

# **AGREEMENT**

between the

TOWN OF

NORTH KINGSTOWN, RHODE ISLAND

and

RHODE ISLAND LABORERS' DISTRICT COUNCIL

on behalf of

PUBLIC SERVICE EMPLOYEES'

LOCAL UNION 1033

of the

LABORERS' INTERNATIONAL UNION

OF NORTH AMERICA, AFL-CIO

Effective: July 1, 2024 to June 30, 2027

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## **PREAMBLE**

The following Agreement, effective as of the 1st day of July, 2024, by and between the Town of North Kingstown, Rhode Island, hereinafter referred to as the Town, and the Rhode Island Laborers' District Council on behalf of Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO, hereinafter referred to as the Union, is recorded in written form to meet the requirements as set forth in Section 28-9.4-5 in the General Laws of Rhode Island, 1956, as amended, such title being known as the Municipal Employees' Arbitration Act. This Agreement is designated to provide for an equitable and peaceful procedure for the resolution of differences in accordance with the grievance procedure specified herein, in order to maintain and promote a harmonious relationship between the Union and the Town and to encourage effective service in the public interest.

## **ARTICLE I** **RECOGNITION AND MANAGEMENT RIGHTS**

Section 1.1 RECOGNITION. The Town recognizes the Rhode Island Laborers' District Council on behalf of Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO as the sole and exclusive bargaining agent for all full-time classified employees employed by the Town of North Kingstown including Department of Public Works, Clerk Typists and Janitors in the Police Department, Library Classified Positions, Animal Warden and part-time employees who work or are scheduled to work twenty (20) hours per week for at least forty-two (42) weeks per year, excluding Seasonal Employees, School Department Employees, Supervisors and all other employees presently covered by Union contracts, pursuant to certification granted by the Rhode Island State Labor Relations Board for the purposes of collective bargaining under the provisions of Section 28-9.4 (Municipal Employees' Arbitration Act), General Laws of Rhode Island, 1956, as amended. Specifically

excluded from the unit are the positions of Highway Superintendent, Assistant Highway Superintendent, Water Superintendent, Building Inspector, Comptroller, Deputy Town Clerk, Executive Secretary/Assistant Personnel Officer, Town Engineer, Principal Planner, Recreation Program Director, Senior Clerk Stenographer (Finance Department) and Engineering Inspector. Persons employed in any position created after July 1, 1976 (excepting professional, supervisory and confidential positions) shall be included in the Unit on the thirty-first day of employment. The Town agrees not to change the title of any existing position for the purpose of removing the position from the bargaining unit. The Union recognizes the Town Manager and/or his or her designated representative or representatives as the sole and exclusive representative(s) of the Town of North Kingstown, Rhode Island, for the purpose of collective bargaining.

The Town further recognizes the Union as the sole and exclusive bargaining agent for such permanent municipal employees as were eligible to vote in the representation election held on April 10, 1992, which covered Bus Driver-Senior Center, Library Aide, Clerical Assistant, Meal Site Supervisor, Outreach Coordinator and Outreach Worker positions. Such employees shall be referred to herein as "under-20-hour-employees" and each provision to this Agreement shall be conclusively presumed not to apply to under-20-hour-employees unless the particular provision expressly states that it does apply to under-20-hour-employees, using that term.

Section 1.2 MANAGEMENT RIGHTS. Except as specifically abridged or modified by any provision of this Agreement, the Town will have, whether exercised or not, all of the rights, powers and authority that it had prior to the date on which the Union first became the representative of any of the employees covered hereby, including but not limited to the following: determine the standards of service to be offered by its departments and agencies; determine the standards of selection for employment; direct its employees; take disciplinary

action; relieve its employees from duty because of lack of work or for just cause; issue rules and regulations; maintain the efficiency of governmental operations; determine the methods, means and personnel by which the Town's operations are to be conducted; determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities. The above rights, responsibilities and prerogatives are inherent in the Town Council and the Town Manager by virtue of statutory and charter provisions and cannot be subject to any grievance or arbitration proceeding except as specifically provided for in this Agreement. This provision shall apply to under-20-hour-employees.

Section 1.3 NO STRIKE; NO LOCK-OUT. The Public Service Employees' Local Union 1033, Laborers' International Union of North America, AFL-CIO for itself and for all employees covered by this Agreement, hereby agrees that neither the Union nor any employee will call, support or engage in any work stoppage, slowdown, strike or any other action directed against the Town or any of its officials or managers, that would impede the proper functioning of the Town Government at any time, and they will not give assistance, encouragement or support to any such action(s). The Town agrees that it will not lock-out any employees at any time. This provision shall apply to under-20-hour-employees.

Section 1.4 NO DISCRIMINATION. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of age, sex, marital status, race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, national origin, political affiliation or union membership. This provision shall apply to under-20-hour-employees.

Section 1.5 DUES AND OTHER DEDUCTIONS.

A. The Town shall deduct from the wages of employees covered by this Agreement, in accordance with the express terms of a blanket authorization form provided by the Union and signed by the individual employee, the monthly dues of the Union for employees who choose to join the Union. In addition, the Town shall deduct from employees' wages, in accordance with the terms of an authorization provided by the Union and signed by the employee, a monthly voluntary contribution to the Union for any employee who wishes to contribute and declines to be a member. Such deductions shall be made bi-weekly, and shall be forwarded to the Treasurer of the Union together with a check-off list setting forth the names of the employees and the amounts of deductions.

B. The obligation of the Town for funds actually deducted under this Section terminates upon delivery of the deductions so made to the person authorized by the Union to receive such amounts from the Town.

C. The employer will remit the deduction withheld bi-weekly to the Secretary-Treasurer of Local Union #1033, 410 South Main Street, Providence, R.I. 02903 listing the employee's name, identification number and the amount of dues deducted.

D. All of the provisions in this Section 1.6 shall apply to under-20-hour employees.

E. The Union shall indemnify the Town and hold it harmless, and shall pay the legal fees and costs of the Town in defending, any and all claims of any kind arising out of this Section 1.6 or Section 1.5, or as a result of the Town's compliance with Section 1.5 or Section 1.6.

Section 1.6 PROBATION TIME. The probation period for all employees covered by this Agreement shall be one hundred eighty (180) of the employee's working days from the date of employment. This provision shall apply to under-20-hour-employees.

**ARTICLE II**  
**GRIEVANCE AND ARBITRATION PROCEDURE**

Section 2.1 GRIEVANCE PROCEDURE. It is mutually understood and agreed that all grievances of employees, or the employer, arising out of the provisions of this contract shall be dealt with as follows:

A. Within five (5) working days from the date on which a member knows or reasonably should know of the alleged grievance, he, she, or a steward of the Union shall present it in writing to his or her department head. To the extent the Union knows or reasonably should know at the time the grievance is filed, the written grievance shall specify the act or omission ("occurrence") being grieved, the section or sections of the contract allegedly violated, the name of the employee or employees who are aggrieved, the time and place of the occurrence and the remedy sought. The written grievance shall be signed by the aggrieved employee(s) or by an officer or agent of the Union. The department head shall respond to the grievance in writing within five (5) working days after receipt of the grievance.

B. In the event the alleged grievance is not resolved by the Department Head, the Union shall present such grievance herein to the Town Manager within five (5) working days of its receipt of the Department Head's denial. The Union may request to meet with the Town Manager with the aggrieved member and/or his/her designated representative and said request shall be made in writing at the time the grievance is presented to the Town Manager by a representative of the Union. If a meeting is requested, the meeting shall take place within seven



(7) working days from the receipt of the request for the meeting. Within five (5) working days thereafter, the Town Manager shall render his or her decision in writing to the Union.

C. In the event the alleged grievance is not resolved in the foregoing manner, the grievance shall, at the request of the Union, be referred to the American Arbitration Association in accordance with its rules and regulations.

The submission to arbitration must be made within ten (10) days of the receipt of management's answer, as stated in Step B above, or it shall be deemed to have been waived.

The arbitrator shall hold a hearing on the date scheduled by the American Arbitration Association and his or her decision shall be final and binding upon the parties. The expenses of such arbitrator shall be borne equally by the parties. The arbitrator shall have no power to alter, amend, add to, or deduct from the provisions of this Agreement. The arbitrator shall not substitute his or her discretion for the Town's where such discretion has been retained by the Town under this Agreement.

D. The term "working days" shall mean days on which the agency for which any of the aggrieved employees work is open for business as usual.

E. All of the provisions of this Section 2.1 shall apply to under-20-hour-employees.

Section 2.2 If a member or the Union fails to process the alleged grievance within the time period set forth in Paragraph A above, it shall not be considered a grievance for determination under the provisions of this Agreement. All other time limitations referred to in Paragraphs A through C above may be waived by mutual written agreement between the parties. This provision shall apply to under-20-hour-employees.

Section 2.3 It is expressly understood and agreed that the within grievance procedure does not apply in cases of transfer, suspension, demotion or discharge of a member. The rights

and remedies of the parties in such cases are governed by the Personnel Ordinance (Chapter 31, as amended) and the Personnel Rules and Regulations, as amended. This provision shall also apply to under-20-hour-employees.

### **ARTICLE III** **PERSONNEL, PAY AND BENEFITS**

#### **Section 3.1 JOB DESCRIPTION, CLASSIFICATION AND PAY.**

A. Each position in the bargaining unit shall have a job description, a copy of which shall be furnished to the Union upon request. If requested by the Union, the Town will meet at least annually to discuss and obtain input from the Union regarding the contents of bargaining unit job descriptions; provided, however, the parties agree that this shall not create an obligation for the Town to bargain the contents of job descriptions.

B. The pay rates and pay ranges for job classifications in the bargaining unit for the fiscal years 2024-2026 shall be set forth in Appendix A, reflecting for Fiscal Year 2024-2025, a fifty cents (\$0.50) per hour wage increase for all positions followed by a three (3%) percent wage increase effective July 1, 2024; for Fiscal Year 2025-2026, a seventy-five cents (\$0.75) per hour wage increase for all positions followed by a three and one-half (3.5%) percent wage increase effective July 1, 2025; and for Fiscal Year 2026-2027, a four (4%) percent increase effective July 1, 2026. This provision shall apply to under-20-hour-employees.

C. **COMPENSATION FOR TEMPORARY UPGRADING.** Temporary upgrade pay shall be authorized when an employee is acting in a position of higher rank commencing with the start of the third (3rd) consecutive work day that said employee is acting in the position of higher rank. The Town agrees that when authorizing an employee to act in a position of higher rank, the criteria set forth in Article IV, Section 4.4 (D)(e) and Section 4.4 (D)(f) shall be utilized;

provided, however, this section shall not apply when authorizing employees to act in a position not covered by this collective bargaining agreement.

D. Employees who are promoted to a position with a higher grade shall be paid at the step of the higher grade which provides a wage increase over the employee's then existing grade/pay step that will then be the anniversary date for the next step. Employees who laterally transfer from blue collar to white collar positions (or vice versa) where both positions are assigned to the same pay grade but whose pay grades are assigned different step values shall be paid at the step of the new grade which provides a wage increase over the employees' then existing grade/pay step that will then be the anniversary date for the next step. Public Works employees who hold a Class B CDL license and upgrade to a Class A CDL license shall receive a one pay grade increase to their existing pay grade. The time for moving between pay steps within a pay grade shall be nine (9) months to move from Step 1 to Step 2, twelve (12) months to move from Step 2 to Step 3, twelve (12) months to move from Step 3 to Step 4 and twelve (12) months to move from Step 4 to Step 5.

### Section 3.2 LONGEVITY PAY.

Longevity payments to the full-time and part-time employees in the bargaining unit hired on or before June 30, 2012 shall be based on the following scale:

Aggregate Years of Continuous Service	Total Annual Longevity Payments
7 but less than 11 years	3% of Base
11 but less than 15 years	5.5% of Base
15 but less than 20 years	8% of Base
20 years or over	10.5% of Base

Longevity payments to the full-time and part-time employees in the bargaining unit hired on or after July 1, 2012 shall be based on the following scale:

Aggregate Years of Continuous Service	Total Annual Longevity Payments
11 but less than 15 years	2% of Base
15 but less than 20 years	3% of Base
20 but less than 25 years	4% of Base
25 years or over	5% of Base

B. Said longevity payment shall not affect the annual increment to which an employee is entitled but is compensated for continued and faithful service to the Town.

C. Subsequent to July 1, 1976, a member who enlists in the Armed Forces of the United States (i.e., Army, Navy, Air Force, Marine Corps and Coast Guard) shall not have such time spent on active duty included in determining the number of aggregate years of Town service, unless otherwise required by law.

Section 3.3 PERSONNEL. The Town and the Union shall recognize and adhere to all provisions of ordinances and laws, and they shall also adhere to the provisions of the Town's Personnel Rules and Regulations not otherwise superseded by the terms of this Agreement.

Section 3.4 INSURANCE.

A. For eligible employees, the Town shall offer the following coverages in a group plan, as long as such group plans remain commercially available to the Town, for family and individual coverage, as appropriate, and as long as no alternative national health care plan has been enacted by the federal government an HMO plan substantially similar in plan design to the one existing as of the date of execution of this Agreement, with student rider to age 25 (unless otherwise required by law). The co-pays and deductibles applicable to the HMO plan are set forth in the summary of benefits attached hereto as Exhibit D. Effective July 1, 2024, all employees shall be eligible only for health insurance coverage pursuant to the HMO plan, as it may be

modified or substituted for hereafter. Effective July 1, 2012, all employees shall contribute twenty percent (20%) of the cost of health and dental insurance coverage.

The Town will continue to make payments to a fund designated by the Union to provide prescription coverage. Effective July 1, 2024, the Town will pay \$284.70 per month for each eligible employee for such prescription coverage; effective July 1, 2025, the Town will pay \$294.70 per month for each eligible employee for such prescription coverage; and effective July 1, 2026, the Town will pay \$306.70 per month for each eligible employee for such prescription coverage. The Town may withdraw from the Union's designated prescription plan at any time, without penalty, upon 60 days' notice, and the Town then will restore prescription coverage pursuant to its HMO plan. The Town shall forward said premium, on behalf of all eligible employees, to the fund designated by the Union to provide prescription coverage no later than the twentieth (20th) day of the succeeding month for the prior month.

Part-time employees and under-20-hour-employees within the Unit shall be allowed to purchase the above insurance coverage through the Town's group plan, at the expense of the employee and said payment shall be made through a bi-weekly payroll deduction.

B. The Town shall pay, during the term of this Agreement, the full cost of family or individual coverage, as appropriate, for Delta Dental Levels I-IV with a Student Rider to age 23 for all employees covered by this Agreement, subject to the 20% (twenty percent) contribution required of all employees. Coverage for crowns shall be 80% and the annual employee maximum shall be \$2,000.

C. The Town shall provide and pay for a group life insurance policy in the amount of \$50,000. This policy shall include double indemnity for Accidental Death and Dismemberment

as defined under the Trust Coverage Feature Language. The Town reserves the right to self insure this benefit.

D. MEDICAL INSURANCE FOR RETIREES. Effective July 1, 1989, any employee covered by this collective bargaining agreement at the time of his or her retirement from employment with the Town of North Kingstown, and who has been employed by the Town as a full-time employee, and commences to receive a retirement benefit based on service to the Town, shall, upon retirement, be eligible to receive, with his or her spouse, at the expense of the Town, subject to the 20% co-pay for employees hired after March 31, 2002 and the cap applicable to those after June 30, 2004 and the co-pay applicable to those retiring on or after January 1, 2012, the medical plan in effect for that employee at the date of retirement plus prescription coverage (either Major Medical or SCRIP) to age 65. The above eligible employees (i.e., those retiring with at least 20 or 25 years of full-time service, as applicable) who retire on or after January 1, 2012 may receive medical benefits only if they also pay in advance each month the same percentage of the health insurance premium that they were required to pay as employees at the time they retired. Employees hired on or after 9/24/08 who achieve eligibility for benefits under this subsection D shall be entitled to single coverage only, subject to their payment in advance each month of the percentage of premium they were required to pay at the time of retirement.

For employees retiring on or after July 1, 2004, the Town will not pay for prescription coverage through the insurer, but instead will, until they become qualified for Medicare, continue making payments for such coverage to the fund designated by the Union to provide prescription coverage provided that the retiree maintains membership in the Union. Effective July 1, 2024, the Town will pay \$280.50 per month for such prescription coverage; effective July 1, 2025, the

Town will pay \$290.50 per month for such prescription coverage; and, effective July 1, 2026, the Town will pay \$302.50 \$for such prescription coverage.

Such retirees and their spouses, if the retiree's full-time service commenced prior to September 24, 2008, shall be provided a Medicare supplement substantially similar to the one in effect on the date of execution of this Agreement for life upon the attainment at age 65, or at such other age required for eligibility as long as such a plan is commercially available. Retirees may opt for a more costly supplement if it is available from the Town's then-insurer by paying the difference in cost monthly in advance. No Medicare supplement coverage will be provided for retirees who become full-time employees after September 24, 2008. Such retirees will be eligible, however, to purchase a Medicare supplement at the employer's group rate, solely at the retiree's cost. All full-time employees who become full-time on or after 9/24/08 shall participate in a Health Savings Account ("HAS") by contributing \$.05 per hour with the fund being used for purchase of such Medicare supplemental coverage.

The Town's obligation to provide such medical health coverage shall be suspended if the retiree accepts employment elsewhere and receives from this employer equivalent medical health coverage. The Town's obligation to provide medical health insurance coverage shall also be suspended if the employee receives equivalent coverage pursuant to a policy held by the employee's spouse. At the request of the Town, the employee shall be obligated to provide proof that he or she is not receiving equivalent coverage from another source.

Effective October 15, 1993, employees retiring must have served a minimum of twenty (20) full years as full-time employees of the Town in order to be eligible for this benefit. Effective July 1, 2012, employees retiring must have served a minimum of twenty-five (25) full years as full-time employees of the Town in order to be eligible for this benefit.

E. With thirty (30) days' notice to the Union and all employees covered by this Agreement, the Town shall have the right at any time during this Agreement to provide equivalent benefits under different plans and from different providers, for all benefits contained in this Section 3.4.

F. ALTERNATIVE HEALTH OPTION. Upon presentation of proof of alternative health care coverage pursuant to a non-Town paid plan satisfactory to the Town, employees eligible for paid health care insurance under this Agreement may choose not to be covered under the Town's group health insurance policies. Eligible employees hired on or before June 30, 2012 enrolled in a family plan making this choice shall receive fifteen hundred dollars (\$1,500.00) for family plan coverage for each full contract year in which they are not covered for family coverage and for those dropping individual coverage, the compensation shall be seven hundred fifty dollars (\$750.00) of the Town's cost for individual coverage for each full contract year of non-coverage by a Town plan. The parties understand and agree that neither employees whose spouses are employed by the Town nor those who have not in the past chosen to be covered by Town policies shall be eligible for this benefit. Provided, however, that employees who enjoy dual coverage as of September 1, 1993 shall be eligible for this benefit. For each year in which the employee opts out under this Section, he or she shall receive no coverage pursuant to this Article, except that employees may opt back into the Plan in the event of a Major Life Event causing loss of alternative coverage, such as death or loss of employment of a spouse. Payments to employees under this provision shall be made at the end of each contract year, in arrears. If an employee has opted back into Town coverage during the course of a contract year, he or she shall be entitled to no payment under this Section for that year.



No employee hired on or after July 1, 2012 shall be eligible to receive any payment in lieu of health insurance as set forth in this Section 3.4(F).

G. In the event national health care legislation is enacted during the term of this Agreement, the parties shall meet and negotiate the terms of health care coverage most cost effective for the Town and the employees. The parties agree that the Town shall comply with any such legislation and that the parties will negotiate a package for employees that is at once no more costly than the one described above, and as nearly identical as feasible under the new legislation to the one described above.

Section 3.5 RETIREMENT. A. The Town shall continue in effect, for all full-time employees of the bargaining unit, the present State Municipal Employees' Retirement System Program as defined in Title 45, Chapter 21, General Laws of Rhode Island, as amended, or such other retirement program as is no less than equal in benefits. Effective June 30, 1994, the Town shall enroll all employees whose regular work schedule is for twenty or more hours per week as members in the Retirement System and shall provide such employee with retirement credits based upon each individual's length of employment with the Town under the same terms as established for Teacher Aides by the North Kingstown School Department and as stated in correspondence from the Retirement System's Acting Director dated April 16, 1992.

B. Retirement age for members of the bargaining unit shall be as defined in Title 45, Chapter 21, General Laws of Rhode Island, as amended, for those members having met the service requirements of the statute.

C. Voluntary separations from service prior to the retirement ages set forth above shall be considered terminations and payment for accrued sick leave shall not be paid to the member.

D. Effective January 1, 1999, benefits with the State Municipal Employees' Retirement System Program shall include the COLA Plan C benefits as described in Title 45, Chapter 21, Section 52, General Laws of Rhode Island, as amended, for employees retiring thereafter.

Section 3.6 UNIFORMS AND UNIFORM ALLOWANCE. A. Each full-time operational and full-time janitorial employee in the Department of Public Works (other than Water Supply Division) shall wear a dark green polyester/cotton blend, permanent press uniform during working hours. The Town shall provide each of these employees an annual uniform allowance of \$300, payable in July.

B. Each full-time operational employee of the Water Supply Division shall wear a dark blue polyester/cotton blend, permanent press uniform during working hours. The Town shall provide each of these employees a uniform allowance in the amounts and on the same schedule as cited in 3.6 (A) above.

C. The Golf Course Mechanic and Public Safety Janitor Mechanics and Animal Wardens shall also receive a uniform allowance in the amount and on the same schedule as cited in 3.6 (A) above.

D. The employees covered in 3.6 (A), (B) and (C) above shall each purchase his or her uniforms and shall maintain them in good repair and clean condition.

E. Any employee whose uniform is damaged (excepting reasonable wear and tear) in the course of performing his or her normal duties shall have said uniform, or element thereof, replaced by the Town after the damaged item has been turned in to his or her department head.

F. Employees shall wear such safety gear/attire, insignias of the Town and head gear as are reasonably prescribed or provided by the Town from time to time. Prior written side

agreements between the parties relating to clothing shall not be affected hereby. Additionally, appropriate permanent, year round employees designated by the Town assigned to the Public Works, Recreation and Water Departments will purchase and wear daily steel-toed safety shoes. The Town will reimburse said employees up to \$150.00 per year for said safety shoes upon presentation of a receipt that specifies that the shoes have steel toes.

Section 3.7 SHIFT DIFFERENTIAL. Any employee in the Unit who is required to work the second or third shift shall receive an additional compensation of \$1.00 per hour for those hours worked, except for Water Department night pump operators who shall receive a shift differential of \$2.00 per hour. This shift differential compensation shall not apply to overtime or callback hours worked when the employee works extra hours subsequent to his or her normal day's shift or on a holiday or day off and such extra hours of work occurred during the evening or nighttime.

Section 3.8 DUTIES AND EXCLUSIONS FROM DUTIES. A member of any department or agency covered by this Agreement may, at the discretion of the department or agency head, be required to work in any division of his or her department or agency in his or her normal job description. Such assignments may be based upon work load, job performance and/or fiscal restraints and may be either temporary or permanent in nature. A member of any department or agency covered by this Agreement may, at the Town Manager's discretion, be assigned temporarily to work in another department or agency for which he/she is qualified, after discussion with the Union, even where it falls outside his/her normal job description; provided, however, this will not be used to deprive any employee of an opportunity to work in a higher rank within his/her own department or agency. In the event of an emergency, a member may be assigned duties in any department or agency and without regard to such assignment falling

within the limits of his or her normal job description. An emergency shall be defined as a condition which endangers the health, safety or welfare of persons within the Town or which threatens damage to property within the Town, whether privately or publicly owned and expressly shall include, but not be limited to, all sanding and/or plowing activities required by the Town due to dangerous road conditions.

Section 3.9 EMPLOYEE EVALUATION REPORTS. If employee evaluation or progress reports are maintained or filed on any employee, said employee may make written comment on such report.

Section 3.10 TUITION REIMBURSEMENT PROGRAM. The Town agrees to make available \$4,000 per year (in the aggregate) for the purpose of reimbursing employees for attending approved, job-related educational courses that are either part of a degree-granting program or part of a technical, professional, GED or trade school program. There shall be two (2) application periods, the first from March 1 to March 15 for reimbursement in the aggregate amount up to \$2,000 to be awarded between July 1 and December 31 of the contract year, and the second from September 1 to September 15 for reimbursement in the aggregate up to \$2,000 to be awarded from January 1 through June 30 of the contract year. To qualify for reimbursement, the employee must successfully complete the course and, if applicable, receive a minimum grade of a "C" (or equivalent) for undergraduate level courses or a "B" (or equivalent) for graduate level courses. The Town and the Union will form a committee responsible for accepting and approving qualifying applications from employees and administering the course reimbursement program. The committee will consist of one non-interested employee designated by the Union, the Town Manager (or his/her designee), and the Finance Director (or his/her designee). The committee's decisions, including, but not limited to, approving or disapproving

applications and determining the order, availability and timing of reimbursements, will be final and binding and not subject to appeal through the grievance and arbitration clause of this Agreement or otherwise. This section shall apply to under 20-hour per week employees.

#### **ARTICLE IV** **HOURS, OVERTIME, CALLBACK AND SENIORITY**

Section 4.1 HOURS OF WORK. A. The regular hours of work for each employee covered by this Agreement shall remain as they presently are. Any future changes in these hours affecting a substantial number of employees shall be by mutual agreement between the Union and the Town.

