

PREFACE

!"# \$%&%#' !((#) * +(&,))#* !, #%&-. &/0#* &/)#-1!%#234#1&5/6#7%#! #' !() %8! /# ,)! /"#

#

9"# :) * +&/! /, ;#(7* 7-)8#85/! -7&%;! %8#' &%- /!' -#) * +(&,))6#* !, #%&-#9)#
) * +(&,)8#&/#(&%=) /#-1! %#># ' &%6)' 5-7?)#* &%-16"##@1&5(8#65' 1#! %#
) * +(&,))#9)#/)-!7%)8#7%#-1)#6! *)# +&67-7&%#&/#(&%=) /#-1! %#>#
' &%6)' 5-7?)#* &%-16;#-1)#) * +(&,))#6#6) /?')#8! -)#. 7((#9)#-1)#&/7=7%!(#
8! -)#&<#17/)"#

ARTICLE II - UNION SECURITY

ARTICLE V - SUBCONTRACTING

ARTICLE VI - NON-DISCRIMINATION

top

ARTICLE XIII - VACATIONS

! "\$%&'	'	'	'	() * +'			
'	'	'	'	'	'	'	'
2#'''3)4'''45#6785/'*")#+'	'	'	'	./'''	./'''0'''	./'''1'	
;%\$'''<0='*")#+'	'	'	'	.1'	./'	./'	.>'
!%?'<1='*")#+'	'	'	'	./'	./'	./'	./@'
! "\$'A'<,'=*")#+'	'	'	'	./>'	./@'	./@'	9B'
C%854'<=>'*")#+'	'	'	'	./@'	9B'	9B'	9.'
D%A'''<@='*")#+'	'	'	'	9B'	9.'	9.'	99'
E"A'<. B='*")#+'	'	'	'	9.'	99'	99'	99'
CF"\$'A'<. .'=*")#+'	'	'	'	99'	99'	99'	99'

Vacation will be accrued as follows:

Days:	Accrual per pay period:
10	3.07 hours
11	3.39 hours
12	3.69 hours
13	4.00 hours
16	4.92 hours

ARTICLE XX - WAGE RATES

Section 20.1 E5''#'''+5)FF'G'''+%?F''\$''F+'6H'I)*'G)+'3'6A+'A%#%*J''''KIF6*''''+'L56'5)\$''
F''++'45)A'45#''''''*')#+'6H'+''#\$%&''M45#''''45#6785'H%'\$''''*')#+'6H'+''#\$%&''N+%?45#6785''''%854'
')#+'6H'+''#\$%&''NA%A''45#6785''F''\$''A'')#+'6H'+''#\$%&''N4L''F\$''45#6785'H67#4''''A'*')#+'
6H'+''#\$%&''')A3'H%#4''''A'6#'K6#''''*')#+'6H'+''#\$%&''0
