

## **PREFACE**

!"# \$%&%#' !((#) \* +(&, ))#\* !, #%&-. &/0#\* &/)#-1!%#234#1&5/6#7%#! #' !() %8! /# , )! /"#

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9"# : ) \* +&/! /, ;#(7\* 7-)8#85/! -7&%;! %8#' &%-/' -#) \* +(&, ))6#\* !, #%&-#9)# ) \* +(&, )8#<&/#(&%=#)/#-1!%#># '&%6)' 5-7?)#\* &%-16"##@1&5(8#65' 1#!%# ) \* +(&, ))#9)#/)-!7%)8#7%#-1)#6! \* )#+&67-7&%#<&/#(&%=#)/#-1!%#># '&%6)' 5-7?)#\* &%-16;#-1)#) \* +(&, ))#6#6)/?' )#8! -)#. 7((#9)#-1)#&/7=7%!(# 8! -)#&<#17/)"#

ARTICLE II - UNION SECURITY

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ARTICLE V - SUBCONTRACTING

ARTICLE VI - NON-DISCRIMINATION

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ARTICLE XIII - VACATIONS

! "\$%&'"	'	'	'	( ) * +'			
'	'	'	'	'	'	'	'
2#""3)4""45#6785/'*")#+'	'	'	'	'	'	'	'
;%\$""<0='*")#+'	'	'	'	.1'	'	'	.>'
!%?'<1='*")#+'	'	'	'	'	'	'	.@'
!"\$"A'<,'=*")#+'	'	'	'	.>'	'	'	.@'
C%854'<=>'*")#+'	'	'	'	.@'	'	'	9B'
D%A""<@='*")#+'	'	'	'	9B'	'	'	9.'
E"A'<.B='*")#+'	'	'	'	9.'	'	'	99'
CF"\$A'<..'='*")#+'	'	'	'	99'	'	'	99'

Vacation will be accrued as follows:

Days:	Accrual per pay period:
10	3.07 hours
11	3.39 hours
12	3.69 hours
13	4.00 hours
16	4.92 hours





ARTICLE XX - WAGE RATES

Section 20.1 E5''#'''+5)FF'G'''+%?F''\$''F+'6H'I )\*'G)+''3'6A'+''A%#%\*J''''KIF6\*''''+'L56'5)\$''  
F''++'45)A'45#''''''\*')#+'6H'+''#\$%&''M45#''''45#6785'H%'\$''''\*')#+'6H'+''#\$%&''N+%?45#6785''''%854'  
\*')#+'6H'+''#\$%&''NA%A''45#6785''F''\$''A'\*')#+'6H'+''#\$%&''N4L''F\$''45#6785'H67#4''''A'\*')#+'  
6H'+''#\$%&''')A3'H%#4''''A'6#'K6#''''\*')#+'6H'+''#\$%&''0

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