B. Work weeks, for payroll purposes, shall fall between 12:00 a.m. on Sunday and 12:00 midnight of the next succeeding Saturday.

Section 4.2 OVERTIME PAY.

A. Time and one half shall be paid in wages for all work performed in excess of a regular work week by any full-time employee covered by this Agreement or in excess of the employee's work day, if the employee is not absent the next day because of illness. A full-time employee who is ordered to work during an emergency (e.g., plowing during snow storm, water main break, etc.) in excess of the employee's regular work week or in excess of the employee's work day shall be paid time and one half for such hours in accordance with this Section 4.2(A) even if the employee is absent the next day, provided the employee has a documented illness or the absence is approved by the department head.

B. All Town Hall and Library part-time employees shall receive time and one half for hours worked in excess of thirty-five (35) hours in any work week. This provision (Subsection 4.2B) shall apply to under-20-hour-employees.

C. All Public Works part-time employees shall receive time and one half for hours worked in excess of forty (40) hours in any work week.

D. Except in emergencies as defined in Section 3.8 above, all employees shall have the right to accept or decline work in excess of their regular schedules, except that if all employees in a job classification who are capable of performing the work have rejected the opportunity, then the junior employee who is capable of performing the work proficiently will be assigned the work.

E. No employee shall be requested to work in excess of sixteen (16) continuous hours without the consent of said employee.

F. The sole and exclusive remedy for any misassignment of overtime shall be that the employee denied the opportunity shall be afforded the first choice at the next equivalent opportunity for which he/she is qualified.

Section 4.3 CALLBACK PAY. Any full-time employee who is made aware of a call back to duty during or prior to his/her regular shift to work hours not contiguous to his/her regular shift, other than on a holiday, and who is called back to such duty, shall receive callback pay at the rate of time and one half for a minimum of two (2) hours.

Any full-time employee who is made aware of a call back to duty after his/her regular shift hours to work hours not contiguous to his/her regular shift, other than a holiday, and who is called back to such duty, shall receive callback pay at the rate of time and one half for a minimum of four (4) hours.

Section 4.4 ROTATION.

A. Overtime and callback, whenever possible, shall be rotated equitably among the employees within a particular department who are within the job classification of the work to be

performed, except where specific knowledge, training or skill on a particular job as determined by the supervisor is required. In the event an employee is not offered overtime due to a lack of specific knowledge, training or skill on a particular job, that employee shall be offered the next available overtime opportunity for which the employee possesses the requisite specific knowledge, training or skill.

B. Choice of time for vacations shall be by seniority. However, a senior person may reject this benefit at his or her discretion without the need of any explanation on his or her part. Further, in the event that an employee shall reject this benefit, it shall not be construed as a waiver of his or her seniority rights in any subsequent situation where seniority would prevail.

C. A seniority list based on length of service to the Town shall be compiled by the Town in January and July of each year. The list shall be arranged by departmental groupings and, upon written request by the Union, shall also include the amount of overtime worked by each employee. A copy of the seniority list shall be provided to the Union President but there shall be no posting of this list in any town building. Members wishing a copy of the list shall obtain same from the Union.

D. SENIORITY.

(a) The following definitions shall apply under this section:

Primary seniority – length of service within a department;

Secondary seniority – length of service within the Town.

(b) Notice of all new and vacant positions shall be posted by the Town on appropriate bulletin board at each work site for a period of five (5) days. This provision shall apply to under-20-hour-employees.

(c) Any interested bargaining unit applicant who has successfully completed the probationary period may bid for any new or vacant position to the Town Manager on forms provided by the Town. This provision shall apply to under-20-hour-employees.

(d) First consideration shall be given to filling all vacancies from within the department where the vacancy exists.

(e) Vacancies shall be filled on the basis of qualifications and ability. Where qualifications and ability are relatively equal, primary seniority will be the determining factor.

(f) In the event there are no qualified bidders from the department where the vacancy exists, it shall be filled on the basis of qualifications and ability from among bidders outside of the department where the vacancy exists. Where qualifications and ability are relatively equal, secondary seniority will be the determining factor.

(g) In the event a reduction in forces is required, the most junior employee(s) in the classification affected (e.g., custodian; dispatcher; mechanic; equipment operator; Clerk I; secretary) shall be subject to layoff.

(h) Any employee who has been laid off, shall have his/her name placed on a re-employment list for six (6) months from the date of separation. In the event of a recall, employees on the list in the affected classification shall be offered re-employment in the order of their seniority. The Town will notify the employee of reemployment by mailing notification to said employee at his or her last known address. It is understood that it is the employee's responsibility to advise the Town of his or her current address. The notified employee shall respond to the Town within five (5) working days. If the employee fails to notify the Town within five (5) working days or declines a recall opportunity, his or her right to reemployment shall be forfeited and his or her name shall be removed from the reemployment list.



**ARTICLE V**  
**HOLIDAYS AND LEAVE**

Section 5.1 HOLIDAYS. A. The following days, when falling on a regularly scheduled workday, are paid holidays for full-time employees in the bargaining unit, provided the employee works and/or is on paid leave authorized by this Agreement for his or her full, scheduled shift immediately preceding and immediately following the holiday:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
Washington's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Juneteenth	Day after Thanksgiving
Fourth of July	Christmas Eve
Victory Day	Christmas Day

If any of the foregoing holidays is observed on a day different from the date of the holiday, only the day of observance shall be construed as a holiday for purposes of this section.

B. When a full-time employee and part-time employee as defined in this Contract, except for dispatchers, is required to work on a holiday, he or she shall be paid, in addition to his or her regular holiday pay for that day, 1-1/2 times his or her regular hourly rate for those hours actually worked for a minimum of three (3) hours. Holiday pay for dispatchers shall be set forth in Appendix B,

C. Should an employee be required to work callback hours on a regularly scheduled holiday off, he or she shall be paid at the rate of 1-1/2 times his or her hourly rate for those callback hours. Should an employee be required to work overtime on a regularly scheduled

holiday off, he or she shall be paid at the rate of 1-1/2 time his or her hourly rate for those hours actually worked.

D. Whenever an authorized holiday falls on a Monday, Tuesday, Wednesday, Thursday, or Friday, a full-time employee who is regularly scheduled to have such holiday off shall be granted an additional day off within two (2) weeks of such holiday and on a day to be mutually agreed upon by the employee and the employee's department head.

E. When an authorized holiday falls on a Saturday, Sunday, or another authorized holiday, the Town Manager shall designate the day of observance and shall notify the Union at least ninety (90) days before said holiday.

F. A part-time employee, as defined in this contract, shall receive his or her regular rate of pay for those holidays listed in Paragraph A of this Section, provided, however, that the holiday falls on a regularly scheduled work day for the said part-time employee. This subsection shall apply to under-20-hour-employees.

Section 5.2 VACATIONS. All full-time employees in the bargaining unit shall be entitled to annual vacation leave to be determined as follows:

A. Completion of one (1) through five (5) years of continuous service to the Town; five sixths (5/6) of one (1) day per month for a total of ten (10) working days per year.

B. Completion of five (5) through ten (10) years of continuous service to the Town; one and one fourth (1-1/4) day per month for a total of fifteen (15) working days per year.

C. Following completion of ten (10) years of continuous service to the Town: (1) full-time employees in the bargaining unit will accrue a total of fifteen (15) working days per year plus one (1) additional day for each additional year of continuous service to the Town, but not exceeding a maximum of thirty (30) days per year.

D. Effective not later than April 1, 1999, the following procedure shall have effect, to be implemented by the Town as soon as practicable. Sign-ups for vacation weeks/days will be as prescribed by the Personnel Ordinance and Personnel Rules. Conflicts in the creation of the schedule shall be resolved on the basis of seniority, provided that all assignments will be based on the Town's business needs. Once the calendar of vacation weeks/days is set, no employee can be bumped out of his or her assigned vacation time by another employee. For periods of less than a week, employees shall request vacation at least 72 hours in advance. Employees may use up to three (3) vacation days per year for emergencies. In an emergency situation, the employee shall request the vacation time as soon as the employee learns of the need for leave. "Emergencies" are unforeseeable personal crises, unrelated to the employee's personal illness, making it necessary for the employee to be absent from work.

E. Vacation leave shall be granted as scheduled. Any employee shall be granted vacation leave upon request to their individual department heads, as follows. Said request shall be considered and approved in a timely manner and based on workload, overtime costs and daily staff needs. No employee may take vacation without prior approval of his or her department head. In the event the Department or Division Head exercises his or her discretion to deny such approval, he or she shall, upon request by the employee, inform the employee of the reason.

F. Annual leave shall be computed on the basis of years of continuous service. Annual leave may be accumulated to any amount, but only forty (40) days of annual leave may be carried over from one (1) fiscal year to another. The amount of accumulated annual leave of an employee in excess of forty (40) days at the end of a Town fiscal year shall be credited to the sick leave account of an employee.

G. Upon termination from service to the Town, a full-time employee hired on or before June 30, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of forty (40) days. Upon termination from service to the Town, a full-time employee hired on or after July 1, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of twenty (20) days.

H. Regular part-time employees shall be defined as those employees who work at least twenty (20) hours per week for at least forty-two weeks per fiscal year and shall earn vacation as follows: zero (0) to five (5) years of service – two (2) weeks accrued biweekly; five (5) to ten (10) years of service – three (3) weeks accrued biweekly; and ten (10) plus years of service – one (1) additional day per year accrued biweekly for a maximum of six (6) weeks. Under twenty (20) hour employees shall be entitled to one (1) of their work weeks of paid vacation time per year after completion of one (1) year of service. Upon termination from service to the Town, a regular part-time employee hired on or after July 1, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of twenty (20) hours. Employees may, with prior permission from the Town, discharge vacation time in blocks of one (1) hour or more, and the Town will continue its practice of recording hourly vacation entitlement for each employee.

Examples: Under-20-Hour-Employee:

- (i) An employee who is normally scheduled to work 15 hours per week will be paid for 15 hours for each week of his or her vacation entitlement.
- (ii) Regular Part-Time Employee:  
If an employee's schedule is

Monday: 8 hours

Tuesday: 8 hours

Wednesday: 4 hours

Friday: 3 hours

and the employee has completed three (3) years of service, he or she can earn up to 46 hours of vacation during the year.

Section 5.3 SICK LEAVE AND LEAVE FOR LONG TERM INJURY OR ILLNESS.

- A. All full-time employees covered by this Agreement shall earn sick leave at the rate of 1-1/4 days per month, which may be accumulated from year to year.
- B. Sick leave may be used for the employee's pregnancy.
- C. Upon retirement or death, the Town will pay full-time employees for all unused sick leave up to a maximum of 50 days.
- D. Regular part-time employees, as defined in Section 1.1 and Section 5.2 (G) shall, at July 1 be credited with sick leave hours each year equal to 1-1/4 times the average hours worked each week in the preceding fiscal year said sick leave, including that sick leave already credited, may be accumulated from year to year to a maximum accumulation of fifty (50) days. Effective June 30, 2013, such regular part-time employees may accumulate sick leave from year to year to a maximum accumulation of twenty-five (25) days.
- E. The Town may require an employee to submit a physician's certificate or other satisfactory evidence in support of any sick leave covering an absence of three (3) or more consecutive work days or if sick leave is being discharged in a pattern indictative of suspected abuse. The employee shall use the form to be provided by the Town which shall be completed by his or her healthcare provider. The Union and the employees of the bargaining unit

acknowledge that regular and predictable attendance is an essential function of all positions in the bargaining unit.

F. EXTENDED SICK LEAVE BENEFITS. It is recognized that a member covered by this agreement may suffer an off-the-job illness or injury that causes a member to exhaust all accumulated sick and vacation leave. In order to assist such member in a time of need, the Town agrees to allow the donation of sick leave from any other members of the bargaining unit. On September 1st of each year, the Town will provide the necessary forms to be executed by the members of the bargaining unit allowing such members to donate a maximum of five (5) accumulated sick leave days per member into a central sick leave depository. Only after all of a member's sick leave and vacation leave has been utilized, may a member request to be granted sick leave days from the depository. Such request will be made on a form provided by the Town and be submitted to the Town Manager. Requests for sick leave must be accompanied by a physician certificate indicating the nature of the illness or injury and the estimated date the member will return to active duty. The maximum number of days that any member may use from the depository in any contract year is 60 days. A member on a leave of absence pursuant to this Section 5.3(F) shall not accrue sick, annual, personal, or any other paid leave time while on such paid leave. The Town Manager shall publish a report annually to keep the members informed of the amount of hours in the pool, hours distributed the prior year, and number of members who received hours.

Effective July 1, 2012, the extended sick leave bank established herein will be closed to any further donations. The balance of the extended sick leave bank as of that date will not be forfeited. Instead, members may continue to request extended sick leave in accordance with this section, provided there is leave available for distribution in the extended sick leave bank. Once

the extended sick leave bank is fully depleted and the balance drops to zero, the extended sick leave program will be permanently suspended. In lieu of the parties' agreement to close and suspend the extended sick leave bank, the Town will elect to become subject to the Rhode Island Temporary Disability Insurance Program beginning January 1, 2013 with respect to those employees covered by this Agreement and agrees to deduct the statutorily required amounts from each employee's salary to cover such TDI Program. Any qualifying leave taken under this Agreement shall run concurrently with any leave entitlement under applicable family medical leave laws and / or the Rhode Island Temporary Caregiver Insurance act, unless otherwise required by law.

Section 5.4 BEREAVEMENT, FAMILY ILLNESS AND PERSONAL LEAVE.

A. Bereavement Leave

All members of the bargaining unit shall be eligible to receive bereavement leave, per occurrence on the death of a member of his or her family as follows:

1. Spouse, domestic partner – 10 days
2. Child, stepchild – 10 days
3. Mother, father, brother, sister, including all step and in-law related and grandparent – 5 days
4. Aunt, uncle, spouse's aunt, uncle and spouse's grandparent – 1 day

B. Family Illness Leave

A total maximum of four (4) days' leave per year shall be granted an employee in the event of extreme illness of the employee's immediate family, as defined in 5.4 above. Such leave shall be chargeable to the employee's accrued sick leave. Days off taken by an employee in excess of four (4) days per year for reason of family illness shall be chargeable to annual

leave. The Town Manager may grant an employee's request to use up to an additional two (2) days of his or her accrued sick leave in the event of extreme illness of an employee's immediate family. Such request shall be accompanied by satisfactory proof of illness (e.g., a certification from a treating physician) and the need of the employee to attend to his or her immediate family member.

C. Personal Leave

Three (3) Personal Leave Days, per year, shall be granted to each employee with the approval of their immediate Superior or Department Head. Personal Leave Days shall not be chargeable to annual or sick leave. Said approval shall not be arbitrarily or capriciously withheld. Any dispute regarding the application of this section will be subject to the provisions of Article II, Section 2.1 of this Agreement. Whenever possible all employees will give prior notification to their appropriate department head or supervisor of their intent to exercise their rights under this section. Personal days shall be prorated based on date of hire. Employees hired between July 1 and October 31 shall be granted three (3) personal days for that contract year. Employees hired between November 1 and February 28 (29) shall be granted two (2) personal days for that contract year. Employees hired between March 1 and June 30 shall receive one (1) personal day for that contract year.

D. The provisions of this Article pertaining to Family Illness Leave and Death Leave shall be in lieu of rather than in addition to any such provisions contained in the Personnel Rules and Regulations.

Section 5.5 JURY LEAVE. An employee who is called for jury service in a Court of law shall be excused from work for the days in which he or she serves and he or she shall receive for each day of jury service on which he or she otherwise would have worked his or her normal



earnings, provided, however, the employee turns over and assigns to the employer all jury duty pay received during this time. The parties acknowledge and agree that the employee shall not turn over and assign to the Town any payment received as stipend /reimbursement for mileage and/or parking associated with jury duty.

Section 5.6 INJURY/ILLNESS ON DUTY. Employees incurring injury or illness on the job, as provided by the Rhode Island Workers' Compensation Act, shall receive from the Town such benefits as are provided by the Act or as are covered by the Town's Personnel Ordinance, as it may be amended by the Town from time to time, whichever are greater. The Town will continue to cover the first three days of injury/illness, however, by paying the employee's normal and regular wages for that period.

Section 5.7 LIGHT DUTY. Employees who are determined to be unfit for their regular duties, whether or not due to on-the-job injury, may be required to return to work to perform such duties as they are capable of performing. Such light duty may consist solely of duties not normally performed by members of the bargaining unit, or a combination of both. Such light duty assignments shall be offered only after consultation with the Union and when supported by the employee's treating physician, or in the event of disagreement between the treating physician and the Town's physician, the two shall designate a third, neutral physician, who shall be paid by the Town, and the third physician's decision shall be final. In no event shall the light duty assignment result in the displacement of a bargaining unit employee or occur outside of the regular work week. For purposes of this Section, "displace" means to cause the loss of work or work assignment during the regularly scheduled work week. The Town will hold the Union harmless and indemnify it against any legal costs and liability arising out of this provision.

Section 5.8 EXAMINATIONS. It is agreed that a Town physician may examine a Town employee at the Town's expense, in matters involving an illness or injury which causes the employee's absence of five consecutive work days or longer, or as otherwise permitted by law. The parties understand and agree that the Town's Personnel Rules shall continue to pertain with respect to absences of two days or more.

Section 5.9 Employees who are on any unpaid leave of absence, workers compensation leave, and/or absent for active military service shall be entitled to none of the benefits of this Agreement, including but not limited to the accrual of any annual or sick leave, while on such leave, except to the extent they are expressly granted eligibility for certain benefits in other Sections of this Agreement or as may otherwise be required by law. For the purposes of this section, the parties acknowledge that the benefits set forth herein are short-term compensation for work performed for the purposes of the Uniformed Services Employment and Reemployment Rights Act.

## **ARTICLE VI** **GENERAL PROVISIONS**

Section 6.1 UNION REPRESENTATIVE. A. Except as set forth herein, the internal business of the Union shall be conducted during non-duty hours of the employees involved.

Up to four (4) members of the Union's negotiating committee may attend meetings for the purpose of negotiating or conducting business with the Town during their working hours without loss of pay.

B. The steward of the Union or his or her designee shall be granted up to three (3) hours per week with the consent of his or her immediate supervisor (which shall not be arbitrarily or capriciously withheld) for the purpose of servicing Union members on the job.

C. The steward of the Union or his or her designee may have up to two days per year to attend a state or national union convention. This time shall not be chargeable to any other leave.

Section 6.2 UNION BULLETIN BOARDS. Space will be made available for bulletin boards to be supplied at Union cost with the Town to have discretion as to size, placement and location. Only matters relating to Union affairs shall be permitted on said bulletin boards.

Section 6.3 PAY DAY. The Town may, in its discretion, have pay day on Friday, or continue to have it on Thursday.

## **ARTICLE VII** **COVENANTS**

Section 7.1 LEGAL PROVISIONS. The Town and the Union hereby acknowledge that all benefits conferred by this Agreement upon the members of the bargaining unit are subject to the provisions of Federal and State Laws and Regulations and subject, as well, to the provisions of the Town Charter and Ordinances.

Section 7.2 SAVING CLAUSE. Should any provision of this Agreement be found to be inoperative, void, or invalid by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, it being the intention of the parties that no portion of this Agreement or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision.

Section 7.3 DURATION. The duration of this Agreement shall extend from July 1, 2024 through June 30, 2027, and shall continue in effect thereafter unless amended, modified or terminated in accordance with this Section. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing no less than one hundred twenty (120)

days prior to the last day for the appropriation of money by the Town for the fiscal year commencing July 1, 2027.

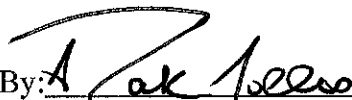
Section 7.4 SCOPE OF AGREEMENT. The failure of either party to exercise any of the rights reserved to it or conferred upon it by this Agreement shall not foreclose the exercise of such rights at such time and in such circumstances as the Parties shall choose to exercise them in the future.

IN WITNESS WHEREOF, the parties hereto have caused to be signed and sealed this Agreement and like copies on the 1<sup>st</sup> day of October, A.D. 2024.

In presence of:

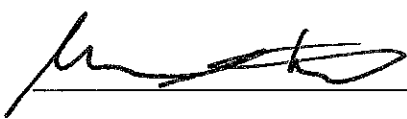
TOWN OF NORTH KINGSTOWN, R.I.

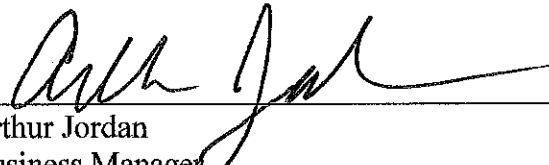
  
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By:   
A. Ralph Mollis, Town Manager


In the presence of:

RHODE ISLAND LABORERS' DISTRICT  
COUNCIL ON BEHALF OF PUBLIC SERVICE  
EMPLOYEES' LOCAL UNION 1033 OF THE  
LABORERS' INTERNATIONAL UNION OF  
NORTH AMERICA, AFL-CIO

  
\_\_\_\_\_

By:   
Arthur Jordan  
Business Manager  
Rhode Island Laborers' District Council

  
\_\_\_\_\_

By:   
Ronald R. Coia  
Business Manager, Local 1033  
Rhode Island Laborers' District Council

## **APPENDIX B**

WHEREAS, THE Town entered into a Memorandum of Agreement dated June \_\_, 2024, with the Rhode Island Laborer's District Council, on behalf of Local Union 1033 (Union) relative to Police Dispatchers; and

WHEREAS, the Town and the Union have entered into discussions regarding Civilianizing Dispatch in the Town of North Kingstown, thereby incorporating Fire Dispatch under the Dispatch Division and creating one Communication/Dispatch Division of fully trained Dispatchers handling Police and Fire calls in order to deliver better services and efficiencies to the citizens of the Town and better working conditions for all Dispatchers; and

WHEREAS, those discussions have resulted in an agreement and the Town and the Union desire to codify their Agreement and be bound by the same.

THEREFORE BE IT RESOLVED that the parties hereby agree:

1. That any reference to "Police Dispatchers" within the Collective Bargaining Agreement and accompanying MOU(s) shall now reflect the change to position of "Dispatcher" which will now include both Police and Fire Dispatchers.
2. All Police Dispatcher Job Descriptions shall be revised to be referred to as Dispatcher Job Descriptions and the duties of Dispatcher under the revised job description shall hereby include both Police and Fire Dispatch responsibilities and duties.
3. All current and future Dispatchers will be properly trained by the Town of North Kingstown in order for them to be able to properly handle the job of Dispatcher (Both Police and Fire).
4. The rate of pay of Dispatcher and other applicable terms and conditions of employment shall be as outlined in the current and future Collective Bargaining Agreement.
5. The regular work schedule for all Dispatchers shall continue to be a fourteen (14) day cycle starting on Tuesday and consisting of two (2) consecutive working days of twelve (12) hours followed by two (2) consecutive days off, followed by three (3) consecutive days on, then two (2) consecutive days off, followed by two (2) consecutive days on followed by three (3) consecutive days off.
6. Dispatcher compensation shall be in line with and in accordance with FLSA requirements and standards and, as required by FLSA, will relate to hours "worked."
7. The Shift Differential pay set forth in Section 3.7 of the Collective Bargaining Agreement shall not apply to Dispatchers.
8. The term "day" as used in Section 5.2 and Section 5.3 of the Collective Bargaining Agreement relative to vacation and sick leave as applied to Dispatchers shall be equivalent to eight (8) hours.

9. The term "day" as used in Section 5.4 of the Collective Bargaining Agreement relative to death, family illness and permanent leave as applied to Dispatchers shall be equivalent to twelve (12) hours.

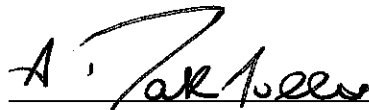
10. Dispatchers shall be granted paid holidays as set forth in Section 5.1A of the Collective Bargaining Agreement

11. Dispatchers shall receive twelve (12) hours of straight time pay for each holiday set forth in Section 5.1A of the Collective Bargaining Agreement.

12. All shift vacancies in Dispatch shall be offered to the currently employed Dispatchers on a rolling basis based on seniority and will be in conference with the terms and conditions of the parties Collective Bargaining Agreement.

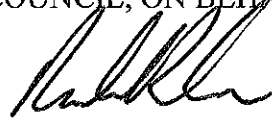
13. The terms of this MOU are effective and shall commence on July 1, 2024, or as soon thereafter as administratively feasible.

TOWN OF NORTH KINGSTOWN



A. Ralph Mollis  
Town Manager

RHODE ISLAND LABORERS' DISTRICT  
COUNCIL, ON BEHALF OF LOCAL 1033



Ronald R. Coia, Esq.  
Business Manager

## APPENDIX C



### Town of North Kingstown, Rhode Island

Office of the Town Manager  
100 Fairway Drive  
North Kingstown, RI 02852  
Phone: (401) 268-1501  
Fax: (401) 583-4140  
Web: [www.northkingstown.org](http://www.northkingstown.org)

\_\_\_\_\_, 2024

Ronald R. Coia, Esq.  
Business Manager  
LIUNA Local Union 1033  
410 South Main Street  
Providence, RI 02903

**Re: Town of North Kingstown and LIUNA Local 1033**

Dear Mr. Coia:

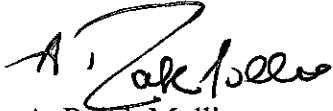
In connection with the parties' FY2024-FY2027 collective bargaining agreement, the Town and the Union have agreed as follows:

Existing full-time employees who have worked at least ten (10) full years as full-time employees of the Town as of July 1, 2012, or at least ten (10) full years as part-time employees of the Town as of July 1, 2012, may count their full years as part-time employees of the Town toward the eligibility requirement for receiving health insurance in retirement under Section 3.4(D) of the collective bargaining agreement using the following formula: two (2) full years as a part-time employee of the Town will be equal to one (1) full year as a full-time employee of the Town.

