

TABLE OF CONTENTS		
ARTICLE NUMBER	TITLE	PAGE
	Agreement	1
	Purpose	1
Article I	Recognition	1
Article II	Management Rights	3
Article III	Union Security	3
Article IV	Checkoff	4
Article V		5
5.01	Seniority	5
5.02	Probationary Period	5
5.03	Seniority Privileges	6
5.04	Temporary Vacancies	9
5.05	Layoff	9
5.06	Higher Classification	10
5.07	Laborer Vacancies	10
Article VI	Vacation	11
Article VII		13
7.01	Leave of Absence	13
7.02	Sick Leave	14
7.03	Family Sick Leave	15
7.04	Notice of Sick Leave	16
7.05	Sick Leave/Physician's Certificate	16
7.06	Holiday/Sick Leave	16
7.07	On-the-job Injury	16
7.08	Union Business	18
7.09	Jury Duty	18
7.10	Armed Services	19
7.11	Bereavement Pay	19
7.12	Wages	20
Article VIII	Discharge and Discipline	20
Article IX	Grievance Procedure	21
Article X	Holidays	23
Article XI	Overtime	24
Article XII	Pension and Insurance	28
12.01	Health Coverage	28
12.02	Dental Coverage	29
12.03	Duplicate Coverage	29
12.04	Life Insurance	30
12.05	Life Insurance	30
12.06	Retirement Definition	31
12.07	Pension Plan	31
Article XIII	Safety and Health	31
Article XIV	Longevity	32
Article XV	Miscellaneous	33
Article XVI	Severability	40
Article XVII	Duration	40
	Signatures	40-41
	Appendix A	