

Summary of Tentative Agreement with Gardiner General Unit
March 11, 2003

Article 4 – Hours of Work

Section 1: Changed the work schedule the building and grounds crew will work from 6 a.m. to 2:30 p.m. all year, to a split schedule from May 1 – October 31 and November 1 to April 30. Summer schedule is 6:00 a.m. to 6:30 p.m. M- Thur., and 6:00 a.m. to 10:00 a.m. Friday. Winter schedule remains 6:00 a.m. to 2:30 p.m.

Article 4 – Hours of Work

Section 3: Incorporated previously agreed to and implemented on-call language with wastewater treatment department employees.

Article 6 – Meal Periods and Travel

Section 3: Added a \$10.00 meal allowance for Wastewater treatment and building and grounds staff when they work more than 12 consecutive hours.

Article 11 – Uniforms

Increased the clothing allowance for the wastewater treatment employees from \$250 to \$275 effective 7/01/02.

Left the clothing allowance at the current \$275, but City will purchase 1 pair of approved safety boots annually for the maintenance employees.

Deleted all clothing required to be purchased by the City for Dispatchers, and changed it to a \$250.00 per year clothing allowance.

Article 17 – Annual Leave

Incorporated new language that outlines the method to be followed by employees in the selection of annual vacation time. The parties will review this policy after one year to determine its success or failure.

Appendix B – Wages

Increased wages by 3% effective 7/01/02, by 3.25% effective 7/01/03, and by CPI effective 7/01/04, however, the 7/01/04 adjustment cannot be less than 3.25% nor more than 3.50%.

Added a \$.40 per hour stipend for the Dispatcher assigned to the position of TACH/Training Officer.

Increased the license stipends paid by \$5.00 per week for employees in the wastewater department holding treatment plant operator licenses.

WWTP Grade

- I - \$10.00
- II - \$12.00
- III - \$14.00
- IV - \$16.00
- V - \$18.00

Added a \$.15 per hour step for employees with 20 years service.