The formula shall only be used for the purpose of determining an employee's eligibility to receive health insurance in retirement under Section 3.4(D) of the parties' collective bargaining agreement, and it shall not be used for any other purpose, e.g., calculating pension credit. Also, this formula shall be applied as a one-time only event to employees who were full-time as of July 1, 2012, and who had either ten (10) or more full years of full-time employment with the Town as of July 1, 2012, or ten (10) or more full years of part-time employment with the Town as of July 1, 2012. No other employees shall have their part-time employment with the Town

credited toward their eligibility to receive health insurance in retirement under Section 3.4(D) of the parties' collective bargaining agreement.

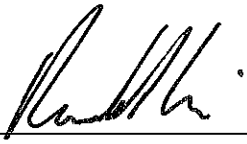
Very truly yours,



A. Ralph Mollis,  
Town Manager

**AGREED TO AS TO SUBSTANCE AND FORM:**

Rhode Island Laborers' District Council, LIUNA, Local 1033

By:  10/1/24  
(Date)





## Town of North Kingstown, Rhode Island

Office of the Town Manager  
100 Fairway Drive  
North Kingstown, RI 02852  
Phone: (401) 268-1501  
Fax: (401) 583-4140  
Web: [www.northkingstown.org](http://www.northkingstown.org)

\_\_\_\_\_, 2024

Ronald R. Coia, Esq.  
Business Manager  
LIUNA Local Union 1033  
410 South Main Street  
Providence, RI 02903

**Re: Town of North Kingstown and LIUNA Local 1033**

Dear Mr. Coia:

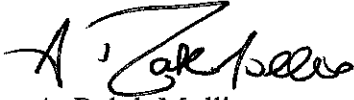
In connection with the parties' FY2024-FY2027 collective bargaining agreement, the Town and the Union have agreed as follows:

For purposes of Section 4.4(E) and (F) of the CBA, the classifications that currently exist within this bargaining unit include, but are not limited to, the following:

- Custodian;
- Dispatcher;
- Mechanic;
- Equipment operator, which includes equipment operator I and equipment operator II;
- Clerk I, which also includes clerical assistant(s);
- Clerk II;
- Secretary, which also includes administrative assistant(s);
- Water – servicemen;
- Water – pump operator;
- Bus driver;
- Librarian and librarian assistant;
- Library associate, library technician, library clerk, and senior library clerk.

Nothing contained in this side letter agreement or in the parties' collective bargaining agreement is intended to create any obligation on the part of the Town to employ any particular number of employees, or to employ any employees at all, in the foregoing classifications, or to limit the Town's authority to create additional employee classifications from time to time.


Very truly yours,



A. Ralph Mollis,  
Town Manager

**AGREED TO AS TO SUBSTANCE AND FORM:**

Rhode Island Laborers' District Council, LIUNA, Local 1033

By:  10/1/24  
(Date)



## Town of North Kingstown, Rhode Island

Office of the Town Manager  
100 Fairway Drive  
North Kingstown, RI 02852  
Phone: (401) 268-1501  
Fax: (401) 583-4140  
Web: [www.northkingstown.org](http://www.northkingstown.org)

June 30, 2021

Mr. Ron Coia, Esq.  
Business Manager  
LIUNA Local Union 1033  
410 South Main Street  
Providence, RI 02903

Re: Town of North Kingstown and Public Service Employees' Local Union 1033

Dear Ron,

In connection with the parties' FY 2021-2022 Collective Bargaining Agreement, the Town and the Union have agreed to make the following wage reclassifications effective July 1, 2021:

- Sofia Alavostus will be reclassified from Level 96 to Pay Grade 10
- Elizabeth Ferrara will be reclassified from Level 96 to Pay Grade 10

Thank you.

Sincerely,  
  
A Ralph Molis  
Town Manager

AGREED AS TO SUBSTANCE AND FORM:  
RHODE ISLAND LABORERS' DISTRICT COUNCIL  
ON BEHALF OF PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033

By: 

Date: 10/1/24

# BlueCHIP Flex



## Understanding Your Benefits

### Registering Online at myBCBSRI

- Go to **myBCBSRI.com**
- Click on "Register Here"
- Follow the registration instructions provided

### Deductibles

- \$0** per individual plan;  
**\$0** per family plan in network
- \$1,000** per individual plan;  
**\$2,000** per family plan out of network

All deductible payments count toward the family deductible amount, but the individual will never pay more than their individual deductible amount.

### Out-of-pocket Limits

- \$6,350** per individual plan;  
**\$12,700** per family plan in network
  - \$6,350** per individual plan;  
**\$12,700** per family plan out of network
- All out-of-pocket payments count toward the family out-of-pocket limit. The individual will never pay more than their individual out-of-pocket amount.

### Please note:

The deductible and out-of-pocket limits are separate for in-network and out-of-network services.

### Network:

Extensive local network, with access to thousands of providers across Rhode Island.

Office Visits	In-Network	Out-of-Network
Primary Care	\$20 per visit	20% per visit after deductible
Specialist	\$25 per visit	20% per visit after deductible
Urgent Care	\$50 per visit	\$50 per visit
Emergency Room	\$100 per visit	\$100 per visit
Doctors Online	\$20 per visit	Not Covered
Chiropractic (limit 12 visits per year)	\$25 per visit	20% per visit after deductible

Other Covered Services	In-Network	Out-of-Network
Preventive Care	\$0 per visit	20% per visit after deductible
Diagnostic Lab/X-ray	\$0 per visit	20% per visit after deductible
High-end Radiology	0% per visit after deductible	20% per visit after deductible
Outpatient Surgery	0% per visit after deductible	20% per visit after deductible
Inpatient Services	\$250 per admission after deductible	20% per visit after deductible
Durable Medical Equipment	20% per service/device after deductible	20% per visit after deductible
Physical, Occupational, and Speech Therapy (limit 30 visits each per year)	20% per visit after deductible	Not Covered
Vision Hardware	Includes coverage up to \$100 per members age 0-18 per occurrence/\$100 per member age 19 and over per calendar year for prescription glasses (frames and/or lenses) or contact lenses.	

This is a summary of your BlueCHIP Flex benefits. It is not a contract. For details about your coverage, including any limitations or exclusions not noted here, please refer to your subscriber agreement or call the number located on the back of your BCBSRI ID card. If you have questions about receiving medical care, please call your doctor.

**Plan Year: 2024**  
**N Kingstown Union**  
**MCC00186**

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.5+ 3% Increase  
35 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	31,633.04	33,027.95	34,256.48	35,706.85	37,101.97
Biweekly	1,216.66	1,270.31	1,317.56	1,373.34	1,427.00
Hours	17.3808	18.1472	18.8222	19.6191	20.3857
11 Yearly	33,027.95	34,256.48	35,706.85	37,101.97	38,664.34
Biweekly	1,270.31	1,317.56	1,373.34	1,427.00	1,487.09
Hours	18.1472	18.8222	19.6191	20.3857	21.2441
12 Yearly	34,256.48	35,704.91	37,101.97	38,664.34	40,283.46
Biweekly	1,317.56	1,373.27	1,427.00	1,487.09	1,549.36
Hours	18.8222	19.6181	20.3857	21.2441	22.1338
13 Yearly	35,704.91	37,101.97	38,664.34	40,283.46	41,679.23
Biweekly	1,373.27	1,427.00	1,487.09	1,549.36	1,603.05
Hours	19.6181	20.3857	21.2441	22.1338	22.9007
14 Yearly	37,101.97	38,664.34	40,283.46	41,679.23	43,576.08
Biweekly	1,427.00	1,487.09	1,549.36	1,603.05	1,676.00
Hours	20.3857	21.2441	22.1338	22.9007	23.9429
15 Yearly	38,664.34	40,283.46	41,679.23	43,576.08	45,585.14
Biweekly	1,487.09	1,549.36	1,603.05	1,676.00	1,753.27
Hours	21.2441	22.1338	22.9007	23.9429	25.0468
16 Yearly	40,283.46	41,679.23	43,576.08	45,585.14	47,594.21
Biweekly	1,549.36	1,603.05	1,676.00	1,753.27	1,830.55
Hours	22.1338	22.9007	23.9429	25.0468	26.1507
17 Yearly	41,679.23	43,576.08	45,585.14	47,594.21	49,547.17
Biweekly	1,603.05	1,676.00	1,753.27	1,830.55	1,905.66
Hours	22.9007	23.9429	25.0468	26.1507	27.2237
18 Yearly	43,576.08	45,585.14	47,594.21	49,547.17	51,612.77
Biweekly	1,676.00	1,753.27	1,830.55	1,905.66	1,985.11
Hours	23.9429	25.0468	26.1507	27.2237	28.3587
19 Yearly	45,585.14	47,594.21	49,547.17	51,612.77	53,901.29
Biweekly	1,753.27	1,830.55	1,905.66	1,985.11	2,073.13
Hours	25.0468	26.1507	27.2237	28.3587	29.6161
20 Yearly	47,594.21	49,547.17	51,612.77	53,901.29	56,245.27
Biweekly	1,830.55	1,905.66	1,985.11	2,073.13	2,163.28
Hours	26.1507	27.2237	28.3587	29.6161	30.9040
21 Yearly	49,547.17	51,612.77	53,901.29	56,245.27	58,756.49
Biweekly	1,905.66	1,985.11	2,073.13	2,163.28	2,259.87
Hours	27.2237	28.3587	29.6161	30.9040	32.2838
22 Yearly	51,612.77	53,901.29	56,245.27	58,756.49	61,379.72
Biweekly	1,985.11	2,073.13	2,163.28	2,259.87	2,360.76
Hours	28.3587	29.6161	30.9040	32.2838	33.7251
23 Yearly	53,901.29	56,245.27	58,756.49	61,379.72	64,002.07
Biweekly	2,073.13	2,163.28	2,259.87	2,360.76	2,461.62
Hours	29.6161	30.9040	32.2838	33.7251	35.1660
24 Yearly	56,245.27	58,756.49	61,379.72	64,002.07	66,959.99
Biweekly	2,163.28	2,259.87	2,360.76	2,461.62	2,575.38
Hours	30.9040	32.2838	33.7251	35.1660	36.7912

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

1-Jul-24

.5+ 3% Increase  
35 Hours/ week

After 7/1/12

2% Longevity  
11 years Less than 15

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	32,265.70	33,688.51	34,941.61	36,420.99	37,844.01
Biweekly	1,240.99	1,295.71	1,343.91	1,400.81	1,455.54
Hours	17.7284	18.5102	19.1987	20.0115	20.7934
11 Yearly	33,688.51	34,941.61	36,420.99	37,844.01	39,437.63
Biweekly	1,295.71	1,343.91	1,400.81	1,455.54	1,516.83
Hours	18.5102	19.1987	20.0115	20.7934	21.6690
12 Yearly	34,941.61	36,419.00	37,844.01	39,437.63	41,089.13
Biweekly	1,343.91	1,400.73	1,455.54	1,516.83	1,580.35
Hours	19.1987	20.0104	20.7934	21.6690	22.5764
13 Yearly	36,419.00	37,844.01	39,437.63	41,089.13	42,512.81
Biweekly	1,400.73	1,455.54	1,516.83	1,580.35	1,635.11
Hours	20.0104	20.7934	21.6690	22.5764	23.3587
14 Yearly	37,844.01	39,437.63	41,089.13	42,512.81	44,447.60
Biweekly	1,455.54	1,516.83	1,580.35	1,635.11	1,709.52
Hours	20.7934	21.6690	22.5764	23.3587	24.4218
15 Yearly	39,437.63	41,089.13	42,512.81	44,447.60	46,496.85
Biweekly	1,516.83	1,580.35	1,635.11	1,709.52	1,788.34
Hours	21.6690	22.5764	23.3587	24.4218	25.5477
16 Yearly	41,089.13	42,512.81	44,447.60	46,496.85	48,546.09
Biweekly	1,580.35	1,635.11	1,709.52	1,788.34	1,867.16
Hours	22.5764	23.3587	24.4218	25.5477	26.6737
17 Yearly	42,512.81	44,447.60	46,496.85	48,546.09	50,538.11
Biweekly	1,635.11	1,709.52	1,788.34	1,867.16	1,943.77
Hours	23.3587	24.4218	25.5477	26.6737	27.7682
18 Yearly	44,447.60	46,496.85	48,546.09	50,538.11	52,645.03
Biweekly	1,709.52	1,788.34	1,867.16	1,943.77	2,024.81
Hours	24.4218	25.5477	26.6737	27.7682	28.9258
19 Yearly	46,496.85	48,546.09	50,538.11	52,645.03	54,979.32
Biweekly	1,788.34	1,867.16	1,943.77	2,024.81	2,114.59
Hours	25.5477	26.6737	27.7682	28.9258	30.2084
20 Yearly	48,546.09	50,538.11	52,645.03	54,979.32	57,370.18
Biweekly	1,867.16	1,943.77	2,024.81	2,114.59	2,206.55
Hours	26.6737	27.7682	28.9258	30.2084	31.5221
21 Yearly	50,538.11	52,645.03	54,979.32	57,370.18	59,931.62
Biweekly	1,943.77	2,024.81	2,114.59	2,206.55	2,305.06
Hours	27.7682	28.9258	30.2084	31.5221	32.9295
22 Yearly	52,645.03	54,979.32	57,370.18	59,931.62	62,607.31
Biweekly	2,024.81	2,114.59	2,206.55	2,305.06	2,407.97
Hours	28.9258	30.2084	31.5221	32.9295	34.3996
23 Yearly	54,979.32	57,370.18	59,931.62	62,607.31	65,282.11
Biweekly	2,114.59	2,206.55	2,305.06	2,407.97	2,510.85
Hours	30.2084	31.5221	32.9295	34.3996	35.8693
24 Yearly	57,370.18	59,931.62	62,607.31	65,282.11	68,299.19
Biweekly	2,206.55	2,305.06	2,407.97	2,510.85	2,626.89
Hours	31.5221	32.9295	34.3996	35.8693	37.5270

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.5+ 3% Increase 35 Hours/ week		Prior 7/1/12 After 7/1/12		3% Longevity 7 years less than 11 15 Years less than 20	
Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	32,582.04	34,018.79	35,284.18	36,778.05	38,215.03
Biweekly	1,253.16	1,308.42	1,357.08	1,414.54	1,469.81
Hours	17.9022	18.6916	19.3869	20.2077	20.9973
11 Yearly	34,018.79	35,284.18	36,778.05	38,215.03	39,824.27
Biweekly	1,308.42	1,357.08	1,414.54	1,469.81	1,531.70
Hours	18.6916	19.3869	20.2077	20.9973	21.8815
12 Yearly	35,284.18	36,776.05	38,215.03	39,824.27	41,491.96
Biweekly	1,357.08	1,414.46	1,469.81	1,531.70	1,595.84
Hours	19.3869	20.2066	20.9973	21.8815	22.7978
13 Yearly	36,776.05	38,215.03	39,824.27	41,491.96	42,929.61
Biweekly	1,414.46	1,469.81	1,531.70	1,595.84	1,651.14
Hours	20.2066	20.9973	21.8815	22.7978	23.5877
14 Yearly	38,215.03	39,824.27	41,491.96	42,929.61	44,883.36
Biweekly	1,469.81	1,531.70	1,595.84	1,651.14	1,726.28
Hours	20.9973	21.8815	22.7978	23.5877	24.6612
15 Yearly	39,824.27	41,491.96	42,929.61	44,883.36	46,952.70
Biweekly	1,531.70	1,595.84	1,651.14	1,726.28	1,805.87
Hours	21.8815	22.7978	23.5877	24.6612	25.7982
16 Yearly	41,491.96	42,929.61	44,883.36	46,952.70	49,022.04
Biweekly	1,595.84	1,651.14	1,726.28	1,805.87	1,885.46
Hours	22.7978	23.5877	24.6612	25.7982	26.9352
17 Yearly	42,929.61	44,883.36	46,952.70	49,022.04	51,033.58
Biweekly	1,651.14	1,726.28	1,805.87	1,885.46	1,962.83
Hours	23.5877	24.6612	25.7982	26.9352	28.0404
18 Yearly	44,883.36	46,952.70	49,022.04	51,033.58	53,161.15
Biweekly	1,726.28	1,805.87	1,885.46	1,962.83	2,044.66
Hours	24.6612	25.7982	26.9352	28.0404	29.2094
19 Yearly	46,952.70	49,022.04	51,033.58	53,161.15	55,518.33
Biweekly	1,805.87	1,885.46	1,962.83	2,044.66	2,135.32
Hours	25.7982	26.9352	28.0404	29.2094	30.5046
20 Yearly	49,022.04	51,033.58	53,161.15	55,518.33	57,932.63
Biweekly	1,885.46	1,962.83	2,044.66	2,135.32	2,228.18
Hours	26.9352	28.0404	29.2094	30.5046	31.8311
21 Yearly	51,033.58	53,161.15	55,518.33	57,932.63	60,519.19
Biweekly	1,962.83	2,044.66	2,135.32	2,228.18	2,327.66
Hours	28.0404	29.2094	30.5046	31.8311	33.2523
22 Yearly	53,161.15	55,518.33	57,932.63	60,519.19	63,221.11
Biweekly	2,044.66	2,135.32	2,228.18	2,327.66	2,431.58
Hours	29.2094	30.5046	31.8311	33.2523	34.7369
23 Yearly	55,518.33	57,932.63	60,519.19	63,221.11	65,922.14
Biweekly	2,135.32	2,228.18	2,327.66	2,431.58	2,535.47
Hours	30.5046	31.8311	33.2523	34.7369	36.2210
24 Yearly	57,932.63	60,519.19	63,221.11	65,922.14	68,968.79
Biweekly	2,228.18	2,327.66	2,431.58	2,535.47	2,652.65
Hours	31.8311	33.2523	34.7369	36.2210	37.8949

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.5+ 3% Increase  
35 Hours/week

After 7/1/12

4% Longevity  
20 Years less than 25

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	32,898.37	34,349.07	35,626.74	37,135.12	38,586.05
Biweekly	1,265.32	1,321.12	1,370.26	1,428.27	1,484.08
Hours	18.0760	18.8731	19.5751	20.4039	21.2011
11 Yearly	34,349.07	35,626.74	37,135.12	38,586.05	40,210.91
Biweekly	1,321.12	1,370.26	1,428.27	1,484.08	1,546.57
Hours	18.8731	19.5751	20.4039	21.2011	22.0939
12 Yearly	35,626.74	37,133.10	38,586.05	40,210.91	41,894.80
Biweekly	1,370.26	1,428.20	1,484.08	1,546.57	1,611.34
Hours	19.5751	20.4028	21.2011	22.0939	23.0191
13 Yearly	37,133.10	38,586.05	40,210.91	41,894.80	43,346.40
Biweekly	1,428.20	1,484.08	1,546.57	1,611.34	1,667.17
Hours	20.4028	21.2011	22.0939	23.0191	23.8167
14 Yearly	38,586.05	40,210.91	41,894.80	43,346.40	45,319.12
Biweekly	1,484.08	1,546.57	1,611.34	1,667.17	1,743.04
Hours	21.2011	22.0939	23.0191	23.8167	24.9006
15 Yearly	40,210.91	41,894.80	43,346.40	45,319.12	47,408.55
Biweekly	1,546.57	1,611.34	1,667.17	1,743.04	1,823.41
Hours	22.0939	23.0191	23.8167	24.9006	26.0487
16 Yearly	41,894.80	43,346.40	45,319.12	47,408.55	49,497.98
Biweekly	1,611.34	1,667.17	1,743.04	1,823.41	1,903.77
Hours	23.0191	23.8167	24.9006	26.0487	27.1967
17 Yearly	43,346.40	45,319.12	47,408.55	49,497.98	51,529.05
Biweekly	1,667.17	1,743.04	1,823.41	1,903.77	1,981.89
Hours	23.8167	24.9006	26.0487	27.1967	28.3127
18 Yearly	45,319.12	47,408.55	49,497.98	51,529.05	53,677.28
Biweekly	1,743.04	1,823.41	1,903.77	1,981.89	2,064.51
Hours	24.9006	26.0487	27.1967	28.3127	29.4930
19 Yearly	47,408.55	49,497.98	51,529.05	53,677.28	56,057.34
Biweekly	1,823.41	1,903.77	1,981.89	2,064.51	2,156.05
Hours	26.0487	27.1967	28.3127	29.4930	30.8007
20 Yearly	49,497.98	51,529.05	53,677.28	56,057.34	58,495.08
Biweekly	1,903.77	1,981.89	2,064.51	2,156.05	2,249.81
Hours	27.1967	28.3127	29.4930	30.8007	32.1402
21 Yearly	51,529.05	53,677.28	56,057.34	58,495.08	61,106.75
Biweekly	1,981.89	2,064.51	2,156.05	2,249.81	2,350.26
Hours	28.3127	29.4930	30.8007	32.1402	33.5751
22 Yearly	53,677.28	56,057.34	58,495.08	61,106.75	63,834.90
Biweekly	2,064.51	2,156.05	2,249.81	2,350.26	2,455.19
Hours	29.4930	30.8007	32.1402	33.5751	35.0741
23 Yearly	56,057.34	58,495.08	61,106.75	63,834.90	66,562.16
Biweekly	2,156.05	2,249.81	2,350.26	2,455.19	2,560.08
Hours	30.8007	32.1402	33.5751	35.0741	36.5726
24 Yearly	58,495.08	61,106.75	63,834.90	66,562.16	69,638.39
Biweekly	2,249.81	2,350.26	2,455.19	2,560.08	2,678.40
Hours	32.1402	33.5751	35.0741	36.5726	38.2629



Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.5+ 3% Increase  
35 Hours/ week

After 7/1/12

5% Longevity  
25+ Years

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	33,214.70	34,679.35	35,969.31	37,492.19	38,957.07
Biweekly	1,277.49	1,333.82	1,383.43	1,442.01	1,498.35
Hours	18.2498	19.0546	19.7634	20.6001	21.4050
11 Yearly	34,679.35	35,969.31	37,492.19	38,957.07	40,597.56
Biweekly	1,333.82	1,383.43	1,442.01	1,498.35	1,561.44
Hours	19.0546	19.7634	20.6001	21.4050	22.3063
12 Yearly	35,969.31	37,490.15	38,957.07	40,597.56	42,297.63
Biweekly	1,383.43	1,441.93	1,498.35	1,561.44	1,626.83
Hours	19.7634	20.5990	21.4050	22.3063	23.2405
13 Yearly	37,490.15	38,957.07	40,597.56	42,297.63	43,763.19
Biweekly	1,441.93	1,498.35	1,561.44	1,626.83	1,683.20
Hours	20.5990	21.4050	22.3063	23.2405	24.0457
14 Yearly	38,957.07	40,597.56	42,297.63	43,763.19	45,754.88
Biweekly	1,498.35	1,561.44	1,626.83	1,683.20	1,759.80
Hours	21.4050	22.3063	23.2405	24.0457	25.1400
15 Yearly	40,597.56	42,297.63	43,763.19	45,754.88	47,864.40
Biweekly	1,561.44	1,626.83	1,683.20	1,759.80	1,840.94
Hours	22.3063	23.2405	24.0457	25.1400	26.2991
16 Yearly	42,297.63	43,763.19	45,754.88	47,864.40	49,973.92
Biweekly	1,626.83	1,683.20	1,759.80	1,840.94	1,922.07
Hours	23.2405	24.0457	25.1400	26.2991	27.4582
17 Yearly	43,763.19	45,754.88	47,864.40	49,973.92	52,024.53
Biweekly	1,683.20	1,759.80	1,840.94	1,922.07	2,000.94
Hours	24.0457	25.1400	26.2991	27.4582	28.5849
18 Yearly	45,754.88	47,864.40	49,973.92	52,024.53	54,193.41
Biweekly	1,759.80	1,840.94	1,922.07	2,000.94	2,084.36
Hours	25.1400	26.2991	27.4582	28.5849	29.7766
19 Yearly	47,864.40	49,973.92	52,024.53	54,193.41	56,596.36
Biweekly	1,840.94	1,922.07	2,000.94	2,084.36	2,176.78
Hours	26.2991	27.4582	28.5849	29.7766	31.0969
20 Yearly	49,973.92	52,024.53	54,193.41	56,596.36	59,057.54
Biweekly	1,922.07	2,000.94	2,084.36	2,176.78	2,271.44
Hours	27.4582	28.5849	29.7766	31.0969	32.4492
21 Yearly	52,024.53	54,193.41	56,596.36	59,057.54	61,694.32
Biweekly	2,000.94	2,084.36	2,176.78	2,271.44	2,372.86
Hours	28.5849	29.7766	31.0969	32.4492	33.8980
22 Yearly	54,193.41	56,596.36	59,057.54	61,694.32	64,448.70
Biweekly	2,084.36	2,176.78	2,271.44	2,372.86	2,478.80
Hours	29.7766	31.0969	32.4492	33.8980	35.4114
23 Yearly	56,596.36	59,057.54	61,694.32	64,448.70	67,202.18
Biweekly	2,176.78	2,271.44	2,372.86	2,478.80	2,584.70
Hours	31.0969	32.4492	33.8980	35.4114	36.9243
24 Yearly	59,057.54	61,694.32	64,448.70	67,202.18	70,307.99
Biweekly	2,271.44	2,372.86	2,478.80	2,584.70	2,704.15
Hours	32.4492	33.8980	35.4114	36.9243	38.6308

