

Contents

Article 1: Agreement Between Parties	3
Article 2: Purpose and Definitions	3
Article 3: Recognition	3
Article 4: Employer Rights	4
Article 5: Employee Security	4
Article 6: Non-Discrimination	4
Article 7: Employee's Rights	4
Article 8: Grievance Procedure	5
Article 9: Hours of work	6
Article 10: Wages	8
Article 11: Funeral Leave and Jury Duty	9
Article 12: Outside Employment	9
Article 13: Holidays	10
Article 14: Paid Time Off (PTO)	11
Article 15: Insurance and Pensions	12
Article 16: Leave of Absence	13
Article 17: Uniforms, Tools, and Equipment	13
Article 18: Transfer and Promotions	15
Article 19: Seniority	15
Article 20: Job Postings	15
Article 21: Subcontract	16
Article 22: Negotiations, Mediation and Arbitration	16
Article 23: General	16
Article 24: Separability	17
Article 25: On Call Pay	17
Article 26: Duration	17

