 30 CENTS/HOUR
3/+ LICENSES**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

SUPERVISOR OF BUILDINGS MAINTENANCE - PUBLIC PROPERTY DEPT. (1515)

Salary	Gr.1C/1	83,616	84,406	85,218	85,946	86,757
Weekly		1,608.00	1,623.20	1,638.80	1,652.80	1,668.40
Hourly		40.20	40.58	40.97	41.32	41.71
O.T.		60.30	60.87	61.46	61.98	62.57

SUPERVISOR OF BUILDING MAINTENANCE

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.2C/1	79,726	80,454	81,203	81,952	82,680
Weekly		1,533.20	1,547.20	1,561.60	1,576.00	1,590.00
Hourly		38.33	38.68	39.04	39.40	39.75
O.T.		57.50	58.02	58.56	59.10	59.63

WORKING FOREMAN CARPENTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.3C/1	75,421	76,086	76,835	77,542	78,208
Weekly		1,450.40	1,463.20	1,477.60	1,491.20	1,504.00
Hourly		36.26	36.58	36.94	37.28	37.60
O.T.		54.39	54.87	55.41	55.92	56.40

**CARPENTER (1507), ELECTRICIAN (1516), CONTROL MAN, MASON, OIL BURNER
REPAIRMAN (1505), AIR CONDITIONING & REFRIGERATION REPAIRMAN (1506),
PLUMBER (1510), ELECTRIC STATION EQUIPMENT REPAIRMAN**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.4C/1	71,386	72,030	72,696	73,362	73,986
Weekly		1,372.80	1,385.20	1,398.00	1,410.80	1,422.80
Hourly		34.32	34.63	34.95	35.27	35.57
O.T.		51.48	51.95	52.43	52.91	53.36

WORKING FOREMAN PAINTER

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 5C/1	69,139	69,763	70,387	71,053	71,656
Weekly		1,329.60	1,341.60	1,353.60	1,366.40	1,378.00
Hourly		33.24	33.54	33.84	34.16	34.45
O.T.		49.86	50.31	50.76	51.24	51.68

GLAZIER (1502), MACHINERY REPAIRMAN, SPRAY PAINTER, SIGN PAINTER (1503)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.6C/1	68,078	68,723	69,326	69,971	70,574
Weekly		1,309.20	1,321.60	1,333.20	1,345.60	1,357.20
Hourly		32.73	33.04	33.33	33.64	33.93
O.T.		49.10	49.56	50.00	50.46	50.90

PAINTER (1501)

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr.7C/1	65,250	65,811	66,414	67,018	67,642
Weekly		1,254.80	1,265.60	1,277.20	1,288.80	1,300.80
Hourly		31.37	31.64	31.93	32.22	32.52
O.T.		47.06	47.46	47.90	48.33	48.78

**BUILDING MAINTENANCE MAN, ELECTRICIAN HELPER (1500), CARPENTER
HELPER, PLUMBER HELPER (1508)**

	STEP I	STEP II	STEP III	STEP IV	STEP V
	ENTRY LEVEL	3 YEARS	6 YEARS	9 YEARS	12 YEARS

Salary	Gr. 8C/1	50,856	51,334	51,792	52,229	52,707
Weekly		978.00	987.20	996.00	1,004.40	1,013.60
Hourly		24.45	24.68	24.90	25.11	25.34
O.T.		36.68	37.02	37.35	37.67	38.01