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.5+ 3% Increase  
35 Hours/ week

5.5% Longevity

Range	Prior 7/1/12					11 Years less than 15
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 5
10 Yearly	33,372.86	34,844.49	36,140.59	37,670.73	39,142.58	
Biweekly	1,283.57	1,340.17	1,390.02	1,448.87	1,505.48	
Hours	18.3367	19.1453	19.8575	20.6982	21.5069	
11 Yearly	34,844.49	36,140.59	37,670.73	39,142.58	40,790.88	
Biweekly	1,340.17	1,390.02	1,448.87	1,505.48	1,568.88	
Hours	19.1453	19.8575	20.6982	21.5069	22.4126	
12 Yearly	36,140.59	37,668.68	39,142.58	40,790.88	42,499.05	
Biweekly	1,390.02	1,448.80	1,505.48	1,568.88	1,634.58	
Hours	19.8575	20.6971	21.5069	22.4126	23.3511	
13 Yearly	37,668.68	39,142.58	40,790.88	42,499.05	43,971.59	
Biweekly	1,448.80	1,505.48	1,568.88	1,634.58	1,691.21	
Hours	20.6971	21.5069	22.4126	23.3511	24.1602	
14 Yearly	39,142.58	40,790.88	42,499.05	43,971.59	45,972.76	
Biweekly	1,505.48	1,568.88	1,634.58	1,691.21	1,768.18	
Hours	21.5069	22.4126	23.3511	24.1602	25.2598	
15 Yearly	40,790.88	42,499.05	43,971.59	45,972.76	48,092.33	
Biweekly	1,568.88	1,634.58	1,691.21	1,768.18	1,849.70	
Hours	22.4126	23.3511	24.1602	25.2598	26.4244	
16 Yearly	42,499.05	43,971.59	45,972.76	48,092.33	50,211.89	
Biweekly	1,634.58	1,691.21	1,768.18	1,849.70	1,931.23	
Hours	23.3511	24.1602	25.2598	26.4244	27.5890	
17 Yearly	43,971.59	45,972.76	48,092.33	50,211.89	52,272.26	
Biweekly	1,691.21	1,768.18	1,849.70	1,931.23	2,010.47	
Hours	24.1602	25.2598	26.4244	27.5890	28.7210	
18 Yearly	45,972.76	48,092.33	50,211.89	52,272.26	54,451.47	
Biweekly	1,768.18	1,849.70	1,931.23	2,010.47	2,094.29	
Hours	25.2598	26.4244	27.5890	28.7210	29.9184	
19 Yearly	48,092.33	50,211.89	52,272.26	54,451.47	56,865.86	
Biweekly	1,849.70	1,931.23	2,010.47	2,094.29	2,187.15	
Hours	26.4244	27.5890	28.7210	29.9184	31.2450	
20 Yearly	50,211.89	52,272.26	54,451.47	56,865.86	59,338.76	
Biweekly	1,931.23	2,010.47	2,094.29	2,187.15	2,282.26	
Hours	27.5890	28.7210	29.9184	31.2450	32.6037	
21 Yearly	52,272.26	54,451.47	56,865.86	59,338.76	61,988.10	
Biweekly	2,010.47	2,094.29	2,187.15	2,282.26	2,384.16	
Hours	28.7210	29.9184	31.2450	32.6037	34.0594	
22 Yearly	54,451.47	56,865.86	59,338.76	61,988.10	64,755.60	
Biweekly	2,094.29	2,187.15	2,282.26	2,384.16	2,490.60	
Hours	29.9184	31.2450	32.6037	34.0594	35.5800	
23 Yearly	56,865.86	59,338.76	61,988.10	64,755.60	67,522.19	
Biweekly	2,187.15	2,282.26	2,384.16	2,490.60	2,597.01	
Hours	31.2450	32.6037	34.0594	35.5800	37.1001	
24 Yearly	59,338.76	61,988.10	64,755.60	67,522.19	70,642.79	
Biweekly	2,282.26	2,384.16	2,490.60	2,597.01	2,717.03	
Hours	32.6037	34.0594	35.5800	37.1001	38.8147	

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.5+ 3% Increase  
35 Hours/ week

After 7/1/12

8% Longevity

15 Years less than 20

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	34,163.69	35,670.19	36,997.00	38,563.40	40,070.13
Biweekly	1,313.99	1,371.93	1,422.96	1,483.21	1,541.16
Hours	18.7713	19.5990	20.3280	21.1887	22.0166
11 Yearly	35,670.19	36,997.00	38,563.40	40,070.13	41,757.49
Biweekly	1,371.93	1,422.96	1,483.21	1,541.16	1,606.06
Hours	19.5990	20.3280	21.1887	22.0166	22.9437
12 Yearly	36,997.00	38,561.30	40,070.13	41,757.49	43,506.14
Biweekly	1,422.96	1,483.13	1,541.16	1,606.06	1,673.31
Hours	20.3280	21.1875	22.0166	22.9437	23.9045
13 Yearly	38,561.30	40,070.13	41,757.49	43,506.14	45,013.57
Biweekly	1,483.13	1,541.16	1,606.06	1,673.31	1,731.29
Hours	21.1875	22.0166	22.9437	23.9045	24.7327
14 Yearly	40,070.13	41,757.49	43,506.14	45,013.57	47,062.17
Biweekly	1,541.16	1,606.06	1,673.31	1,731.29	1,810.08
Hours	22.0166	22.9437	23.9045	24.7327	25.8583
15 Yearly	41,757.49	43,506.14	45,013.57	47,062.17	49,231.96
Biweekly	1,606.06	1,673.31	1,731.29	1,810.08	1,893.54
Hours	22.9437	23.9045	24.7327	25.8583	27.0505
16 Yearly	43,506.14	45,013.57	47,062.17	49,231.96	51,401.75
Biweekly	1,673.31	1,731.29	1,810.08	1,893.54	1,976.99
Hours	23.9045	24.7327	25.8583	27.0505	28.2427
17 Yearly	45,013.57	47,062.17	49,231.96	51,401.75	53,510.94
Biweekly	1,731.29	1,810.08	1,893.54	1,976.99	2,058.11
Hours	24.7327	25.8583	27.0505	28.2427	29.4016
18 Yearly	47,062.17	49,231.96	51,401.75	53,510.94	55,741.79
Biweekly	1,810.08	1,893.54	1,976.99	2,058.11	2,143.92
Hours	25.8583	27.0505	28.2427	29.4016	30.6274
19 Yearly	49,231.96	51,401.75	53,510.94	55,741.79	58,213.39
Biweekly	1,893.54	1,976.99	2,058.11	2,143.92	2,238.98
Hours	27.0505	28.2427	29.4016	30.6274	31.9854
20 Yearly	51,401.75	53,510.94	55,741.79	58,213.39	60,744.89
Biweekly	1,976.99	2,058.11	2,143.92	2,238.98	2,336.34
Hours	28.2427	29.4016	30.6274	31.9854	33.3763
21 Yearly	53,510.94	55,741.79	58,213.39	60,744.89	63,457.01
Biweekly	2,058.11	2,143.92	2,238.98	2,336.34	2,440.65
Hours	29.4016	30.6274	31.9854	33.3763	34.8665
22 Yearly	55,741.79	58,213.39	60,744.89	63,457.01	66,290.09
Biweekly	2,143.92	2,238.98	2,336.34	2,440.65	2,549.62
Hours	30.6274	31.9854	33.3763	34.8665	36.4231
23 Yearly	58,213.39	60,744.89	63,457.01	66,290.09	69,122.24
Biweekly	2,238.98	2,336.34	2,440.65	2,549.62	2,658.55
Hours	31.9854	33.3763	34.8665	36.4231	37.9793
24 Yearly	60,744.89	63,457.01	66,290.09	69,122.24	72,316.79
Biweekly	2,336.34	2,440.65	2,549.62	2,658.55	2,781.42
Hours	33.3763	34.8665	36.4231	37.9793	39.7345

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.5+ 3% Increase  
35 Hours/ week

10.5% Longevity  
Over 20 years

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	34,954.51	36,495.89	37,853.41	39,456.07	40,997.68
Biweekly	1,344.40	1,403.69	1,455.90	1,517.54	1,576.83
Hours	19.2058	20.0527	20.7986	21.6792	22.5262
11 Yearly	36,495.89	37,853.41	39,456.07	40,997.68	42,724.09
Biweekly	1,403.69	1,455.90	1,517.54	1,576.83	1,643.23
Hours	20.0527	20.7986	21.6792	22.5262	23.4748
12 Yearly	37,853.41	39,453.92	40,997.68	42,724.09	44,513.22
Biweekly	1,455.90	1,517.46	1,576.83	1,643.23	1,712.05
Hours	20.7986	21.6780	22.5262	23.4748	24.4578
13 Yearly	39,453.92	40,997.68	42,724.09	44,513.22	46,055.55
Biweekly	1,517.46	1,576.83	1,643.23	1,712.05	1,771.37
Hours	21.6780	22.5262	23.4748	24.4578	25.3052
14 Yearly	40,997.68	42,724.09	44,513.22	46,055.55	48,151.57
Biweekly	1,576.83	1,643.23	1,712.05	1,771.37	1,851.98
Hours	22.5262	23.4748	24.4578	25.3052	26.4569
15 Yearly	42,724.09	44,513.22	46,055.55	48,151.57	50,371.59
Biweekly	1,643.23	1,712.05	1,771.37	1,851.98	1,937.37
Hours	23.4748	24.4578	25.3052	26.4569	27.6767
16 Yearly	44,513.22	46,055.55	48,151.57	50,371.59	52,591.60
Biweekly	1,712.05	1,771.37	1,851.98	1,937.37	2,022.75
Hours	24.4578	25.3052	26.4569	27.6767	28.8965
17 Yearly	46,055.55	48,151.57	50,371.59	52,591.60	54,749.62
Biweekly	1,771.37	1,851.98	1,937.37	2,022.75	2,105.75
Hours	25.3052	26.4569	27.6767	28.8965	30.0822
18 Yearly	48,151.57	50,371.59	52,591.60	54,749.62	57,032.11
Biweekly	1,851.98	1,937.37	2,022.75	2,105.75	2,193.54
Hours	26.4569	27.6767	28.8965	30.0822	31.3363
19 Yearly	50,371.59	52,591.60	54,749.62	57,032.11	59,560.93
Biweekly	1,937.37	2,022.75	2,105.75	2,193.54	2,290.80
Hours	27.6767	28.8965	30.0822	31.3363	32.7258
20 Yearly	52,591.60	54,749.62	57,032.11	59,560.93	62,151.03
Biweekly	2,022.75	2,105.75	2,193.54	2,290.80	2,390.42
Hours	28.8965	30.0822	31.3363	32.7258	34.1489
21 Yearly	54,749.62	57,032.11	59,560.93	62,151.03	64,925.93
Biweekly	2,105.75	2,193.54	2,290.80	2,390.42	2,497.15
Hours	30.0822	31.3363	32.7258	34.1489	35.6736
22 Yearly	57,032.11	59,560.93	62,151.03	64,925.93	67,824.59
Biweekly	2,193.54	2,290.80	2,390.42	2,497.15	2,608.64
Hours	31.3363	32.7258	34.1489	35.6736	37.2663
23 Yearly	59,560.93	62,151.03	64,925.93	67,824.59	70,722.29
Biweekly	2,290.80	2,390.42	2,497.15	2,608.64	2,720.09
Hours	32.7258	34.1489	35.6736	37.2663	38.8584
24 Yearly	62,151.03	64,925.93	67,824.59	70,722.29	73,990.79
Biweekly	2,390.42	2,497.15	2,608.64	2,720.09	2,845.80
Hours	34.1489	35.6736	37.2663	38.8584	40.6543

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.50+ 3% Increase  
40 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	45,719.11	47,633.16	49,609.61	51,714.05
Biweekly	1,758.43	1,832.04	1,908.06	1,989.00
Hours	21.9803	22.9006	23.8508	24.8625
19 Yearly	47,633.16	49,609.61	51,714.05	53,947.49
Biweekly	1,832.04	1,908.06	1,989.00	2,074.90
Hours	22.9006	23.8508	24.8625	25.9363
20 Yearly	49,609.61	51,714.05	53,947.49	56,305.71
Biweekly	1,908.06	1,989.00	2,074.90	2,165.60
Hours	23.8508	24.8625	25.9363	27.0701
21 Yearly	51,714.05	53,947.49	56,305.71	58,794.40
Biweekly	1,989.00	2,074.90	2,165.60	2,261.32
Hours	24.8625	25.9363	27.0701	28.2665
22 Yearly	53,947.49	56,305.71	58,794.40	61,344.99
Biweekly	2,074.90	2,165.60	2,261.32	2,359.42
Hours	25.9363	27.0701	28.2665	29.4928
23 Yearly	56,305.71	58,794.40	61,344.99	63,769.30
Biweekly	2,165.60	2,261.32	2,359.42	2,452.67
Hours	27.0701	28.2665	29.4928	30.6583
24 Yearly	58,794.40	61,344.99	63,769.30	66,767.76
Biweekly	2,261.32	2,359.42	2,452.67	2,567.99
Hours	28.2665	29.4928	30.6583	32.0999
25 Yearly	61,344.99	63,769.30	66,767.76	69,573.61
Biweekly	2,359.42	2,452.67	2,567.99	2,675.91
Hours	29.4928	30.6583	32.0999	33.4489

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	47,695.80	49,738.10	51,841.81	53,947.24	56,371.06
Asst. Biweekly	1,834.45	1,913.00	1,993.92	2,074.89	2,168.12
Superintendent Hours	22.9307	23.9125	24.9239	25.9362	27.1015
64 Yearly	57,784.26	59,104.94	60,425.61		
Biweekly	2,222.47	2,273.27	2,324.06		
Hours	26.4580	27.0627	27.6674		

.50+ 3% Increase	After 7/1/12	2% Longevity
40 Hours/ week		11 years Less than 15

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	46,633.49	48,585.82	50,601.80	52,748.34
	Biweekly	1,793.60	1,868.69	1,946.22	2,028.78
	Hours	22.4199	23.3586	24.3278	25.3598
19	Yearly	48,585.82	50,601.80	52,748.34	55,026.43
	Biweekly	1,868.69	1,946.22	2,028.78	2,116.40
	Hours	23.3586	24.3278	25.3598	26.4550
20	Yearly	50,601.80	52,748.34	55,026.43	57,431.82
	Biweekly	1,946.22	2,028.78	2,116.40	2,208.92
	Hours	24.3278	25.3598	26.4550	27.6115
21	Yearly	52,748.34	55,026.43	57,431.82	59,970.28
	Biweekly	2,028.78	2,116.40	2,208.92	2,306.55
	Hours	25.3598	26.4550	27.6115	28.8319
22	Yearly	55,026.43	57,431.82	59,970.28	62,571.89
	Biweekly	2,116.40	2,208.92	2,306.55	2,406.61
	Hours	26.4550	27.6115	28.8319	30.0826
23	Yearly	57,431.82	59,970.28	62,571.89	65,044.69
	Biweekly	2,208.92	2,306.55	2,406.61	2,501.72
	Hours	27.6115	28.8319	30.0826	31.2715
24	Yearly	59,970.28	62,571.89	65,044.69	68,103.12
	Biweekly	2,306.55	2,406.61	2,501.72	2,619.35
	Hours	28.8319	30.0826	31.2715	32.7419
25	Yearly	62,571.89	65,044.69	68,103.12	70,965.08
	Biweekly	2,406.61	2,501.72	2,619.35	2,729.43
	Hours	30.0826	31.2715	32.7419	34.1178

## Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	48,649.72	50,732.86	52,878.64	55,026.18	57,498.49
Asst.	Biweekly	1,871.14	1,951.26	2,033.79	2,116.39	2,211.48
Superintendent	Hours	23.3893	24.3908	25.4224	26.4549	27.6435
64	Yearly	58,939.95	60,287.04	61,634.12		
	Biweekly	2,266.92	2,318.73	2,370.54		
	Hours	26.9872	27.6040	28.2208		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.50+ 3% Increase 40 Hours/ week		Prior 7/1/12 After 7/1/12		3% Longevity 7 years less than 11 15 Years less than 20	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	47,090.68	49,062.15	51,097.90	53,265.48
	Biweekly	1,811.18	1,887.01	1,965.30	2,048.67
	Hours	22.6397	23.5876	24.5663	25.6084
19	Yearly	49,062.15	51,097.90	53,265.48	55,565.91
	Biweekly	1,887.01	1,965.30	2,048.67	2,137.15
	Hours	23.5876	24.5663	25.6084	26.7144
20	Yearly	51,097.90	53,265.48	55,565.91	57,994.88
	Biweekly	1,965.30	2,048.67	2,137.15	2,230.57
	Hours	24.5663	25.6084	26.7144	27.8822
21	Yearly	53,265.48	55,565.91	57,994.88	60,558.23
	Biweekly	2,048.67	2,137.15	2,230.57	2,329.16
	Hours	25.6084	26.7144	27.8822	29.1145
22	Yearly	55,565.91	57,994.88	60,558.23	63,185.34
	Biweekly	2,137.15	2,230.57	2,329.16	2,430.21
	Hours	26.7144	27.8822	29.1145	30.3776
23	Yearly	57,994.88	60,558.23	63,185.34	65,682.38
	Biweekly	2,230.57	2,329.16	2,430.21	2,526.25
	Hours	27.8822	29.1145	30.3776	31.5781
24	Yearly	60,558.23	63,185.34	65,682.38	68,770.80
	Biweekly	2,329.16	2,430.21	2,526.25	2,645.03
	Hours	29.1145	30.3776	31.5781	33.0629
25	Yearly	63,185.34	65,682.38	68,770.80	71,660.82
	Biweekly	2,430.21	2,526.25	2,645.03	2,756.19
	Hours	30.3776	31.5781	33.0629	34.4523

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	49,126.68	51,230.24	53,397.06	55,565.66	58,062.20
Asst.	Biweekly	1,889.49	1,970.39	2,053.73	2,137.14	2,233.16
Superintendent	Hours	23.6186	24.6299	25.6717	26.7143	27.9145
64	Yearly	59,517.79	60,878.09	62,238.38		
	Biweekly	2,289.1459	2,341.4649	2,393.7839		
	Hours	27.2517	27.8746	28.4974		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.50+ 3% Increase  
40 Hours/ week

After 7/1/12      4% Longevity  
20 Years Less than 25

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	47,547.87	49,538.49	51,593.99	53,782.62
Biweekly	1,828.76	1,905.33	1,984.38	2,068.56
Hours	22.8596	23.8166	24.8048	25.8570
19 Yearly	49,538.49	51,593.99	53,782.62	56,105.38
Biweekly	1,905.33	1,984.38	2,068.56	2,157.90
Hours	23.8166	24.8048	25.8570	26.9737
20 Yearly	51,593.99	53,782.62	56,105.38	58,557.94
Biweekly	1,984.38	2,068.56	2,157.90	2,252.23
Hours	24.8048	25.8570	26.9737	28.1529
21 Yearly	53,782.62	56,105.38	58,557.94	61,146.17
Biweekly	2,068.56	2,157.90	2,252.23	2,351.78
Hours	25.8570	26.9737	28.1529	29.3972
22 Yearly	56,105.38	58,557.94	61,146.17	63,798.79
Biweekly	2,157.90	2,252.23	2,351.78	2,453.80
Hours	26.9737	28.1529	29.3972	30.6725
23 Yearly	58,557.94	61,146.17	63,798.79	66,320.08
Biweekly	2,252.23	2,351.78	2,453.80	2,550.77
Hours	28.1529	29.3972	30.6725	31.8847
24 Yearly	61,146.17	63,798.79	66,320.08	69,438.48
Biweekly	2,351.78	2,453.80	2,550.77	2,670.71
Hours	29.3972	30.6725	31.8847	33.3839
25 Yearly	63,798.79	66,320.08	69,438.48	72,356.56
Biweekly	2,453.80	2,550.77	2,670.71	2,782.94
Hours	30.6725	31.8847	33.3839	34.7868

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	49,603.63	51,727.62	53,915.48	56,105.13	58,625.91
Asst. Biweekly	1,907.83	1,989.52	2,073.67	2,157.89	2,254.84
Superintendent Hours	23.8479	24.8690	25.9209	26.9736	28.1855
64 Yearly	60,095.64	61,469.14	62,842.64		
Biweekly	2,311.37	2,364.20	2,417.02		
Hours	27.5163	28.1452	28.7741		



Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.50+ 3% Increase  
40 Hours/ week

		After 7/1/12			5% Longevity 25+ Years
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	48,005.06	50,014.82	52,090.09	54,299.76
	Biweekly	1,846.35	1,923.65	2,003.46	2,088.45
	Hours	23.0794	24.0456	25.0433	26.1057
19	Yearly	50,014.82	52,090.09	54,299.76	56,644.86
	Biweekly	1,923.65	2,003.46	2,088.45	2,178.65
	Hours	24.0456	25.0433	26.1057	27.2331
20	Yearly	52,090.09	54,299.76	56,644.86	59,120.99
	Biweekly	2,003.46	2,088.45	2,178.65	2,273.88
	Hours	25.0433	26.1057	27.2331	28.4236
21	Yearly	54,299.76	56,644.86	59,120.99	61,734.12
	Biweekly	2,088.45	2,178.65	2,273.88	2,374.39
	Hours	26.1057	27.2331	28.4236	29.6799
22	Yearly	56,644.86	59,120.99	61,734.12	64,412.24
	Biweekly	2,178.65	2,273.88	2,374.39	2,477.39
	Hours	27.2331	28.4236	29.6799	30.9674
23	Yearly	59,120.99	61,734.12	64,412.24	66,957.77
	Biweekly	2,273.88	2,374.39	2,477.39	2,575.30
	Hours	28.4236	29.6799	30.9674	32.1912
24	Yearly	61,734.12	64,412.24	66,957.77	70,106.15
	Biweekly	2,374.39	2,477.39	2,575.30	2,696.39
	Hours	29.6799	30.9674	32.1912	33.7049
25	Yearly	64,412.24	66,957.77	70,106.15	73,052.29
	Biweekly	2,477.39	2,575.30	2,696.39	2,809.70
	Hours	30.9674	32.1912	33.7049	35.1213

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	50,080.59	52,225.00	54,433.90	56,644.60	59,189.62
	Asst. Biweekly	1,926.18	2,008.65	2,093.61	2,178.64	2,276.52
	Superintendent Hours	24.0772	25.1082	26.1701	27.2330	28.4565
64	Yearly	60,673.48	62,060.19	63,446.89		
	Biweekly	2,333.60	2,386.93	2,440.27		
	Hours	27.7809	28.4158	29.0508		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

40 Hours/ week		Prior 7/1/12    5.5% Longevity 11 Years less than 15			
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	48,233.66	50,252.98	52,338.14	54,558.33
	Biweekly	1,855.14	1,932.81	2,013.01	2,098.40
	Hours	23.1893	24.1601	25.1626	26.2300
19	Yearly	50,252.98	52,338.14	54,558.33	56,914.60
	Biweekly	1,932.81	2,013.01	2,098.40	2,189.02
	Hours	24.1601	25.1626	26.2300	27.3628
20	Yearly	52,338.14	54,558.33	56,914.60	59,402.52
	Biweekly	2,013.01	2,098.40	2,189.02	2,284.71
	Hours	25.1626	26.2300	27.3628	28.5589
21	Yearly	54,558.33	56,914.60	59,402.52	62,028.09
	Biweekly	2,098.40	2,189.02	2,284.71	2,385.70
	Hours	26.2300	27.3628	28.5589	29.8212
22	Yearly	56,914.60	59,402.52	62,028.09	64,718.96
	Biweekly	2,189.02	2,284.71	2,385.70	2,489.19
	Hours	27.3628	28.5589	29.8212	31.1149
23	Yearly	59,402.52	62,028.09	64,718.96	67,276.62
	Biweekly	2,284.71	2,385.70	2,489.19	2,587.56
	Hours	28.5589	29.8212	31.1149	32.3445
24	Yearly	62,028.09	64,718.96	67,276.62	70,439.99
	Biweekly	2,385.70	2,489.19	2,587.56	2,709.23
	Hours	29.8212	31.1149	32.3445	33.8654
25	Yearly	64,718.96	67,276.62	70,439.99	73,400.16
	Biweekly	2,489.19	2,587.56	2,709.23	2,823.08
	Hours	31.1149	32.3445	33.8654	35.2885

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	50,319.07	52,473.69	54,693.10	56,914.34	59,471.47
Asst.	Biweekly	1,935.35	2,018.22	2,103.58	2,189.01	2,287.36
Superintendent	Hours	24.1919	25.2277	26.2948	27.3627	28.5921
64	Yearly	60,962.40	62,355.71	63,749.02		
	Biweekly	2,344.71	2,398.30	2,451.89		
	Hours	27.9132	28.5511	29.1891		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.50+ 3% Increase

