

ARTICLE 28
JOB CLASSIFICATIONS & HOURLY RATES OF PAY

28.1 During the term of this Labor Agreement, job classifications and hourly rates of pay for such shall be in accordance with the following schedule and/or any other applicable provisions of this Labor Agreement. Employees will do whatever work is assigned to them regardless of their classification and will be paid in accordance with the terms of this contract.

Job Classifications	Hourly Rates of Pay and Effective Dates		
	Upon ratification	2020	2/10/2021
Night Patrolman	\$22.10	\$22.54	\$22.99
Master Mechanic	\$21.60	\$22.03	\$22.47
Heavy Equipment Operator	\$21.10	\$21.52	\$21.95
Regular Laborer	17.85	\$18.60	\$19.35
Summer Laborer	Set by Management,		

Casuals shall receive the same pay rate as Regular Laborer.

A.) Heavy Equipment Operators, and Casual Employees shall service their own equipment. The Commission shall not use Article 24 Sec. 24.1 to temporarily assign equipment for servicing purposes. The second shift employees shall be required to service all equipment as part of their job duties.

28.2

F. A Crew Leader is a person selected by Management to temporarily act in a Foreman capacity as well as performing his/her regular duties and shall have no right or claim to said separate classification. (*) The separate classification of crew leader has been dropped from the contract. If and when, in management's discretion, a person is temporarily appointed as a crew leader, said person shall be paid not less than forty cents (\$0.40) per hour over their applicable hourly rate of pay. The work schedule of the Crew Leader shall be determined by the Employer. If assigned to on-call weekend duty, the Crew Leader shall receive four (4) hours pay for each day so assigned. If called in to perform work, minimum call-out provisions shall not apply, and the Crew Leader shall be paid at time and one-half for each hour worked.

H. Master Mechanic. The Employer may or may not, at its discretion, employ and/or designate one (1) or more of its mechanics as a *Master Mechanic*. The position of the Master Mechanic shall be subject to the job posting provisions of this Labor Agreement. However, only employees who meet all the requirements of the job as posted will be eligible for consideration by the Employer to be designated as a Master Mechanic. The Employer will determine the standards to be applied to applicants to determine their qualifications for consideration to be awarded this position.