

## **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

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ARTICLE V - SUBCONTRACTING

ARTICLE VI - NON-DISCRIMINATION

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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

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