40 Hours/ week

After 7/1/12

8% Longevity

15 Years less than 20

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	49,376.64	51,443.81	53,578.38	55,851.18
Biweekly	1,899.10	1,978.61	2,060.71	2,148.12
Hours	23.7388	24.7326	25.7588	26.8515
19 Yearly	51,443.81	53,578.38	55,851.18	58,263.28
Biweekly	1,978.61	2,060.71	2,148.12	2,240.90
Hours	24.7326	25.7588	26.8515	28.0112
20 Yearly	53,578.38	55,851.18	58,263.28	60,810.17
Biweekly	2,060.71	2,148.12	2,240.90	2,338.85
Hours	25.7588	26.8515	28.0112	29.2357
21 Yearly	55,851.18	58,263.28	60,810.17	63,497.95
Biweekly	2,148.12	2,240.90	2,338.85	2,442.23
Hours	26.8515	28.0112	29.2357	30.5279
22 Yearly	58,263.28	60,810.17	63,497.95	66,252.58
Biweekly	2,240.90	2,338.85	2,442.23	2,548.18
Hours	28.0112	29.2357	30.5279	31.8522
23 Yearly	60,810.17	63,497.95	66,252.58	68,870.85
Biweekly	2,338.85	2,442.23	2,548.18	2,648.88
Hours	29.2357	30.5279	31.8522	33.1110
24 Yearly	63,497.95	66,252.58	68,870.85	72,109.19
Biweekly	2,442.23	2,548.18	2,648.88	2,773.43
Hours	30.5279	31.8522	33.1110	34.6679
25 Yearly	66,252.58	68,870.85	72,109.19	75,139.50
Biweekly	2,548.18	2,648.88	2,773.43	2,889.98
Hours	31.8522	33.1110	34.6679	36.1248

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	51,511.47	53,717.15	55,989.15	58,263.02	60,880.75
Asst. Biweekly	1,981.21	2,066.04	2,153.43	2,240.89	2,341.57
Superintendent Hours	24.7651	25.8256	26.9179	28.0111	29.2696
64 Yearly	62,407.01	63,833.33	65,259.66		
Biweekly	2,400.27	2,455.13	2,509.99		
Hours	28.5746	29.2277	29.8808		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-24

.50+ 3% Increase  
40 Hours/ week

10.5% Longevity  
Over 20 years

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	50,519.61	52,634.64	54,818.62	57,144.03
Biweekly	1,943.06	2,024.41	2,108.41	2,197.85
Hours	24.2883	25.3051	26.3551	27.4731
19 Yearly	52,634.64	54,818.62	57,144.03	59,611.97
Biweekly	2,024.41	2,108.41	2,197.85	2,292.77
Hours	25.3051	26.3551	27.4731	28.6596
20 Yearly	54,818.62	57,144.03	59,611.97	62,217.81
Biweekly	2,108.41	2,197.85	2,292.77	2,392.99
Hours	26.3551	27.4731	28.6596	29.9124
21 Yearly	57,144.03	59,611.97	62,217.81	64,967.81
Biweekly	2,197.85	2,292.77	2,392.99	2,498.76
Hours	27.4731	28.6596	29.9124	31.2345
22 Yearly	59,611.97	62,217.81	64,967.81	67,786.21
Biweekly	2,292.77	2,392.99	2,498.76	2,607.16
Hours	28.6596	29.9124	31.2345	32.5895
23 Yearly	62,217.81	64,967.81	67,786.21	70,465.08
Biweekly	2,392.99	2,498.76	2,607.16	2,710.20
Hours	29.9124	31.2345	32.5895	33.8774
24 Yearly	64,967.81	67,786.21	70,465.08	73,778.38
Biweekly	2,498.76	2,607.16	2,710.20	2,837.63
Hours	31.2345	32.5895	33.8774	35.4704
25 Yearly	67,786.21	70,465.08	73,778.38	76,878.84
Biweekly	2,607.16	2,710.20	2,837.63	2,956.88
Hours	32.5895	33.8774	35.4704	36.9610

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	52,703.86	54,960.60	57,285.20	59,611.70	62,290.03
Asst. Biweekly	2,027.07	2,113.87	2,203.28	2,292.76	2,395.77
Superintendent Hours	25.3384	26.4234	27.5410	28.6595	29.9471
64 Yearly	63,851.61	65,310.96	66,770.30		
Biweekly	2,455.8312	2,511.9599	2,568.0885		
Hours	29.2361	29.9043	30.5725		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-25

.75 + 3.5% Increase  
35 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	34,152.98	35,596.71	36,868.23	38,369.36	39,813.32
Biweekly	1,313.58	1,369.10	1,418.01	1,475.74	1,531.28
Hours	18.7654	19.5586	20.2573	21.0821	21.8754
11 Yearly	35,596.71	36,868.23	38,369.36	39,813.32	41,430.37
Biweekly	1,369.10	1,418.01	1,475.74	1,531.28	1,593.48
Hours	19.5586	20.2573	21.0821	21.8754	22.7639
12 Yearly	36,868.23	38,367.35	39,813.32	41,430.37	43,106.15
Biweekly	1,418.01	1,475.67	1,531.28	1,593.48	1,657.93
Hours	20.2573	21.0810	21.8754	22.7639	23.6847
13 Yearly	38,367.35	39,813.32	41,430.37	43,106.15	44,550.78
Biweekly	1,475.67	1,531.28	1,593.48	1,657.93	1,713.49
Hours	21.0810	21.8754	22.7639	23.6847	24.4784
14 Yearly	39,813.32	41,430.37	43,106.15	44,550.78	46,514.02
Biweekly	1,531.28	1,593.48	1,657.93	1,713.49	1,789.00
Hours	21.8754	22.7639	23.6847	24.4784	25.5572
15 Yearly	41,430.37	43,106.15	44,550.78	46,514.02	48,593.40
Biweekly	1,593.48	1,657.93	1,713.49	1,789.00	1,868.98
Hours	22.7639	23.6847	24.4784	25.5572	26.6997
16 Yearly	43,106.15	44,550.78	46,514.02	48,593.40	50,672.78
Biweekly	1,657.93	1,713.49	1,789.00	1,868.98	1,948.95
Hours	23.6847	24.4784	25.5572	26.6997	27.8422
17 Yearly	44,550.78	46,514.02	48,593.40	50,672.78	52,694.09
Biweekly	1,713.49	1,789.00	1,868.98	1,948.95	2,026.70
Hours	24.4784	25.5572	26.6997	27.8422	28.9528
18 Yearly	46,514.02	48,593.40	50,672.78	52,694.09	54,831.99
Biweekly	1,789.00	1,868.98	1,948.95	2,026.70	2,108.92
Hours	25.5572	26.6997	27.8422	28.9528	30.1275
19 Yearly	48,593.40	50,672.78	52,694.09	54,831.99	57,200.61
Biweekly	1,868.98	1,948.95	2,026.70	2,108.92	2,200.02
Hours	26.6997	27.8422	28.9528	30.1275	31.4289
20 Yearly	50,672.78	52,694.09	54,831.99	57,200.61	59,626.63
Biweekly	1,948.95	2,026.70	2,108.92	2,200.02	2,293.33
Hours	27.8422	28.9528	30.1275	31.4289	32.7619
21 Yearly	52,694.09	54,831.99	57,200.61	59,626.63	62,225.75
Biweekly	2,026.70	2,108.92	2,200.02	2,293.33	2,393.30
Hours	28.9528	30.1275	31.4289	32.7619	34.1900
22 Yearly	54,831.99	57,200.61	59,626.63	62,225.75	64,940.78
Biweekly	2,108.92	2,200.02	2,293.33	2,393.30	2,497.72
Hours	30.1275	31.4289	32.7619	34.1900	35.6817
23 Yearly	57,200.61	59,626.63	62,225.75	64,940.78	67,654.92
Biweekly	2,200.02	2,293.33	2,393.30	2,497.72	2,602.11
Hours	31.4289	32.7619	34.1900	35.6817	37.1730
24 Yearly	59,626.63	62,225.75	64,940.78	67,654.92	70,716.37
Biweekly	2,293.33	2,393.30	2,497.72	2,602.11	2,719.86
Hours	32.7619	34.1900	35.6817	37.1730	38.8551

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

1-Jul-25

.75 + 3.5% Increase  
35 Hours/week

After 7/1/12

2% Longevity  
11 years Less than 15

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	34,836.04	36,308.64	37,605.60	39,136.75	40,609.58
Biweekly	1,339.85	1,396.49	1,446.37	1,505.26	1,561.91
Hours	19.1407	19.9498	20.6624	21.5037	22.3130
11 Yearly	36,308.64	37,605.60	39,136.75	40,609.58	42,258.97
Biweekly	1,396.49	1,446.37	1,505.26	1,561.91	1,625.35
Hours	19.9498	20.6624	21.5037	22.3130	23.2192
12 Yearly	37,605.60	39,134.70	40,609.58	42,258.97	43,968.28
Biweekly	1,446.37	1,505.18	1,561.91	1,625.35	1,691.09
Hours	20.6624	21.5026	22.3130	23.2192	24.1584
13 Yearly	39,134.70	40,609.58	42,258.97	43,968.28	45,441.79
Biweekly	1,505.18	1,561.91	1,625.35	1,691.09	1,747.76
Hours	21.5026	22.3130	23.2192	24.1584	24.9680
14 Yearly	40,609.58	42,258.97	43,968.28	45,441.79	47,444.30
Biweekly	1,561.91	1,625.35	1,691.09	1,747.76	1,824.78
Hours	22.3130	23.2192	24.1584	24.9680	26.0683
15 Yearly	42,258.97	43,968.28	45,441.79	47,444.30	49,565.27
Biweekly	1,625.35	1,691.09	1,747.76	1,824.78	1,906.36
Hours	23.2192	24.1584	24.9680	26.0683	27.2337
16 Yearly	43,968.28	45,441.79	47,444.30	49,565.27	51,686.24
Biweekly	1,691.09	1,747.76	1,824.78	1,906.36	1,987.93
Hours	24.1584	24.9680	26.0683	27.2337	28.3990
17 Yearly	45,441.79	47,444.30	49,565.27	51,686.24	53,747.97
Biweekly	1,747.76	1,824.78	1,906.36	1,987.93	2,067.23
Hours	24.9680	26.0683	27.2337	28.3990	29.5319
18 Yearly	47,444.30	49,565.27	51,686.24	53,747.97	55,928.63
Biweekly	1,824.78	1,906.36	1,987.93	2,067.23	2,151.10
Hours	26.0683	27.2337	28.3990	29.5319	30.7300
19 Yearly	49,565.27	51,686.24	53,747.97	55,928.63	58,344.62
Biweekly	1,906.36	1,987.93	2,067.23	2,151.10	2,244.02
Hours	27.2337	28.3990	29.5319	30.7300	32.0575
20 Yearly	51,686.24	53,747.97	55,928.63	58,344.62	60,819.16
Biweekly	1,987.93	2,067.23	2,151.10	2,244.02	2,339.20
Hours	28.3990	29.5319	30.7300	32.0575	33.4171
21 Yearly	53,747.97	55,928.63	58,344.62	60,819.16	63,470.26
Biweekly	2,067.23	2,151.10	2,244.02	2,339.20	2,441.16
Hours	29.5319	30.7300	32.0575	33.4171	34.8738
22 Yearly	55,928.63	58,344.62	60,819.16	63,470.26	66,239.60
Biweekly	2,151.10	2,244.02	2,339.20	2,441.16	2,547.68
Hours	30.7300	32.0575	33.4171	34.8738	36.3954
23 Yearly	58,344.62	60,819.16	63,470.26	66,239.60	69,008.02
Biweekly	2,244.02	2,339.20	2,441.16	2,547.68	2,654.15
Hours	32.0575	33.4171	34.8738	36.3954	37.9165
24 Yearly	60,819.16	63,470.26	66,239.60	69,008.02	72,130.70
Biweekly	2,339.20	2,441.16	2,547.68	2,654.15	2,774.26
Hours	33.4171	34.8738	36.3954	37.9165	39.6323

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-25

.75 + 3.5% Increase 35 Hours/ week		Prior 7/1/12 After 7/1/12			3% Longevity 7 years less than 11 15 Years less than 20	
Range	Step 1	Step 2	Step 3	Step 4	Step 5	
10 Yearly	35,177.56	36,664.61	37,974.28	39,520.44	41,007.72	
Biweekly	1,352.98	1,410.18	1,460.55	1,520.02	1,577.22	
Hours	19.3283	20.1454	20.8650	21.7145	22.5317	
11 Yearly	36,664.61	37,974.28	39,520.44	41,007.72	42,673.28	
Biweekly	1,410.18	1,460.55	1,520.02	1,577.22	1,641.28	
Hours	20.1454	20.8650	21.7145	22.5317	23.4469	
12 Yearly	37,974.28	39,518.37	41,007.72	42,673.28	44,399.34	
Biweekly	1,460.55	1,519.94	1,577.22	1,641.28	1,707.67	
Hours	20.8650	21.7134	22.5317	23.4469	24.3952	
13 Yearly	39,518.37	41,007.72	42,673.28	44,399.34	45,887.30	
Biweekly	1,519.94	1,577.22	1,641.28	1,707.67	1,764.90	
Hours	21.7134	22.5317	23.4469	24.3952	25.2128	
14 Yearly	41,007.72	42,673.28	44,399.34	45,887.30	47,909.44	
Biweekly	1,577.22	1,641.28	1,707.67	1,764.90	1,842.67	
Hours	22.5317	23.4469	24.3952	25.2128	26.3239	
15 Yearly	42,673.28	44,399.34	45,887.30	47,909.44	50,051.20	
Biweekly	1,641.28	1,707.67	1,764.90	1,842.67	1,925.05	
Hours	23.4469	24.3952	25.2128	26.3239	27.5007	
16 Yearly	44,399.34	45,887.30	47,909.44	50,051.20	52,192.97	
Biweekly	1,707.67	1,764.90	1,842.67	1,925.05	2,007.42	
Hours	24.3952	25.2128	26.3239	27.5007	28.6775	
17 Yearly	45,887.30	47,909.44	50,051.20	52,192.97	54,274.92	
Biweekly	1,764.90	1,842.67	1,925.05	2,007.42	2,087.50	
Hours	25.2128	26.3239	27.5007	28.6775	29.8214	
18 Yearly	47,909.44	50,051.20	52,192.97	54,274.92	56,476.95	
Biweekly	1,842.67	1,925.05	2,007.42	2,087.50	2,172.19	
Hours	26.3239	27.5007	28.6775	29.8214	31.0313	
19 Yearly	50,051.20	52,192.97	54,274.92	56,476.95	58,916.63	
Biweekly	1,925.05	2,007.42	2,087.50	2,172.19	2,266.02	
Hours	27.5007	28.6775	29.8214	31.0313	32.3718	
20 Yearly	52,192.97	54,274.92	56,476.95	58,916.63	61,415.43	
Biweekly	2,007.42	2,087.50	2,172.19	2,266.02	2,362.13	
Hours	28.6775	29.8214	31.0313	32.3718	33.7447	
21 Yearly	54,274.92	56,476.95	58,916.63	61,415.43	64,092.52	
Biweekly	2,087.50	2,172.19	2,266.02	2,362.13	2,465.10	
Hours	29.8214	31.0313	32.3718	33.7447	35.2157	
22 Yearly	56,476.95	58,916.63	61,415.43	64,092.52	66,889.00	
Biweekly	2,172.19	2,266.02	2,362.13	2,465.10	2,572.65	
Hours	31.0313	32.3718	33.7447	35.2157	36.7522	
23 Yearly	58,916.63	61,415.43	64,092.52	66,889.00	69,684.57	
Biweekly	2,266.02	2,362.13	2,465.10	2,572.65	2,680.18	
Hours	32.3718	33.7447	35.2157	36.7522	38.2882	
24 Yearly	61,415.43	64,092.52	66,889.00	69,684.57	72,837.86	
Biweekly	2,362.13	2,465.10	2,572.65	2,680.18	2,801.46	
Hours	33.7447	35.2157	36.7522	38.2882	40.0208	

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-25

.75 + 3.5% Increase  
35 Hours/week

After 7/1/12

4% Longevity  
20 Years less than 25

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	35,519.09	37,020.57	38,342.96	39,904.14	41,405.85
Biweekly	1,366.12	1,423.87	1,474.73	1,534.77	1,592.53
Hours	19.5160	20.3410	21.0676	21.9254	22.7505
11 Yearly	37,020.57	38,342.96	39,904.14	41,405.85	43,087.58
Biweekly	1,423.87	1,474.73	1,534.77	1,592.53	1,657.21
Hours	20.3410	21.0676	21.9254	22.7505	23.6745
12 Yearly	38,342.96	39,902.05	41,405.85	43,087.58	44,830.40
Biweekly	1,474.73	1,534.69	1,592.53	1,657.21	1,724.25
Hours	21.0676	21.9242	22.7505	23.6745	24.6321
13 Yearly	39,902.05	41,405.85	43,087.58	44,830.40	46,332.81
Biweekly	1,534.69	1,592.53	1,657.21	1,724.25	1,782.03
Hours	21.9242	22.7505	23.6745	24.6321	25.4576
14 Yearly	41,405.85	43,087.58	44,830.40	46,332.81	48,374.58
Biweekly	1,592.53	1,657.21	1,724.25	1,782.03	1,860.56
Hours	22.7505	23.6745	24.6321	25.4576	26.5794
15 Yearly	43,087.58	44,830.40	46,332.81	48,374.58	50,537.14
Biweekly	1,657.21	1,724.25	1,782.03	1,860.56	1,943.74
Hours	23.6745	24.6321	25.4576	26.5794	27.7677
16 Yearly	44,830.40	46,332.81	48,374.58	50,537.14	52,699.69
Biweekly	1,724.25	1,782.03	1,860.56	1,943.74	2,026.91
Hours	24.6321	25.4576	26.5794	27.7677	28.9559
17 Yearly	46,332.81	48,374.58	50,537.14	52,699.69	54,801.86
Biweekly	1,782.03	1,860.56	1,943.74	2,026.91	2,107.76
Hours	25.4576	26.5794	27.7677	28.9559	30.1109
18 Yearly	48,374.58	50,537.14	52,699.69	54,801.86	57,025.27
Biweekly	1,860.56	1,943.74	2,026.91	2,107.76	2,193.28
Hours	26.5794	27.7677	28.9559	30.1109	31.3326
19 Yearly	50,537.14	52,699.69	54,801.86	57,025.27	59,488.64
Biweekly	1,943.74	2,026.91	2,107.76	2,193.28	2,288.02
Hours	27.7677	28.9559	30.1109	31.3326	32.6861
20 Yearly	52,699.69	54,801.86	57,025.27	59,488.64	62,011.70
Biweekly	2,026.91	2,107.76	2,193.28	2,288.02	2,385.07
Hours	28.9559	30.1109	31.3326	32.6861	34.0724
21 Yearly	54,801.86	57,025.27	59,488.64	62,011.70	64,714.78
Biweekly	2,107.76	2,193.28	2,288.02	2,385.07	2,489.03
Hours	30.1109	31.3326	32.6861	34.0724	35.5576
22 Yearly	57,025.27	59,488.64	62,011.70	64,714.78	67,538.41
Biweekly	2,193.28	2,288.02	2,385.07	2,489.03	2,597.63
Hours	31.3326	32.6861	34.0724	35.5576	37.1090
23 Yearly	59,488.64	62,011.70	64,714.78	67,538.41	70,361.12
Biweekly	2,288.02	2,385.07	2,489.03	2,597.63	2,706.20
Hours	32.6861	34.0724	35.5576	37.1090	38.6600
24 Yearly	62,011.70	64,714.78	67,538.41	70,361.12	73,545.02
Biweekly	2,385.07	2,489.03	2,597.63	2,706.20	2,828.65
Hours	34.0724	35.5576	37.1090	38.6600	40.4094



Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-25

.75 + 3.5% Increase  
35 Hours/ week

After 7/1/12

5% Longevity  
25+ Years

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	35,860.62	37,376.54	38,711.64	40,287.83	41,803.98
Biweekly	1,379.25	1,437.56	1,488.91	1,549.53	1,607.85
Hours	19.7036	20.5366	21.2701	22.1362	22.9692
11 Yearly	37,376.54	38,711.64	40,287.83	41,803.98	43,501.88
Biweekly	1,437.56	1,488.91	1,549.53	1,607.85	1,673.15
Hours	20.5366	21.2701	22.1362	22.9692	23.9021
12 Yearly	38,711.64	40,285.72	41,803.98	43,501.88	45,261.46
Biweekly	1,488.91	1,549.45	1,607.85	1,673.15	1,740.83
Hours	21.2701	22.1350	22.9692	23.9021	24.8689
13 Yearly	40,285.72	41,803.98	43,501.88	45,261.46	46,778.32
Biweekly	1,549.45	1,607.85	1,673.15	1,740.83	1,799.17
Hours	22.1350	22.9692	23.9021	24.8689	25.7024
14 Yearly	41,803.98	43,501.88	45,261.46	46,778.32	48,839.72
Biweekly	1,607.85	1,673.15	1,740.83	1,799.17	1,878.45
Hours	22.9692	23.9021	24.8689	25.7024	26.8350
15 Yearly	43,501.88	45,261.46	46,778.32	48,839.72	51,023.07
Biweekly	1,673.15	1,740.83	1,799.17	1,878.45	1,962.43
Hours	23.9021	24.8689	25.7024	26.8350	28.0347
16 Yearly	45,261.46	46,778.32	48,839.72	51,023.07	53,206.42
Biweekly	1,740.83	1,799.17	1,878.45	1,962.43	2,046.40
Hours	24.8689	25.7024	26.8350	28.0347	29.2343
17 Yearly	46,778.32	48,839.72	51,023.07	53,206.42	55,328.80
Biweekly	1,799.17	1,878.45	1,962.43	2,046.40	2,128.03
Hours	25.7024	26.8350	28.0347	29.2343	30.4004
18 Yearly	48,839.72	51,023.07	53,206.42	55,328.80	57,573.59
Biweekly	1,878.45	1,962.43	2,046.40	2,128.03	2,214.37
Hours	26.8350	28.0347	29.2343	30.4004	31.6338
19 Yearly	51,023.07	53,206.42	55,328.80	57,573.59	60,060.64
Biweekly	1,962.43	2,046.40	2,128.03	2,214.37	2,310.02
Hours	28.0347	29.2343	30.4004	31.6338	33.0004
20 Yearly	53,206.42	55,328.80	57,573.59	60,060.64	62,607.96
Biweekly	2,046.40	2,128.03	2,214.37	2,310.02	2,408.00
Hours	29.2343	30.4004	31.6338	33.0004	34.4000
21 Yearly	55,328.80	57,573.59	60,060.64	62,607.96	65,337.03
Biweekly	2,128.03	2,214.37	2,310.02	2,408.00	2,512.96
Hours	30.4004	31.6338	33.0004	34.4000	35.8995
22 Yearly	57,573.59	60,060.64	62,607.96	65,337.03	68,187.82
Biweekly	2,214.37	2,310.02	2,408.00	2,512.96	2,622.61
Hours	31.6338	33.0004	34.4000	35.8995	37.4658
23 Yearly	60,060.64	62,607.96	65,337.03	68,187.82	71,037.67
Biweekly	2,310.02	2,408.00	2,512.96	2,622.61	2,732.22
Hours	33.0004	34.4000	35.8995	37.4658	39.0317
24 Yearly	62,607.96	65,337.03	68,187.82	71,037.67	74,252.19
Biweekly	2,408.00	2,512.96	2,622.61	2,732.22	2,855.85
Hours	34.4000	35.8995	37.4658	39.0317	40.7979

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-25

.75 + 3.5% Increase  
35 Hours/week

Range	Step 1	Step 2	Prior 7/1/12		5.5% Longevity
			Step 3	Step 4	11 Years less than 15 Step 5
10 Yearly	36,031.39	37,554.52	38,895.99	40,479.68	42,003.05
Biweekly	1,385.82	1,444.40	1,496.00	1,556.91	1,615.50
Hours	19.7975	20.6344	21.3714	22.2416	23.0786
11 Yearly	37,554.52	38,895.99	40,479.68	42,003.05	43,709.04
Biweekly	1,444.40	1,496.00	1,556.91	1,615.50	1,681.12
Hours	20.6344	21.3714	22.2416	23.0786	24.0160
12 Yearly	38,895.99	40,477.56	42,003.05	43,709.04	45,476.99
Biweekly	1,496.00	1,556.83	1,615.50	1,681.12	1,749.12
Hours	21.3714	22.2404	23.0786	24.0160	24.9874
13 Yearly	40,477.56	42,003.05	43,709.04	45,476.99	47,001.07
Biweekly	1,556.83	1,615.50	1,681.12	1,749.12	1,807.73
Hours	22.2404	23.0786	24.0160	24.9874	25.8248
14 Yearly	42,003.05	43,709.04	45,476.99	47,001.07	49,072.29
Biweekly	1,615.50	1,681.12	1,749.12	1,807.73	1,887.40
Hours	23.0786	24.0160	24.9874	25.8248	26.9628
15 Yearly	43,709.04	45,476.99	47,001.07	49,072.29	51,266.04
Biweekly	1,681.12	1,749.12	1,807.73	1,887.40	1,971.77
Hours	24.0160	24.9874	25.8248	26.9628	28.1682
16 Yearly	45,476.99	47,001.07	49,072.29	51,266.04	53,459.78
Biweekly	1,749.12	1,807.73	1,887.40	1,971.77	2,056.15
Hours	24.9874	25.8248	26.9628	28.1682	29.3735
17 Yearly	47,001.07	49,072.29	51,266.04	53,459.78	55,592.27
Biweekly	1,807.73	1,887.40	1,971.77	2,056.15	2,138.16
Hours	25.8248	26.9628	28.1682	29.3735	30.5452
18 Yearly	49,072.29	51,266.04	53,459.78	55,592.27	57,847.75
Biweekly	1,887.40	1,971.77	2,056.15	2,138.16	2,224.91
Hours	26.9628	28.1682	29.3735	30.5452	31.7845
19 Yearly	51,266.04	53,459.78	55,592.27	57,847.75	60,346.64
Biweekly	1,971.77	2,056.15	2,138.16	2,224.91	2,321.02
Hours	28.1682	29.3735	30.5452	31.7845	33.1575
20 Yearly	53,459.78	55,592.27	57,847.75	60,346.64	62,906.10
Biweekly	2,056.15	2,138.16	2,224.91	2,321.02	2,419.47
Hours	29.3735	30.5452	31.7845	33.1575	34.5638
21 Yearly	55,592.27	57,847.75	60,346.64	62,906.10	65,648.16
Biweekly	2,138.16	2,224.91	2,321.02	2,419.47	2,524.93
Hours	30.5452	31.7845	33.1575	34.5638	36.0704
22 Yearly	57,847.75	60,346.64	62,906.10	65,648.16	68,512.52
Biweekly	2,224.91	2,321.02	2,419.47	2,524.93	2,635.10
Hours	31.7845	33.1575	34.5638	36.0704	37.6442
23 Yearly	60,346.64	62,906.10	65,648.16	68,512.52	71,375.94
Biweekly	2,321.02	2,419.47	2,524.93	2,635.10	2,745.23
Hours	33.1575	34.5638	36.0704	37.6442	39.2176
24 Yearly	62,906.10	65,648.16	68,512.52	71,375.94	74,605.77
Biweekly	2,419.47	2,524.93	2,635.10	2,745.23	2,869.45
Hours	34.5638	36.0704	37.6442	39.2176	40.9922

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-25

.75 + 3.5% Increase  
35 Hours/ week

After 7/1/12

8% Longevity

15 Years less than 20

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	36,885.21	38,444.44	39,817.69	41,438.91	42,998.38
Biweekly	1,418.66	1,478.63	1,531.45	1,593.80	1,653.78
Hours	20.2666	21.1233	21.8779	22.7686	23.6255
11 Yearly	38,444.44	39,817.69	41,438.91	42,998.38	44,744.79
Biweekly	1,478.63	1,531.45	1,593.80	1,653.78	1,720.95
Hours	21.1233	21.8779	22.7686	23.6255	24.5851
12 Yearly	39,817.69	41,436.74	42,998.38	44,744.79	46,554.65
Biweekly	1,531.45	1,593.72	1,653.78	1,720.95	1,790.56
Hours	21.8779	22.7674	23.6255	24.5851	25.5795
13 Yearly	41,436.74	42,998.38	44,744.79	46,554.65	48,114.84
Biweekly	1,593.72	1,653.78	1,720.95	1,790.56	1,850.57
Hours	22.7674	23.6255	24.5851	25.5795	26.4367
14 Yearly	42,998.38	44,744.79	46,554.65	48,114.84	50,235.14
Biweekly	1,653.78	1,720.95	1,790.56	1,850.57	1,932.12
Hours	23.6255	24.5851	25.5795	26.4367	27.6017
15 Yearly	44,744.79	46,554.65	48,114.84	50,235.14	52,480.87
Biweekly	1,720.95	1,790.56	1,850.57	1,932.12	2,018.50
Hours	24.5851	25.5795	26.4367	27.6017	28.8356
16 Yearly	46,554.65	48,114.84	50,235.14	52,480.87	54,726.60
Biweekly	1,790.56	1,850.57	1,932.12	2,018.50	2,104.87
Hours	25.5795	26.4367	27.6017	28.8356	30.0696
17 Yearly	48,114.84	50,235.14	52,480.87	54,726.60	56,909.62
Biweekly	1,850.57	1,932.12	2,018.50	2,104.87	2,188.83
Hours	26.4367	27.6017	28.8356	30.0696	31.2690
18 Yearly	50,235.14	52,480.87	54,726.60	56,909.62	59,218.55
Biweekly	1,932.12	2,018.50	2,104.87	2,188.83	2,277.64
Hours	27.6017	28.8356	30.0696	31.2690	32.5377
19 Yearly	52,480.87	54,726.60	56,909.62	59,218.55	61,776.66
Biweekly	2,018.50	2,104.87	2,188.83	2,277.64	2,376.03
Hours	28.8356	30.0696	31.2690	32.5377	33.9432
20 Yearly	54,726.60	56,909.62	59,218.55	61,776.66	64,396.76
Biweekly	2,104.87	2,188.83	2,277.64	2,376.03	2,476.80
Hours	30.0696	31.2690	32.5377	33.9432	35.3828
21 Yearly	56,909.62	59,218.55	61,776.66	64,396.76	67,203.81
Biweekly	2,188.83	2,277.64	2,376.03	2,476.80	2,584.76
Hours	31.2690	32.5377	33.9432	35.3828	36.9252
22 Yearly	59,218.55	61,776.66	64,396.76	67,203.81	70,136.04
Biweekly	2,277.64	2,376.03	2,476.80	2,584.76	2,697.54
Hours	32.5377	33.9432	35.3828	36.9252	38.5363
23 Yearly	61,776.66	64,396.76	67,203.81	70,136.04	73,067.31
Biweekly	2,376.03	2,476.80	2,584.76	2,697.54	2,810.28
Hours	33.9432	35.3828	36.9252	38.5363	40.1469
24 Yearly	64,396.76	67,203.81	70,136.04	73,067.31	76,373.68
Biweekly	2,476.80	2,584.76	2,697.54	2,810.28	2,937.45
Hours	35.3828	36.9252	38.5363	40.1469	41.9636

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-25

.75 + 3.5% Increase  
35 Hours/ week

10.5% Longevity  
Over 20 years

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	37,739.04	39,334.36	40,739.40	42,398.15	43,993.71
Biweekly	1,451.50	1,512.86	1,566.90	1,630.70	1,692.07
Hours	20.7357	21.6123	22.3843	23.2957	24.1724
11 Yearly	39,334.36	40,739.40	42,398.15	43,993.71	45,780.55
Biweekly	1,512.86	1,566.90	1,630.70	1,692.07	1,760.79
Hours	21.6123	22.3843	23.2957	24.1724	25.1542
12 Yearly	40,739.40	42,395.93	43,993.71	45,780.55	47,632.30
Biweekly	1,566.90	1,630.61	1,692.07	1,760.79	1,832.01
Hours	22.3843	23.2945	24.1724	25.1542	26.1716
13 Yearly	42,395.93	43,993.71	45,780.55	47,632.30	49,228.61
Biweekly	1,630.61	1,692.07	1,760.79	1,832.01	1,893.41
Hours	23.2945	24.1724	25.1542	26.1716	27.0487
14 Yearly	43,993.71	45,780.55	47,632.30	49,228.61	51,397.99
Biweekly	1,692.07	1,760.79	1,832.01	1,893.41	1,976.85
Hours	24.1724	25.1542	26.1716	27.0487	28.2407
15 Yearly	45,780.55	47,632.30	49,228.61	51,397.99	53,695.71
Biweekly	1,760.79	1,832.01	1,893.41	1,976.85	2,065.22
Hours	25.1542	26.1716	27.0487	28.2407	29.5031
16 Yearly	47,632.30	49,228.61	51,397.99	53,695.71	55,993.42
Biweekly	1,832.01	1,893.41	1,976.85	2,065.22	2,153.59
Hours	26.1716	27.0487	28.2407	29.5031	30.7656
17 Yearly	49,228.61	51,397.99	53,695.71	55,993.42	58,226.97
Biweekly	1,893.41	1,976.85	2,065.22	2,153.59	2,239.50
Hours	27.0487	28.2407	29.5031	30.7656	31.9928
18 Yearly	51,397.99	53,695.71	55,993.42	58,226.97	60,589.35
Biweekly	1,976.85	2,065.22	2,153.59	2,239.50	2,330.36
Hours	28.2407	29.5031	30.7656	31.9928	33.2909
19 Yearly	53,695.71	55,993.42	58,226.97	60,589.35	63,206.68
Biweekly	2,065.22	2,153.59	2,239.50	2,330.36	2,431.03
Hours	29.5031	30.7656	31.9928	33.2909	34.7289
20 Yearly	55,993.42	58,226.97	60,589.35	63,206.68	65,887.43
Biweekly	2,153.59	2,239.50	2,330.36	2,431.03	2,534.13
Hours	30.7656	31.9928	33.2909	34.7289	36.2019
21 Yearly	58,226.97	60,589.35	63,206.68	65,887.43	68,759.45
Biweekly	2,239.50	2,330.36	2,431.03	2,534.13	2,644.59
Hours	31.9928	33.2909	34.7289	36.2019	37.7799
22 Yearly	60,589.35	63,206.68	65,887.43	68,759.45	71,759.56
Biweekly	2,330.36	2,431.03	2,534.13	2,644.59	2,759.98
Hours	33.2909	34.7289	36.2019	37.7799	39.4283
23 Yearly	63,206.68	65,887.43	68,759.45	71,759.56	74,758.69
Biweekly	2,431.03	2,534.13	2,644.59	2,759.98	2,875.33
Hours	34.7289	36.2019	37.7799	39.4283	41.0762
24 Yearly	65,887.43	68,759.45	71,759.56	74,758.69	78,141.59
Biweekly	2,534.13	2,644.59	2,759.98	2,875.33	3,005.45
Hours	36.2019	37.7799	39.4283	41.0762	42.9349

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY26					
\$/Hour	0.75				
% Increase	3.50%				
Bi-weekly Hours	80		Longevity	0.00%	
	84				
Range		Step 1	Step 2	Step 3	Step 4
18 Yearly		48,933.88	50,914.92	52,960.54	55,138.65
Biweekly		1,882.07	1,958.27	2,036.94	2,120.72
Hours		23.5259	24.4783	25.4618	26.5090
19 Yearly		50,914.92	52,960.54	55,138.65	57,450.25
Biweekly		1,958.27	2,036.94	2,120.72	2,209.62
Hours		24.4783	25.4618	26.5090	27.6203
20 Yearly		52,960.54	55,138.65	57,450.25	59,891.01
Biweekly		2,036.94	2,120.72	2,209.62	2,303.50
Hours		25.4618	26.5090	27.6203	28.7938
21 Yearly		55,138.65	57,450.25	59,891.01	62,466.80
Biweekly		2,120.72	2,209.62	2,303.50	2,402.57
Hours		26.5090	27.6203	28.7938	30.0321
22 Yearly		57,450.25	59,891.01	62,466.80	65,106.66
Biweekly		2,209.62	2,303.50	2,402.57	2,504.10
Hours		27.6203	28.7938	30.0321	31.3013
23 Yearly		59,891.01	62,466.80	65,106.66	67,615.83
Biweekly		2,303.50	2,402.57	2,504.10	2,600.61
Hours		28.7938	30.0321	31.3013	32.5076
24 Yearly		62,466.80	65,106.66	67,615.83	70,719.24
Biweekly		2,402.57	2,504.10	2,600.61	2,719.97
Hours		30.0321	31.3013	32.5076	33.9996
25 Yearly		65,106.66	67,615.83	70,719.24	73,623.29
Biweekly		2,504.10	2,600.61	2,719.97	2,831.66
Hours		31.3013	32.5076	33.9996	35.3958

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly		50,979.75	53,093.53	55,270.87	57,449.99	59,958.65
Asst. Biweekly		1,960.76	2,042.06	2,125.80	2,209.62	2,306.10
Superintendent Hours		24.5095	25.5257	26.5725	27.6202	28.8263
64 Yearly		61,502.04	62,868.94	64,235.84		
Biweekly		2,365.46	2,418.04	2,470.61		
Hours		28.1603	28.7861	29.4120		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY26					
\$/Hour	0.75				
% Increase	3.50%				
Bi-weekly Hours	80		Longevity	2.00%	
	84				
Range		Step 1	Step 2	Step 3	Step 4
18 Yearly		49,912.55	51,933.22	54,019.75	56,241.42
Biweekly		1,919.71	1,997.43	2,077.68	2,163.13
Hours		23.9964	24.9679	25.9710	27.0391
19 Yearly		51,933.22	54,019.75	56,241.42	58,599.25
Biweekly		1,997.43	2,077.68	2,163.13	2,253.82
Hours		24.9679	25.9710	27.0391	28.1727
20 Yearly		54,019.75	56,241.42	58,599.25	61,088.83
Biweekly		2,077.68	2,163.13	2,253.82	2,349.57
Hours		25.9710	27.0391	28.1727	29.3696
21 Yearly		56,241.42	58,599.25	61,088.83	63,716.14
Biweekly		2,163.13	2,253.82	2,349.57	2,450.62
Hours		27.0391	28.1727	29.3696	30.6328
22 Yearly		58,599.25	61,088.83	63,716.14	66,408.79
Biweekly		2,253.82	2,349.57	2,450.62	2,554.18
Hours		28.1727	29.3696	30.6328	31.9273
23 Yearly		61,088.83	63,716.14	66,408.79	68,968.15
Biweekly		2,349.57	2,450.62	2,554.18	2,652.62
Hours		29.3696	30.6328	31.9273	33.1578
24 Yearly		63,716.14	66,408.79	68,968.15	72,133.62
Biweekly		2,450.62	2,554.18	2,652.62	2,774.37
Hours		30.6328	31.9273	33.1578	34.6796
25 Yearly		66,408.79	68,968.15	72,133.62	75,095.75
Biweekly		2,554.18	2,652.62	2,774.37	2,888.30
Hours		31.9273	33.1578	34.6796	36.1037

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly		51,999.35	54,155.40	56,376.29	58,598.99	61,157.82
Asst.						
Superintendent	Biweekly	1,999.97	2,082.90	2,168.32	2,253.81	2,352.22
	Hours	24.9997	26.0363	27.1040	28.1726	29.4028
64 Yearly		62,732.08	64,126.32	65,520.56		
	Biweekly	2,412.77	2,466.40	2,520.02		
	Hours	28.7235	29.3619	30.0003		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY26					
\$ / Hour		0.75			
% Increase		3.50%			
Bi-weekly Hours		80		Longevity	
		84		3.00%	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	50,401.89	52,442.37	54,549.36	56,792.81
	Biweekly	1,938.53	2,017.01	2,098.05	2,184.34
	Hours	24.2317	25.2127	26.2257	27.3042
19	Yearly	52,442.37	54,549.36	56,792.81	59,173.75
	Biweekly	2,017.01	2,098.05	2,184.34	2,275.91
	Hours	25.2127	26.2257	27.3042	28.4489
20	Yearly	54,549.36	56,792.81	59,173.75	61,687.74
	Biweekly	2,098.05	2,184.34	2,275.91	2,372.61
	Hours	26.2257	27.3042	28.4489	29.6576
21	Yearly	56,792.81	59,173.75	61,687.74	64,340.80
	Biweekly	2,184.34	2,275.91	2,372.61	2,474.65
	Hours	27.3042	28.4489	29.6576	30.9331
22	Yearly	59,173.75	61,687.74	64,340.80	67,059.86
	Biweekly	2,275.91	2,372.61	2,474.65	2,579.23
	Hours	28.4489	29.6576	30.9331	32.2403
23	Yearly	61,687.74	64,340.80	67,059.86	69,644.31
	Biweekly	2,372.61	2,474.65	2,579.23	2,678.63
	Hours	29.6576	30.9331	32.2403	33.4828
24	Yearly	64,340.80	67,059.86	69,644.31	72,840.81
	Biweekly	2,474.65	2,579.23	2,678.63	2,801.57
	Hours	30.9331	32.2403	33.4828	35.0196
25	Yearly	67,059.86	69,644.31	72,840.81	75,831.99
	Biweekly	2,579.23	2,678.63	2,801.57	2,916.61
	Hours	32.2403	33.4828	35.0196	36.4577

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	52,509.15	54,686.34	56,928.99	59,173.49	61,757.41
Asst.	Biweekly	2,019.58	2,103.32	2,189.58	2,275.90	2,375.29
Superintendent	Hours	25.2448	26.2915	27.3697	28.4488	29.6911
64	Yearly	63,347.11	64,755.01	66,162.91		
	Biweekly	2,436.43	2,490.58	2,544.73		
	Hours	29.0051	29.6497	30.2944		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

**FY26**

% Increase	3.50%		
Bi-weekly Hours	80	Longevity	4.00%
	84		

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	50,891.23	52,951.52	55,078.97	57,344.19
	Biweekly	1,957.36	2,036.60	2,118.42	2,205.55
	Hours	24.4669	25.4575	26.4803	27.5693
19	Yearly	52,951.52	55,078.97	57,344.19	59,748.26
	Biweekly	2,036.60	2,118.42	2,205.55	2,298.01
	Hours	25.4575	26.4803	27.5693	28.7251
20	Yearly	55,078.97	57,344.19	59,748.26	62,286.65
	Biweekly	2,118.42	2,205.55	2,298.01	2,395.64
	Hours	26.4803	27.5693	28.7251	29.9455
21	Yearly	57,344.19	59,748.26	62,286.65	64,965.47
	Biweekly	2,205.55	2,298.01	2,395.64	2,498.67
	Hours	27.5693	28.7251	29.9455	31.2334
22	Yearly	59,748.26	62,286.65	64,965.47	67,710.93
	Biweekly	2,298.01	2,395.64	2,498.67	2,604.27
	Hours	28.7251	29.9455	31.2334	32.5533
23	Yearly	62,286.65	64,965.47	67,710.93	70,320.46
	Biweekly	2,395.64	2,498.67	2,604.27	2,704.63
	Hours	29.9455	31.2334	32.5533	33.8079
24	Yearly	64,965.47	67,710.93	70,320.46	73,548.01
	Biweekly	2,498.67	2,604.27	2,704.63	2,828.77
	Hours	31.2334	32.5533	33.8079	35.3596
25	Yearly	67,710.93	70,320.46	73,548.01	76,568.22
	Biweekly	2,604.27	2,704.63	2,828.77	2,944.93
	Hours	32.5533	33.8079	35.3596	36.8116

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	53,018.94	55,217.27	57,481.70	59,747.99	62,357.00
Asst.	Biweekly	2,039.19	2,123.74	2,210.83	2,298.00	2,398.35
Superintendent	Hours	25.4899	26.5468	27.6354	28.7250	29.9793
64	Yearly	63,962.13	65,383.70	66,805.27		
	Biweekly	2,460.08	2,514.76	2,569.43		
	Hours	29.2867	29.9376	30.5885		



Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY26					
% Increase		3.50%			
Bi-weekly Hours		80		Longevity	
		84		5.00%	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	51,380.57	53,460.67	55,608.57	57,895.58
	Biweekly	1,976.18	2,056.18	2,138.79	2,226.75
	Hours	24.7022	25.7022	26.7349	27.8344
19	Yearly	53,460.67	55,608.57	57,895.58	60,322.76
	Biweekly	2,056.18	2,138.79	2,226.75	2,320.11
	Hours	25.7022	26.7349	27.8344	29.0013
20	Yearly	55,608.57	57,895.58	60,322.76	62,885.56
	Biweekly	2,138.79	2,226.75	2,320.11	2,418.68
	Hours	26.7349	27.8344	29.0013	30.2334
21	Yearly	57,895.58	60,322.76	62,885.56	65,590.14
	Biweekly	2,226.75	2,320.11	2,418.68	2,522.70
	Hours	27.8344	29.0013	30.2334	31.5337
22	Yearly	60,322.76	62,885.56	65,590.14	68,361.99
	Biweekly	2,320.11	2,418.68	2,522.70	2,629.31
	Hours	29.0013	30.2334	31.5337	32.8663
23	Yearly	62,885.56	65,590.14	68,361.99	70,996.62
	Biweekly	2,418.68	2,522.70	2,629.31	2,730.64
	Hours	30.2334	31.5337	32.8663	34.1330
24	Yearly	65,590.14	68,361.99	70,996.62	74,255.20
	Biweekly	2,522.70	2,629.31	2,730.64	2,855.97
	Hours	31.5337	32.8663	34.1330	35.6996
25	Yearly	68,361.99	70,996.62	74,255.20	77,304.45
	Biweekly	2,629.31	2,730.64	2,855.97	2,973.25
	Hours	32.8663	34.1330	35.6996	37.1656

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	53,528.74	55,748.21	58,034.41	60,322.49	62,956.58
Asst.	Biweekly	2,058.80	2,144.16	2,232.09	2,320.10	2,421.41
Superintendent	Hours	25.7350	26.8020	27.9012	29.0012	30.2676
64	Yearly	64,577.15	66,012.39	67,447.63		
	Biweekly	2,483.74	2,538.94	2,594.14		
	Hours	29.5683	30.2255	30.8826		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY26					
\$ / Hour		0.75			
% Increase		3.50%			
Bi-weekly Hours		80		Longevity	
		84		5.50%	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	51,625.24	53,715.24	55,873.37	58,171.27
	Biweekly	1,985.59	2,065.97	2,148.98	2,237.36
	Hours	24.8198	25.8246	26.8622	27.9670
19	Yearly	53,715.24	55,873.37	58,171.27	60,610.01
	Biweekly	2,065.97	2,148.98	2,237.36	2,331.15
	Hours	25.8246	26.8622	27.9670	29.1394
20	Yearly	55,873.37	58,171.27	60,610.01	63,185.01
	Biweekly	2,148.98	2,237.36	2,331.15	2,430.19
	Hours	26.8622	27.9670	29.1394	30.3774
21	Yearly	58,171.27	60,610.01	63,185.01	65,902.47
	Biweekly	2,237.36	2,331.15	2,430.19	2,534.71
	Hours	27.9670	29.1394	30.3774	31.6839
22	Yearly	60,610.01	63,185.01	65,902.47	68,687.53
	Biweekly	2,331.15	2,430.19	2,534.71	2,641.83
	Hours	29.1394	30.3774	31.6839	33.0228
23	Yearly	63,185.01	65,902.47	68,687.53	71,334.70
	Biweekly	2,430.19	2,534.71	2,641.83	2,743.64
	Hours	30.3774	31.6839	33.0228	34.2955
24	Yearly	65,902.47	68,687.53	71,334.70	74,608.79
	Biweekly	2,534.71	2,641.83	2,743.64	2,869.57
	Hours	31.6839	33.0228	34.2955	35.8696
25	Yearly	68,687.53	71,334.70	74,608.79	77,672.57
	Biweekly	2,641.83	2,743.64	2,869.57	2,987.41
	Hours	33.0228	34.2955	35.8696	37.3426

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	53,783.64	56,013.68	58,310.77	60,609.74	63,256.38
	Asst. Biweekly	2,068.60	2,154.37	2,242.72	2,331.14	2,432.94
	Superintendent Hours	25.8575	26.9297	28.0340	29.1393	30.4117
64	Yearly	64,884.66	66,326.73	67,768.81		
	Biweekly	2,495.56	2,551.03	2,606.49		
	Hours	29.7091	30.3694	31.0297		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY26					
\$/Hour	0.75				
% Increase	3.50%				
Bi-weekly Hours	80		Longevity	8.00%	
	84				
18 Yearly	52,848.59	54,988.11	57,197.39	59,549.74	
Biweekly	2,032.64	2,114.93	2,199.90	2,290.37	
Hours	25.4080	26.4366	27.4987	28.6297	
19 Yearly	54,988.11	57,197.39	59,549.74	62,046.27	
Biweekly	2,114.93	2,199.90	2,290.37	2,386.39	
Hours	26.4366	27.4987	28.6297	29.8299	
20 Yearly	57,197.39	59,549.74	62,046.27	64,682.29	
Biweekly	2,199.90	2,290.37	2,386.39	2,487.78	
Hours	27.4987	28.6297	29.8299	31.0973	
21 Yearly	59,549.74	62,046.27	64,682.29	67,464.14	
Biweekly	2,290.37	2,386.39	2,487.78	2,594.77	
Hours	28.6297	29.8299	31.0973	32.4347	
22 Yearly	62,046.27	64,682.29	67,464.14	70,315.19	
Biweekly	2,386.39	2,487.78	2,594.77	2,704.43	
Hours	29.8299	31.0973	32.4347	33.8054	
23 Yearly	64,682.29	67,464.14	70,315.19	73,025.10	
Biweekly	2,487.78	2,594.77	2,704.43	2,808.66	
Hours	31.0973	32.4347	33.8054	35.1082	
24 Yearly	67,464.14	70,315.19	73,025.10	76,376.78	
Biweekly	2,594.77	2,704.43	2,808.66	2,937.57	
Hours	32.4347	33.8054	35.1082	36.7196	
25 Yearly	70,315.19	73,025.10	76,376.78	79,513.15	
Biweekly	2,704.43	2,808.66	2,937.57	3,058.20	
Hours	33.8054	35.1082	36.7196	38.2275	

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	55,058.14	57,341.01	59,692.54	62,045.99	64,755.34
Asst. Biweekly	2,117.62	2,205.42	2,295.87	2,386.38	2,490.59
Superintendent Hours	26.4703	27.5678	28.6983	29.8298	31.1324
64 Yearly	66,422.21	67,898.46	69,374.71		
Biweekly	2,554.70	2,611.48	2,668.26		
Hours	30.4131	31.0890	31.7650		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY26					
\$/Hour	0.75				
% Increase	3.50%				
Bi-weekly Hours	80		Longevity	10.50%	
	84				
18 Yearly	54,071.93	56,260.99	58,521.40	60,928.20	
Biweekly	2,079.69	2,163.88	2,250.82	2,343.39	
Hours	25.9961	27.0486	28.1353	29.2924	
19 Yearly	56,260.99	58,521.40	60,928.20	63,482.52	
Biweekly	2,163.88	2,250.82	2,343.39	2,441.64	
Hours	27.0486	28.1353	29.2924	30.5204	
20 Yearly	58,521.40	60,928.20	63,482.52	66,179.56	
Biweekly	2,250.82	2,343.39	2,441.64	2,545.37	
Hours	28.1353	29.2924	30.5204	31.8171	
21 Yearly	60,928.20	63,482.52	66,179.56	69,025.81	
Biweekly	2,343.39	2,441.64	2,545.37	2,654.84	
Hours	29.2924	30.5204	31.8171	33.1855	
22 Yearly	63,482.52	66,179.56	69,025.81	71,942.86	
Biweekly	2,441.64	2,545.37	2,654.84	2,767.03	
Hours	30.5204	31.8171	33.1855	34.5879	
23 Yearly	66,179.56	69,025.81	71,942.86	74,715.49	
Biweekly	2,545.37	2,654.84	2,767.03	2,873.67	
Hours	31.8171	33.1855	34.5879	35.9209	
24 Yearly	69,025.81	71,942.86	74,715.49	78,144.76	
Biweekly	2,654.84	2,767.03	2,873.67	3,005.57	
Hours	33.1855	34.5879	35.9209	37.5696	
25 Yearly	71,942.86	74,715.49	78,144.76	81,353.73	
Biweekly	2,767.03	2,873.67	3,005.57	3,128.99	
Hours	34.5879	35.9209	37.5696	39.1124	

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	56,332.63	58,668.35	61,074.31	63,482.24	66,254.31
Asst. Biweekly	2,166.64	2,256.48	2,349.01	2,441.62	2,548.24
Superintendent Hours	27.0830	28.2059	29.3626	30.5203	31.8530
64 Yearly	67,959.76	69,470.18	70,980.60		
Biweekly	2,613.84	2,671.93	2,730.02		
Hours	31.1171	31.8087	32.5003		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-26

4% Increase  
35 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	35,519.09	37,020.57	38,342.96	39,904.14	41,405.85
Biweekly	1,366.12	1,423.87	1,474.73	1,534.77	1,592.53
Hours	19.5160	20.3410	21.0676	21.9254	22.7505
11 Yearly	37,020.57	38,342.96	39,904.14	41,405.85	43,087.58
Biweekly	1,423.87	1,474.73	1,534.77	1,592.53	1,657.21
Hours	20.3410	21.0676	21.9254	22.7505	23.6745
12 Yearly	38,342.96	39,902.05	41,405.85	43,087.58	44,830.40
Biweekly	1,474.73	1,534.69	1,592.53	1,657.21	1,724.25
Hours	21.0676	21.9242	22.7505	23.6745	24.6321
13 Yearly	39,902.05	41,405.85	43,087.58	44,830.40	46,332.81
Biweekly	1,534.69	1,592.53	1,657.21	1,724.25	1,782.03
Hours	21.9242	22.7505	23.6745	24.6321	25.4576
14 Yearly	41,405.85	43,087.58	44,830.40	46,332.81	48,374.58
Biweekly	1,592.53	1,657.21	1,724.25	1,782.03	1,860.56
Hours	22.7505	23.6745	24.6321	25.4576	26.5794
15 Yearly	43,087.58	44,830.40	46,332.81	48,374.58	50,537.14
Biweekly	1,657.21	1,724.25	1,782.03	1,860.56	1,943.74
Hours	23.6745	24.6321	25.4576	26.5794	27.7677
16 Yearly	44,830.40	46,332.81	48,374.58	50,537.14	52,699.69
Biweekly	1,724.25	1,782.03	1,860.56	1,943.74	2,026.91
Hours	24.6321	25.4576	26.5794	27.7677	28.9559
17 Yearly	46,332.81	48,374.58	50,537.14	52,699.69	54,801.86
Biweekly	1,782.03	1,860.56	1,943.74	2,026.91	2,107.76
Hours	25.4576	26.5794	27.7677	28.9559	30.1109
18 Yearly	48,374.58	50,537.14	52,699.69	54,801.86	57,025.27
Biweekly	1,860.56	1,943.74	2,026.91	2,107.76	2,193.28
Hours	26.5794	27.7677	28.9559	30.1109	31.3326
19 Yearly	50,537.14	52,699.69	54,801.86	57,025.27	59,488.64
Biweekly	1,943.74	2,026.91	2,107.76	2,193.28	2,288.02
Hours	27.7677	28.9559	30.1109	31.3326	32.6861
20 Yearly	52,699.69	54,801.86	57,025.27	59,488.64	62,011.70
Biweekly	2,026.91	2,107.76	2,193.28	2,288.02	2,385.07
Hours	28.9559	30.1109	31.3326	32.6861	34.0724
21 Yearly	54,801.86	57,025.27	59,488.64	62,011.70	64,714.78
Biweekly	2,107.76	2,193.28	2,288.02	2,385.07	2,489.03
Hours	30.1109	31.3326	32.6861	34.0724	35.5576
22 Yearly	57,025.27	59,488.64	62,011.70	64,714.78	67,538.41
Biweekly	2,193.28	2,288.02	2,385.07	2,489.03	2,597.63
Hours	31.3326	32.6861	34.0724	35.5576	37.1090
23 Yearly	59,488.64	62,011.70	64,714.78	67,538.41	70,361.12
Biweekly	2,288.02	2,385.07	2,489.03	2,597.63	2,706.20
Hours	32.6861	34.0724	35.5576	37.1090	38.6600
24 Yearly	62,011.70	64,714.78	67,538.41	70,361.12	73,545.02
Biweekly	2,385.07	2,489.03	2,597.63	2,706.20	2,828.65
Hours	34.0724	35.5576	37.1090	38.6600	40.4094

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

1-Jul-26

4% Increase  
35 Hours/week

After 7/1/12

2% Longevity  
11 years Less than 15

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	36,229.48	37,760.99	39,109.82	40,702.22	42,233.97
Biweekly	1,393.44	1,452.35	1,504.22	1,565.47	1,624.38
Hours	19.9063	20.7478	21.4889	22.3639	23.2055
11 Yearly	37,760.99	39,109.82	40,702.22	42,233.97	43,949.33
Biweekly	1,452.35	1,504.22	1,565.47	1,624.38	1,690.36
Hours	20.7478	21.4889	22.3639	23.2055	24.1480
12 Yearly	39,109.82	40,700.09	42,233.97	43,949.33	45,727.01
Biweekly	1,504.22	1,565.39	1,624.38	1,690.36	1,758.73
Hours	21.4889	22.3627	23.2055	24.1480	25.1247
13 Yearly	40,700.09	42,233.97	43,949.33	45,727.01	47,259.47
Biweekly	1,565.39	1,624.38	1,690.36	1,758.73	1,817.67
Hours	22.3627	23.2055	24.1480	25.1247	25.9667
14 Yearly	42,233.97	43,949.33	45,727.01	47,259.47	49,342.07
Biweekly	1,624.38	1,690.36	1,758.73	1,817.67	1,897.77
Hours	23.2055	24.1480	25.1247	25.9667	27.1110
15 Yearly	43,949.33	45,727.01	47,259.47	49,342.07	51,547.88
Biweekly	1,690.36	1,758.73	1,817.67	1,897.77	1,982.61
Hours	24.1480	25.1247	25.9667	27.1110	28.3230
16 Yearly	45,727.01	47,259.47	49,342.07	51,547.88	53,753.69
Biweekly	1,758.73	1,817.67	1,897.77	1,982.61	2,067.45
Hours	25.1247	25.9667	27.1110	28.3230	29.5350
17 Yearly	47,259.47	49,342.07	51,547.88	53,753.69	55,897.89
Biweekly	1,817.67	1,897.77	1,982.61	2,067.45	2,149.92
Hours	25.9667	27.1110	28.3230	29.5350	30.7131
18 Yearly	49,342.07	51,547.88	53,753.69	55,897.89	58,165.78
Biweekly	1,897.77	1,982.61	2,067.45	2,149.92	2,237.15
Hours	27.1110	28.3230	29.5350	30.7131	31.9592
19 Yearly	51,547.88	53,753.69	55,897.89	58,165.78	60,678.41
Biweekly	1,982.61	2,067.45	2,149.92	2,237.15	2,333.78
Hours	28.3230	29.5350	30.7131	31.9592	33.3398
20 Yearly	53,753.69	55,897.89	58,165.78	60,678.41	63,251.93
Biweekly	2,067.45	2,149.92	2,237.15	2,333.78	2,432.77
Hours	29.5350	30.7131	31.9592	33.3398	34.7538
21 Yearly	55,897.89	58,165.78	60,678.41	63,251.93	66,009.07
Biweekly	2,149.92	2,237.15	2,333.78	2,432.77	2,538.81
Hours	30.7131	31.9592	33.3398	34.7538	36.2687
22 Yearly	58,165.78	60,678.41	63,251.93	66,009.07	68,889.18
Biweekly	2,237.15	2,333.78	2,432.77	2,538.81	2,649.58
Hours	31.9592	33.3398	34.7538	36.2687	37.8512
23 Yearly	60,678.41	63,251.93	66,009.07	68,889.18	71,768.34
Biweekly	2,333.78	2,432.77	2,538.81	2,649.58	2,760.32
Hours	33.3398	34.7538	36.2687	37.8512	39.4332
24 Yearly	63,251.93	66,009.07	68,889.18	71,768.34	75,015.92
Biweekly	2,432.77	2,538.81	2,649.58	2,760.32	2,885.23
Hours	34.7538	36.2687	37.8512	39.4332	41.2175

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

1-Jul-26

Range	Step 1	Step 2	Step 3	Step 4	Step 5
4% Increase					
35 Hours/ week					
			Prior 7/1/12	7 years less than 11	3% Longevity
			After 7/1/12	15 Years less than 20	
10 Yearly	36,584.67	38,131.19	39,493.25	41,101.26	42,648.02
Biweekly	1,407.10	1,466.58	1,518.97	1,580.82	1,640.31
Hours	20.1015	20.9512	21.6996	22.5831	23.4330
11 Yearly	38,131.19	39,493.25	41,101.26	42,648.02	44,380.21
Biweekly	1,466.58	1,518.97	1,580.82	1,640.31	1,706.93
Hours	20.9512	21.6996	22.5831	23.4330	24.3847
12 Yearly	39,493.25	41,099.11	42,648.02	44,380.21	46,175.31
Biweekly	1,518.97	1,580.73	1,640.31	1,706.93	1,775.97
Hours	21.6996	22.5819	23.4330	24.3847	25.3711
13 Yearly	41,099.11	42,648.02	44,380.21	46,175.31	47,722.79
Biweekly	1,580.73	1,640.31	1,706.93	1,775.97	1,835.49
Hours	22.5819	23.4330	24.3847	25.3711	26.2213
14 Yearly	42,648.02	44,380.21	46,175.31	47,722.79	49,825.82
Biweekly	1,640.31	1,706.93	1,775.97	1,835.49	1,916.38
Hours	23.4330	24.3847	25.3711	26.2213	27.3768
15 Yearly	44,380.21	46,175.31	47,722.79	49,825.82	52,053.25
Biweekly	1,706.93	1,775.97	1,835.49	1,916.38	2,002.05
Hours	24.3847	25.3711	26.2213	27.3768	28.6007
16 Yearly	46,175.31	47,722.79	49,825.82	52,053.25	54,280.68
Biweekly	1,775.97	1,835.49	1,916.38	2,002.05	2,087.72
Hours	25.3711	26.2213	27.3768	28.6007	29.8246
17 Yearly	47,722.79	49,825.82	52,053.25	54,280.68	56,445.91
Biweekly	1,835.49	1,916.38	2,002.05	2,087.72	2,171.00
Hours	26.2213	27.3768	28.6007	29.8246	31.0142
18 Yearly	49,825.82	52,053.25	54,280.68	56,445.91	58,736.03
Biweekly	1,916.38	2,002.05	2,087.72	2,171.00	2,259.08
Hours	27.3768	28.6007	29.8246	31.0142	32.2725
19 Yearly	52,053.25	54,280.68	56,445.91	58,736.03	61,273.29
Biweekly	2,002.05	2,087.72	2,171.00	2,259.08	2,356.67
Hours	28.6007	29.8246	31.0142	32.2725	33.6666
20 Yearly	54,280.68	56,445.91	58,736.03	61,273.29	63,872.05
Biweekly	2,087.72	2,171.00	2,259.08	2,356.67	2,456.62
Hours	29.8246	31.0142	32.2725	33.6666	35.0945
21 Yearly	56,445.91	58,736.03	61,273.29	63,872.05	66,656.22
Biweekly	2,171.00	2,259.08	2,356.67	2,456.62	2,563.70
Hours	31.0142	32.2725	33.6666	35.0945	36.6243
22 Yearly	58,736.03	61,273.29	63,872.05	66,656.22	69,564.56
Biweekly	2,259.08	2,356.67	2,456.62	2,563.70	2,675.56
Hours	32.2725	33.6666	35.0945	36.6243	38.2223
23 Yearly	61,273.29	63,872.05	66,656.22	69,564.56	72,471.95
Biweekly	2,356.67	2,456.62	2,563.70	2,675.56	2,787.38
Hours	33.6666	35.0945	36.6243	38.2223	39.8198
24 Yearly	63,872.05	66,656.22	69,564.56	72,471.95	75,751.38
Biweekly	2,456.62	2,563.70	2,675.56	2,787.38	2,913.51
Hours	35.0945	36.6243	38.2223	39.8198	41.6216

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-26

4% Increase  
35 Hours/week

After 7/1/12

4% Longevity  
20 Years less than 25

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	36,939.86	38,501.40	39,876.68	41,500.30	43,062.08
Biweekly	1,420.76	1,480.82	1,533.72	1,596.17	1,656.23
Hours	20.2966	21.1546	21.9103	22.8024	23.6605
11 Yearly	38,501.40	39,876.68	41,500.30	43,062.08	44,811.08
Biweekly	1,480.82	1,533.72	1,596.17	1,656.23	1,723.50
Hours	21.1546	21.9103	22.8024	23.6605	24.6215
12 Yearly	39,876.68	41,498.13	43,062.08	44,811.08	46,623.62
Biweekly	1,533.72	1,596.08	1,656.23	1,723.50	1,793.22
Hours	21.9103	22.8012	23.6605	24.6215	25.6174
13 Yearly	41,498.13	43,062.08	44,811.08	46,623.62	48,186.12
Biweekly	1,596.08	1,656.23	1,723.50	1,793.22	1,853.31
Hours	22.8012	23.6605	24.6215	25.6174	26.4759
14 Yearly	43,062.08	44,811.08	46,623.62	48,186.12	50,309.56
Biweekly	1,656.23	1,723.50	1,793.22	1,853.31	1,934.98
Hours	23.6605	24.6215	25.6174	26.4759	27.6426
15 Yearly	44,811.08	46,623.62	48,186.12	50,309.56	52,558.62
Biweekly	1,723.50	1,793.22	1,853.31	1,934.98	2,021.49
Hours	24.6215	25.6174	26.4759	27.6426	28.8784
16 Yearly	46,623.62	48,186.12	50,309.56	52,558.62	54,807.68
Biweekly	1,793.22	1,853.31	1,934.98	2,021.49	2,107.99
Hours	25.6174	26.4759	27.6426	28.8784	30.1141
17 Yearly	48,186.12	50,309.56	52,558.62	54,807.68	56,993.93
Biweekly	1,853.31	1,934.98	2,021.49	2,107.99	2,192.07
Hours	26.4759	27.6426	28.8784	30.1141	31.3153
18 Yearly	50,309.56	52,558.62	54,807.68	56,993.93	59,306.28
Biweekly	1,934.98	2,021.49	2,107.99	2,192.07	2,281.01
Hours	27.6426	28.8784	30.1141	31.3153	32.5859
19 Yearly	52,558.62	54,807.68	56,993.93	59,306.28	61,868.18
Biweekly	2,021.49	2,107.99	2,192.07	2,281.01	2,379.55
Hours	28.8784	30.1141	31.3153	32.5859	33.9935
20 Yearly	54,807.68	56,993.93	59,306.28	61,868.18	64,492.16
Biweekly	2,107.99	2,192.07	2,281.01	2,379.55	2,480.47
Hours	30.1141	31.3153	32.5859	33.9935	35.4353
21 Yearly	56,993.93	59,306.28	61,868.18	64,492.16	67,303.37
Biweekly	2,192.07	2,281.01	2,379.55	2,480.47	2,588.59
Hours	31.3153	32.5859	33.9935	35.4353	36.9799
22 Yearly	59,306.28	61,868.18	64,492.16	67,303.37	70,239.95
Biweekly	2,281.01	2,379.55	2,480.47	2,588.59	2,701.54
Hours	32.5859	33.9935	35.4353	36.9799	38.5934
23 Yearly	61,868.18	64,492.16	67,303.37	70,239.95	73,175.56
Biweekly	2,379.55	2,480.47	2,588.59	2,701.54	2,814.44
Hours	33.9935	35.4353	36.9799	38.5934	40.2064
24 Yearly	64,492.16	67,303.37	70,239.95	73,175.56	76,486.83
Biweekly	2,480.47	2,588.59	2,701.54	2,814.44	2,941.80
Hours	35.4353	36.9799	38.5934	40.2064	42.0257



Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-26

4% Increase  
35 Hours/ week

After 7/1/12

5% Longevity  
25+ Years

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	37,295.05	38,871.60	40,260.11	41,899.34	43,476.14
Biweekly	1,434.42	1,495.06	1,548.47	1,611.51	1,672.16
Hours	20.4918	21.3580	22.1209	23.0216	23.8880
11 Yearly	38,871.60	40,260.11	41,899.34	43,476.14	45,241.96
Biweekly	1,495.06	1,548.47	1,611.51	1,672.16	1,740.08
Hours	21.3580	22.1209	23.0216	23.8880	24.8582
12 Yearly	40,260.11	41,897.15	43,476.14	45,241.96	47,071.92
Biweekly	1,548.47	1,611.43	1,672.16	1,740.08	1,810.46
Hours	22.1209	23.0204	23.8880	24.8582	25.8637
13 Yearly	41,897.15	43,476.14	45,241.96	47,071.92	48,649.45
Biweekly	1,611.43	1,672.16	1,740.08	1,810.46	1,871.13
Hours	23.0204	23.8880	24.8582	25.8637	26.7305
14 Yearly	43,476.14	45,241.96	47,071.92	48,649.45	50,793.31
Biweekly	1,672.16	1,740.08	1,810.46	1,871.13	1,953.59
Hours	23.8880	24.8582	25.8637	26.7305	27.9084
15 Yearly	45,241.96	47,071.92	48,649.45	50,793.31	53,063.99
Biweekly	1,740.08	1,810.46	1,871.13	1,953.59	2,040.92
Hours	24.8582	25.8637	26.7305	27.9084	29.1560
16 Yearly	47,071.92	48,649.45	50,793.31	53,063.99	55,334.68
Biweekly	1,810.46	1,871.13	1,953.59	2,040.92	2,128.26
Hours	25.8637	26.7305	27.9084	29.1560	30.4037
17 Yearly	48,649.45	50,793.31	53,063.99	55,334.68	57,541.95
Biweekly	1,871.13	1,953.59	2,040.92	2,128.26	2,213.15
Hours	26.7305	27.9084	29.1560	30.4037	31.6165
18 Yearly	50,793.31	53,063.99	55,334.68	57,541.95	59,876.54
Biweekly	1,953.59	2,040.92	2,128.26	2,213.15	2,302.94
Hours	27.9084	29.1560	30.4037	31.6165	32.8992
19 Yearly	53,063.99	55,334.68	57,541.95	59,876.54	62,463.07
Biweekly	2,040.92	2,128.26	2,213.15	2,302.94	2,402.43
Hours	29.1560	30.4037	31.6165	32.8992	34.3204
20 Yearly	55,334.68	57,541.95	59,876.54	62,463.07	65,112.28
Biweekly	2,128.26	2,213.15	2,302.94	2,402.43	2,504.32
Hours	30.4037	31.6165	32.8992	34.3204	35.7760
21 Yearly	57,541.95	59,876.54	62,463.07	65,112.28	67,950.52
Biweekly	2,213.15	2,302.94	2,402.43	2,504.32	2,613.48
Hours	31.6165	32.8992	34.3204	35.7760	37.3354
22 Yearly	59,876.54	62,463.07	65,112.28	67,950.52	70,915.33
Biweekly	2,302.94	2,402.43	2,504.32	2,613.48	2,727.51
Hours	32.8992	34.3204	35.7760	37.3354	38.9645
23 Yearly	62,463.07	65,112.28	67,950.52	70,915.33	73,879.17
Biweekly	2,402.43	2,504.32	2,613.48	2,727.51	2,841.51
Hours	34.3204	35.7760	37.3354	38.9645	40.5930
24 Yearly	65,112.28	67,950.52	70,915.33	73,879.17	77,222.28
Biweekly	2,504.32	2,613.48	2,727.51	2,841.51	2,970.09
Hours	35.7760	37.3354	38.9645	40.5930	42.4298

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-26

4% Increase  
35 Hours/week

5.5% Longevity

Range	Step 1	Step 2	Prior 7/1/12		11 Years less than 15
			Step 3	Step 4	Step 5
10 Yearly	37,472.64	39,056.71	40,451.83	42,098.87	43,683.17
Biweekly	1,441.26	1,502.18	1,555.84	1,619.19	1,680.12
Hours	20.5894	21.4597	22.2263	23.1312	24.0017
11 Yearly	39,056.71	40,451.83	42,098.87	43,683.17	45,457.40
Biweekly	1,502.18	1,555.84	1,619.19	1,680.12	1,748.36
Hours	21.4597	22.2263	23.1312	24.0017	24.9766
12 Yearly	40,451.83	42,096.66	43,683.17	45,457.40	47,296.07
Biweekly	1,555.84	1,619.10	1,680.12	1,748.36	1,819.08
Hours	22.2263	23.1300	24.0017	24.9766	25.9869
13 Yearly	42,096.66	43,683.17	45,457.40	47,296.07	48,881.11
Biweekly	1,619.10	1,680.12	1,748.36	1,819.08	1,880.04
Hours	23.1300	24.0017	24.9766	25.9869	26.8578
14 Yearly	43,683.17	45,457.40	47,296.07	48,881.11	51,035.18
Biweekly	1,680.12	1,748.36	1,819.08	1,880.04	1,962.89
Hours	24.0017	24.9766	25.9869	26.8578	28.0413
15 Yearly	45,457.40	47,296.07	48,881.11	51,035.18	53,316.68
Biweekly	1,748.36	1,819.08	1,880.04	1,962.89	2,050.64
Hours	24.9766	25.9869	26.8578	28.0413	29.2949
16 Yearly	47,296.07	48,881.11	51,035.18	53,316.68	55,598.18
Biweekly	1,819.08	1,880.04	1,962.89	2,050.64	2,138.39
Hours	25.9869	26.8578	28.0413	29.2949	30.5484
17 Yearly	48,881.11	51,035.18	53,316.68	55,598.18	57,815.96
Biweekly	1,880.04	1,962.89	2,050.64	2,138.39	2,223.69
Hours	26.8578	28.0413	29.2949	30.5484	31.7670
18 Yearly	51,035.18	53,316.68	55,598.18	57,815.96	60,161.66
Biweekly	1,962.89	2,050.64	2,138.39	2,223.69	2,313.91
Hours	28.0413	29.2949	30.5484	31.7670	33.0559
19 Yearly	53,316.68	55,598.18	57,815.96	60,161.66	62,760.51
Biweekly	2,050.64	2,138.39	2,223.69	2,313.91	2,413.87
Hours	29.2949	30.5484	31.7670	33.0559	34.4838
20 Yearly	55,598.18	57,815.96	60,161.66	62,760.51	65,422.34
Biweekly	2,138.39	2,223.69	2,313.91	2,413.87	2,516.24
Hours	30.5484	31.7670	33.0559	34.4838	35.9463
21 Yearly	57,815.96	60,161.66	62,760.51	65,422.34	68,274.09
Biweekly	2,223.69	2,313.91	2,413.87	2,516.24	2,625.93
Hours	31.7670	33.0559	34.4838	35.9463	37.5132
22 Yearly	60,161.66	62,760.51	65,422.34	68,274.09	71,253.02
Biweekly	2,313.91	2,413.87	2,516.24	2,625.93	2,740.50
Hours	33.0559	34.4838	35.9463	37.5132	39.1500
23 Yearly	62,760.51	65,422.34	68,274.09	71,253.02	74,230.98
Biweekly	2,413.87	2,516.24	2,625.93	2,740.50	2,855.04
Hours	34.4838	35.9463	37.5132	39.1500	40.7863
24 Yearly	65,422.34	68,274.09	71,253.02	74,230.98	77,590.00
Biweekly	2,516.24	2,625.93	2,740.50	2,855.04	2,984.23
Hours	35.9463	37.5132	39.1500	40.7863	42.6319

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-26

4% Increase 35 Hours/ week		After 7/1/12			8% Longevity	
		15 Years less than 20				
Range		Step 1	Step 2	Step 3	Step 4	Step 5
10	Yearly	38,360.62	39,982.22	41,410.40	43,096.47	44,718.32
	Biweekly	1,475.41	1,537.78	1,592.71	1,657.56	1,719.94
	Hours	21.0773	21.9683	22.7530	23.6794	24.5705
11	Yearly	39,982.22	41,410.40	43,096.47	44,718.32	46,534.59
	Biweekly	1,537.78	1,592.71	1,657.56	1,719.94	1,789.79
	Hours	21.9683	22.7530	23.6794	24.5705	25.5685
12	Yearly	41,410.40	43,094.21	44,718.32	46,534.59	48,416.83
	Biweekly	1,592.71	1,657.47	1,719.94	1,789.79	1,862.19
	Hours	22.7530	23.6781	24.5705	25.5685	26.6027
13	Yearly	43,094.21	44,718.32	46,534.59	48,416.83	50,039.43
	Biweekly	1,657.47	1,719.94	1,789.79	1,862.19	1,924.59
	Hours	23.6781	24.5705	25.5685	26.6027	27.4942
14	Yearly	44,718.32	46,534.59	48,416.83	50,039.43	52,244.55
	Biweekly	1,719.94	1,789.79	1,862.19	1,924.59	2,009.41
	Hours	24.5705	25.5685	26.6027	27.4942	28.7058
15	Yearly	46,534.59	48,416.83	50,039.43	52,244.55	54,580.11
	Biweekly	1,789.79	1,862.19	1,924.59	2,009.41	2,099.23
	Hours	25.5685	26.6027	27.4942	28.7058	29.9891
16	Yearly	48,416.83	50,039.43	52,244.55	54,580.11	56,915.67
	Biweekly	1,862.19	1,924.59	2,009.41	2,099.23	2,189.06
	Hours	26.6027	27.4942	28.7058	29.9891	31.2723
17	Yearly	50,039.43	52,244.55	54,580.11	56,915.67	59,186.01
	Biweekly	1,924.59	2,009.41	2,099.23	2,189.06	2,276.38
	Hours	27.4942	28.7058	29.9891	31.2723	32.5198
18	Yearly	52,244.55	54,580.11	56,915.67	59,186.01	61,587.29
	Biweekly	2,009.41	2,099.23	2,189.06	2,276.38	2,368.74
	Hours	28.7058	29.9891	31.2723	32.5198	33.8392
19	Yearly	54,580.11	56,915.67	59,186.01	61,587.29	64,247.73
	Biweekly	2,099.23	2,189.06	2,276.38	2,368.74	2,471.07
	Hours	29.9891	31.2723	32.5198	33.8392	35.3009
20	Yearly	56,915.67	59,186.01	61,587.29	64,247.73	66,972.63
	Biweekly	2,189.06	2,276.38	2,368.74	2,471.07	2,575.87
	Hours	31.2723	32.5198	33.8392	35.3009	36.7981
21	Yearly	59,186.01	61,587.29	64,247.73	66,972.63	69,891.96
	Biweekly	2,276.38	2,368.74	2,471.07	2,575.87	2,688.15
	Hours	32.5198	33.8392	35.3009	36.7981	38.4022
22	Yearly	61,587.29	64,247.73	66,972.63	69,891.96	72,941.48
	Biweekly	2,368.74	2,471.07	2,575.87	2,688.15	2,805.44
	Hours	33.8392	35.3009	36.7981	38.4022	40.0777
23	Yearly	64,247.73	66,972.63	69,891.96	72,941.48	75,990.01
	Biweekly	2,471.07	2,575.87	2,688.15	2,805.44	2,922.69
	Hours	35.3009	36.7981	38.4022	40.0777	41.7528
24	Yearly	66,972.63	69,891.96	72,941.48	75,990.01	79,428.63
	Biweekly	2,575.87	2,688.15	2,805.44	2,922.69	3,054.95
	Hours	36.7981	38.4022	40.0777	41.7528	43.6421

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments  
1-Jul-26

4% Increase  
35 Hours/ week

10.5% Longevity  
Over 20 years

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	39,248.60	40,907.73	42,368.97	44,094.07	45,753.46
Biweekly	1,509.56	1,573.37	1,629.58	1,695.93	1,759.75
Hours	21.5652	22.4768	23.2797	24.2275	25.1393
11 Yearly	40,907.73	42,368.97	44,094.07	45,753.46	47,611.78
Biweekly	1,573.37	1,629.58	1,695.93	1,759.75	1,831.22
Hours	22.4768	23.2797	24.2275	25.1393	26.1603
12 Yearly	42,368.97	44,091.76	45,753.46	47,611.78	49,537.59
Biweekly	1,629.58	1,695.84	1,759.75	1,831.22	1,905.29
Hours	23.2797	24.2262	25.1393	26.1603	27.2185
13 Yearly	44,091.76	45,753.46	47,611.78	49,537.59	51,197.75
Biweekly	1,695.84	1,759.75	1,831.22	1,905.29	1,969.14
Hours	24.2262	25.1393	26.1603	27.2185	28.1306
14 Yearly	45,753.46	47,611.78	49,537.59	51,197.75	53,453.91
Biweekly	1,759.75	1,831.22	1,905.29	1,969.14	2,055.92
Hours	25.1393	26.1603	27.2185	28.1306	29.3703
15 Yearly	47,611.78	49,537.59	51,197.75	53,453.91	55,843.54
Biweekly	1,831.22	1,905.29	1,969.14	2,055.92	2,147.83
Hours	26.1603	27.2185	28.1306	29.3703	30.6833
16 Yearly	49,537.59	51,197.75	53,453.91	55,843.54	58,233.16
Biweekly	1,905.29	1,969.14	2,055.92	2,147.83	2,239.74
Hours	27.2185	28.1306	29.3703	30.6833	31.9962
17 Yearly	51,197.75	53,453.91	55,843.54	58,233.16	60,556.05
Biweekly	1,969.14	2,055.92	2,147.83	2,239.74	2,329.08
Hours	28.1306	29.3703	30.6833	31.9962	33.2726
18 Yearly	53,453.91	55,843.54	58,233.16	60,556.05	63,012.93
Biweekly	2,055.92	2,147.83	2,239.74	2,329.08	2,423.57
Hours	29.3703	30.6833	31.9962	33.2726	34.6225
19 Yearly	55,843.54	58,233.16	60,556.05	63,012.93	65,734.94
Biweekly	2,147.83	2,239.74	2,329.08	2,423.57	2,528.27
Hours	30.6833	31.9962	33.2726	34.6225	36.1181
20 Yearly	58,233.16	60,556.05	63,012.93	65,734.94	68,522.92
Biweekly	2,239.74	2,329.08	2,423.57	2,528.27	2,635.50
Hours	31.9962	33.2726	34.6225	36.1181	37.6500
21 Yearly	60,556.05	63,012.93	65,734.94	68,522.92	71,509.83
Biweekly	2,329.08	2,423.57	2,528.27	2,635.50	2,750.38
Hours	33.2726	34.6225	36.1181	37.6500	39.2911
22 Yearly	63,012.93	65,734.94	68,522.92	71,509.83	74,629.95
Biweekly	2,423.57	2,528.27	2,635.50	2,750.38	2,870.38
Hours	34.6225	36.1181	37.6500	39.2911	41.0055
23 Yearly	65,734.94	68,522.92	71,509.83	74,629.95	77,749.04
Biweekly	2,528.27	2,635.50	2,750.38	2,870.38	2,990.35
Hours	36.1181	37.6500	39.2911	41.0055	42.7193
24 Yearly	68,522.92	71,509.83	74,629.95	77,749.04	81,267.25
Biweekly	2,635.50	2,750.38	2,870.38	2,990.35	3,125.66
Hours	37.6500	39.2911	41.0055	42.7193	44.6523

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY27					
\$/Hour	0				
% Increase	4.00%				
Bi-weekly Hours	80		Longevity	0.00%	
	84				
Range		Step 1	Step 2	Step 3	Step 4
18 Yearly		50,891.23	52,951.52	55,078.97	57,344.19
Biweekly		1,957.36	2,036.60	2,118.42	2,205.55
Hours		24.4669	25.4575	26.4803	27.5693
19 Yearly		52,951.52	55,078.97	57,344.19	59,748.26
Biweekly		2,036.60	2,118.42	2,205.55	2,298.01
Hours		25.4575	26.4803	27.5693	28.7251
20 Yearly		55,078.97	57,344.19	59,748.26	62,286.65
Biweekly		2,118.42	2,205.55	2,298.01	2,395.64
Hours		26.4803	27.5693	28.7251	29.9455
21 Yearly		57,344.19	59,748.26	62,286.65	64,965.47
Biweekly		2,205.55	2,298.01	2,395.64	2,498.67
Hours		27.5693	28.7251	29.9455	31.2334
22 Yearly		59,748.26	62,286.65	64,965.47	67,710.93
Biweekly		2,298.01	2,395.64	2,498.67	2,604.27
Hours		28.7251	29.9455	31.2334	32.5533
23 Yearly		62,286.65	64,965.47	67,710.93	70,320.46
Biweekly		2,395.64	2,498.67	2,604.27	2,704.63
Hours		29.9455	31.2334	32.5533	33.8079
24 Yearly		64,965.47	67,710.93	70,320.46	73,548.01
Biweekly		2,498.67	2,604.27	2,704.63	2,828.77
Hours		31.2334	32.5533	33.8079	35.3596
25 Yearly		67,710.93	70,320.46	73,548.01	76,568.22
Biweekly		2,604.27	2,704.63	2,828.77	2,944.93
Hours		32.5533	33.8079	35.3596	36.8116

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly		53,018.94	55,217.27	57,481.70	59,747.99	62,357.00
Asst. Biweekly		2,039.19	2,123.74	2,210.83	2,298.00	2,398.35
Superintendent Hours		25.4899	26.5468	27.6354	28.7250	29.9793
64 Yearly		63,962.13	65,383.70	66,805.27		
Biweekly		2,460.08	2,514.76	2,569.43		
Hours		29.2867	29.9376	30.5885		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY27					
\$ / Hour		0			
% Increase		4.00%			
Bi-weekly Hours		80		Longevity	
		84		2.00%	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	51,909.05	54,010.55	56,180.54	58,491.08
	Biweekly	1,996.50	2,077.33	2,160.79	2,249.66
	Hours	24.9563	25.9666	27.0099	28.1207
19	Yearly	54,010.55	56,180.54	58,491.08	60,943.22
	Biweekly	2,077.33	2,160.79	2,249.66	2,343.97
	Hours	25.9666	27.0099	28.1207	29.2996
20	Yearly	56,180.54	58,491.08	60,943.22	63,532.38
	Biweekly	2,160.79	2,249.66	2,343.97	2,443.55
	Hours	27.0099	28.1207	29.2996	30.5444
21	Yearly	58,491.08	60,943.22	63,532.38	66,264.78
	Biweekly	2,249.66	2,343.97	2,443.55	2,548.65
	Hours	28.1207	29.2996	30.5444	31.8581
22	Yearly	60,943.22	63,532.38	66,264.78	69,065.15
	Biweekly	2,343.97	2,443.55	2,548.65	2,656.35
	Hours	29.2996	30.5444	31.8581	33.2044
23	Yearly	63,532.38	66,264.78	69,065.15	71,726.87
	Biweekly	2,443.55	2,548.65	2,656.35	2,758.73
	Hours	30.5444	31.8581	33.2044	34.4841
24	Yearly	66,264.78	69,065.15	71,726.87	75,018.97
	Biweekly	2,548.65	2,656.35	2,758.73	2,885.34
	Hours	31.8581	33.2044	34.4841	36.0668
25	Yearly	69,065.15	71,726.87	75,018.97	78,099.58
	Biweekly	2,656.35	2,758.73	2,885.34	3,003.83
	Hours	33.2044	34.4841	36.0668	37.5479

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	54,079.32	56,321.62	58,631.34	60,942.95	63,604.14
	Asst. Biweekly	2,079.97	2,166.22	2,255.05	2,343.96	2,446.31
	Superintendent Hours	25.9997	27.0777	28.1881	29.2995	30.5789
64	Yearly	65,241.37	66,691.37	68,141.38		
	Biweekly	2,509.28	2,565.05	2,620.82		
	Hours	29.8724	30.5363	31.2003		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY27					
\$ / Hour		0			
% Increase		4.00%			
Bi-weekly Hours		80		Longevity	
		84		3.00%	
Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	52,417.97	54,540.06	56,731.33	59,064.52
	Biweekly	2,016.08	2,097.69	2,181.97	2,271.71
	Hours	25.2009	26.2212	27.2747	28.3964
19	Yearly	54,540.06	56,731.33	59,064.52	61,540.70
	Biweekly	2,097.69	2,181.97	2,271.71	2,366.95
	Hours	26.2212	27.2747	28.3964	29.5869
20	Yearly	56,731.33	59,064.52	61,540.70	64,155.25
	Biweekly	2,181.97	2,271.71	2,366.95	2,467.51
	Hours	27.2747	28.3964	29.5869	30.8439
21	Yearly	59,064.52	61,540.70	64,155.25	66,914.44
	Biweekly	2,271.71	2,366.95	2,467.51	2,573.63
	Hours	28.3964	29.5869	30.8439	32.1704
22	Yearly	61,540.70	64,155.25	66,914.44	69,742.25
	Biweekly	2,366.95	2,467.51	2,573.63	2,682.39
	Hours	29.5869	30.8439	32.1704	33.5299
23	Yearly	64,155.25	66,914.44	69,742.25	72,430.08
	Biweekly	2,467.51	2,573.63	2,682.39	2,785.77
	Hours	30.8439	32.1704	33.5299	34.8222
24	Yearly	66,914.44	69,742.25	72,430.08	75,754.45
	Biweekly	2,573.63	2,682.39	2,785.77	2,913.63
	Hours	32.1704	33.5299	34.8222	36.4204
25	Yearly	69,742.25	72,430.08	75,754.45	78,865.27
	Biweekly	2,682.39	2,785.77	2,913.63	3,033.28
	Hours	33.5299	34.8222	36.4204	37.9160

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	54,609.51	56,873.79	59,206.15	61,540.43	64,227.71
Asst.	Biweekly	2,100.37	2,187.45	2,277.16	2,366.94	2,470.30
Superintendent	Hours	26.2546	27.3432	28.4645	29.5867	30.8787
64	Yearly	65,880.99	67,345.21	68,809.43		
	Biweekly	2,533.88	2,590.20	2,646.52		
	Hours	30.1653	30.8357	31.5061		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

**FY27**

% Increase	4.00%		
Bi-weekly Hours	80	Longevity	4.00%
	84		

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	52,926.88	55,069.58	57,282.12	59,637.96
	Biweekly	2,035.65	2,118.06	2,203.16	2,293.77
	Hours	25.4456	26.4758	27.5395	28.6721
19	Yearly	55,069.58	57,282.12	59,637.96	62,138.19
	Biweekly	2,118.06	2,203.16	2,293.77	2,389.93
	Hours	26.4758	27.5395	28.6721	29.8741
20	Yearly	57,282.12	59,637.96	62,138.19	64,778.11
	Biweekly	2,203.16	2,293.77	2,389.93	2,491.47
	Hours	27.5395	28.6721	29.8741	31.1433
21	Yearly	59,637.96	62,138.19	64,778.11	67,564.09
	Biweekly	2,293.77	2,389.93	2,491.47	2,598.62
	Hours	28.6721	29.8741	31.1433	32.4827
22	Yearly	62,138.19	64,778.11	67,564.09	70,419.36
	Biweekly	2,389.93	2,491.47	2,598.62	2,708.44
	Hours	29.8741	31.1433	32.4827	33.8555
23	Yearly	64,778.11	67,564.09	70,419.36	73,133.28
	Biweekly	2,491.47	2,598.62	2,708.44	2,812.82
	Hours	31.1433	32.4827	33.8555	35.1602
24	Yearly	67,564.09	70,419.36	73,133.28	76,489.93
	Biweekly	2,598.62	2,708.44	2,812.82	2,941.92
	Hours	32.4827	33.8555	35.1602	36.7740
25	Yearly	70,419.36	73,133.28	76,489.93	79,630.95
	Biweekly	2,708.44	2,812.82	2,941.92	3,062.73
	Hours	33.8555	35.1602	36.7740	38.2841

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	55,139.70	57,425.96	59,780.97	62,137.91	64,851.28
Asst.	Biweekly	2,120.76	2,208.69	2,299.27	2,389.92	2,494.28
Superintendent	Hours	26.5095	27.6086	28.7409	29.8740	31.1785
64	Yearly	66,520.61	67,999.05	69,477.48		
	Biweekly	2,558.49	2,615.35	2,672.21		
	Hours	30.4582	31.1351	31.8120		



Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

**FY27**

% Increase	4.00%		
Bi-weekly Hours	80	Longevity	5.00%
	84		

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	53,435.79	55,599.09	57,832.91	60,211.40
	Biweekly	2,055.22	2,138.43	2,224.34	2,315.82
	Hours	25.6903	26.7303	27.8043	28.9478
19	Yearly	55,599.09	57,832.91	60,211.40	62,735.67
	Biweekly	2,138.43	2,224.34	2,315.82	2,412.91
	Hours	26.7303	27.8043	28.9478	30.1614
20	Yearly	57,832.91	60,211.40	62,735.67	65,400.98
	Biweekly	2,224.34	2,315.82	2,412.91	2,515.42
	Hours	27.8043	28.9478	30.1614	31.4428
21	Yearly	60,211.40	62,735.67	65,400.98	68,213.75
	Biweekly	2,315.82	2,412.91	2,515.42	2,623.61
	Hours	28.9478	30.1614	31.4428	32.7951
22	Yearly	62,735.67	65,400.98	68,213.75	71,096.47
	Biweekly	2,412.91	2,515.42	2,623.61	2,734.48
	Hours	30.1614	31.4428	32.7951	34.1810
23	Yearly	65,400.98	68,213.75	71,096.47	73,836.49
	Biweekly	2,515.42	2,623.61	2,734.48	2,839.86
	Hours	31.4428	32.7951	34.1810	35.4983
24	Yearly	68,213.75	71,096.47	73,836.49	77,225.41
	Biweekly	2,623.61	2,734.48	2,839.86	2,970.21
	Hours	32.7951	34.1810	35.4983	37.1276
25	Yearly	71,096.47	73,836.49	77,225.41	80,396.63
	Biweekly	2,734.48	2,839.86	2,970.21	3,092.18
	Hours	34.1810	35.4983	37.1276	38.6522

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	55,669.89	57,978.14	60,355.79	62,735.39	65,474.85
Asst.	Biweekly	2,141.15	2,229.93	2,321.38	2,412.90	2,518.26
Superintendent	Hours	26.7644	27.8741	29.0172	30.1612	31.4783
64	Yearly	67,160.23	68,652.88	70,145.54		
	Biweekly	2,583.09	2,640.50	2,697.91		
	Hours	30.7510	31.4345	32.1179		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

**FY27**

\$/Hour	0		
% Increase	4.00%		
Bi-weekly Hours	80	Longevity	5.50%
	84		

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	53,690.25	55,863.85	58,108.31	60,498.12
	Biweekly	2,065.01	2,148.61	2,234.93	2,326.85
	Hours	25.8126	26.8576	27.9367	29.0856
19	Yearly	55,863.85	58,108.31	60,498.12	63,034.41
	Biweekly	2,148.61	2,234.93	2,326.85	2,424.40
	Hours	26.8576	27.9367	29.0856	30.3050
20	Yearly	58,108.31	60,498.12	63,034.41	65,712.41
	Biweekly	2,234.93	2,326.85	2,424.40	2,527.40
	Hours	27.9367	29.0856	30.3050	31.5925
21	Yearly	60,498.12	63,034.41	65,712.41	68,538.57
	Biweekly	2,326.85	2,424.40	2,527.40	2,636.10
	Hours	29.0856	30.3050	31.5925	32.9512
22	Yearly	63,034.41	65,712.41	68,538.57	71,435.03
	Biweekly	2,424.40	2,527.40	2,636.10	2,747.50
	Hours	30.3050	31.5925	32.9512	34.3438
23	Yearly	65,712.41	68,538.57	71,435.03	74,188.09
	Biweekly	2,527.40	2,636.10	2,747.50	2,853.39
	Hours	31.5925	32.9512	34.3438	35.6674
24	Yearly	68,538.57	71,435.03	74,188.09	77,593.15
	Biweekly	2,636.10	2,747.50	2,853.39	2,984.35
	Hours	32.9512	34.3438	35.6674	37.3044
25	Yearly	71,435.03	74,188.09	77,593.15	80,779.47
	Biweekly	2,747.50	2,853.39	2,984.35	3,106.90
	Hours	34.3438	35.6674	37.3044	38.8363

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	55,934.99	58,254.22	60,643.20	63,034.13	65,786.63
	Asst. Biweekly	2,151.35	2,240.55	2,332.43	2,424.39	2,530.26
	Superintendent Hours	26.8918	28.0068	29.1554	30.3049	31.6282
64	Yearly	67,480.04	68,979.80	70,479.56		
	Biweekly	2,595.39	2,653.07	2,710.75		
	Hours	30.8975	31.5842	32.2709		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY27					
\$/Hour	0				
% Increase	4.00%				
Bi-weekly Hours	80		Longevity	8.00%	
	84				
18 Yearly	54,962.53	57,187.64	59,485.28	61,931.73	
Biweekly	2,113.94	2,199.52	2,287.90	2,381.99	
Hours	26.4243	27.4941	28.5987	29.7749	
19 Yearly	57,187.64	59,485.28	61,931.73	64,528.12	
Biweekly	2,199.52	2,287.90	2,381.99	2,481.85	
Hours	27.4941	28.5987	29.7749	31.0231	
20 Yearly	59,485.28	61,931.73	64,528.12	67,269.58	
Biweekly	2,287.90	2,381.99	2,481.85	2,587.29	
Hours	28.5987	29.7749	31.0231	32.3411	
21 Yearly	61,931.73	64,528.12	67,269.58	70,162.71	
Biweekly	2,381.99	2,481.85	2,587.29	2,698.57	
Hours	29.7749	31.0231	32.3411	33.7321	
22 Yearly	64,528.12	67,269.58	70,162.71	73,127.80	
Biweekly	2,481.85	2,587.29	2,698.57	2,812.61	
Hours	31.0231	32.3411	33.7321	35.1576	
23 Yearly	67,269.58	70,162.71	73,127.80	75,946.10	
Biweekly	2,587.29	2,698.57	2,812.61	2,921.00	
Hours	32.3411	33.7321	35.1576	36.5125	
24 Yearly	70,162.71	73,127.80	75,946.10	79,431.85	
Biweekly	2,698.57	2,812.61	2,921.00	3,055.07	
Hours	33.7321	35.1576	36.5125	38.1884	
25 Yearly	73,127.80	75,946.10	79,431.85	82,693.68	
Biweekly	2,812.61	2,921.00	3,055.07	3,180.53	
Hours	35.1576	36.5125	38.1884	39.7566	

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	57,260.46	59,634.66	62,080.24	64,527.83	67,345.56
Asst. Biweekly	2,202.33	2,293.64	2,387.70	2,481.84	2,590.21
Superintendent Hours	27.5291	28.6705	29.8463	31.0230	32.3777
64 Yearly	69,079.10	70,614.40	72,149.69		
Biweekly	2,656.89	2,715.94	2,774.99		
Hours	31.6296	32.3326	33.0356		

Classification Pay Schedule  
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O  
In Annual, Biweekly, and Hour Increments

FY27					
\$/Hour	0				
% Increase	4.00%				
Bi-weekly Hours	80		Longevity	10.50%	
	84				
18 Yearly	56,234.81	58,511.43	60,862.26	63,365.33	
Biweekly	2,162.88	2,250.44	2,340.86	2,437.13	
Hours	27.0360	28.1305	29.2607	30.4641	
19 Yearly	58,511.43	60,862.26	63,365.33	66,021.82	
Biweekly	2,250.44	2,340.86	2,437.13	2,539.30	
Hours	28.1305	29.2607	30.4641	31.7413	
20 Yearly	60,862.26	63,365.33	66,021.82	68,826.75	
Biweekly	2,340.86	2,437.13	2,539.30	2,647.18	
Hours	29.2607	30.4641	31.7413	33.0898	
21 Yearly	63,365.33	66,021.82	68,826.75	71,786.85	
Biweekly	2,437.13	2,539.30	2,647.18	2,761.03	
Hours	30.4641	31.7413	33.0898	34.5129	
22 Yearly	66,021.82	68,826.75	71,786.85	74,820.57	
Biweekly	2,539.30	2,647.18	2,761.03	2,877.71	
Hours	31.7413	33.0898	34.5129	35.9714	
23 Yearly	68,826.75	71,786.85	74,820.57	77,704.11	
Biweekly	2,647.18	2,761.03	2,877.71	2,988.62	
Hours	33.0898	34.5129	35.9714	37.3577	
24 Yearly	71,786.85	74,820.57	77,704.11	81,270.55	
Biweekly	2,761.03	2,877.71	2,988.62	3,125.79	
Hours	34.5129	35.9714	37.3577	39.0724	
25 Yearly	74,820.57	77,704.11	81,270.55	84,607.88	
Biweekly	2,877.71	2,988.62	3,125.79	3,254.15	
Hours	35.9714	37.3577	39.0724	40.6769	

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	58,585.93	61,015.09	63,517.28	66,021.53	68,904.48
Asst. Biweekly	2,253.31	2,346.73	2,442.97	2,539.29	2,650.17
Superintendent Hours	28.1663	29.3342	30.5372	31.7411	33.1272
64 Yearly	70,678.15	72,248.99	73,819.83		
Biweekly	2,718.39	2,778.81	2,839.22		
Hours	32.3618	33.0810	33.8003		