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NEGOTIATION AGREEMENT

BETWEEN

**LOCKPORT PUBLIC LIBRARY
EMPLOYEES ASSOCIATION**

AND

**THE BOARD OF TRUSTEES OF
THE LOCKPORT PUBLIC LIBRARY**

JULY 1, 2012 - JUNE 30, 2016

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**NEGOTIATION AGREEMENT BETWEEN
LOCKPORT PUBLIC LIBRARY EMPLOYEES ASSOCIATION AND
THE BOARD OF TRUSTEES OF THE LOCKPORT PUBLIC LIBRARY**

JULY 1, 2012 - JUNE 30, 2016

This agreement is made and entered in by and between the Board of Trustees of the Lockport Public Library, hereinafter referred to as the Employer or Board, and the Lockport Public Library Employees Association, hereinafter referred to as the Association or LPLEA.

ARTICLE I - RECOGNITION

The Employer hereby recognizes the LPLEA as the sole and exclusive negotiating agent and representative for the purpose of collective bargaining and administration of grievances for the unit hereinafter provided. The Employer further agrees that the LPLEA has all the rights incident to such recognition as provided by Article 14 of the Civil Service Law (Taylor Law so-called).

ARTICLE II - NO STRIKE/NO LOCKOUT PLEDGE

Section 1: The LPLEA states that it does not have and will not assert the right to strike against the Employer or to engage in any work stoppage and it shall not cause, instigate, encourage or condone such action on the part of any of its members during the term of this Agreement.

Section 2: Further, the Employer agrees that it shall not lock out the employees covered under this Agreement during the term of this Agreement.

ARTICLE III - COLLECTIVE BARGAINING UNIT

Section 1: The LPLEA shall include all library employees, except the following, as determined by the Taylor Law:

1. Library Director and other managerial employees, if any.
2. Clerk to the Board of Trustees.
3. All confidential employees, if any.
4. All part-time employees who work less than 494 hours per year.
5. All student part-time employees (pages).

Section 2: New part-time employees will be determined as eligible for membership in the LPLEA as soon as they have worked 494 hours. At that time, dues will be deducted from their wages as for all other part-time members of the bargaining unit.

Section 3: On or before July 15th, each calendar year, the Library Director shall inform the President of LPLEA of the number of hours worked by all part-time employees for the period of January 1st to June 30th. The LPLEA President shall inform the Library Director in writing by August 1st if any part-time employee should be dropped as a union member. Should such employees work 494 hours during a calendar year, they will be reinstated immediately to the bargaining unit.

ARTICLE IV - EMPLOYEE RIGHTS

Section 1: Designated Association representatives shall have up to a total of thirty-seven and one-half (37 ½) hours per year of paid leave time to conduct Association business, provided reasonable advance notice is given to the Library Director.

Section 2: Time devoted during a representative's working hours to the negotiation of a collective bargaining agreement will be considered as library work and treated accordingly.

ARTICLE V - EMPLOYER RIGHTS

Section 1: Except as modified by the express terms of this Agreement, there is reserved to the Board of Trustees all responsibilities, powers, rights and authority expressly or inherently vested in it by the Rules and Regulations of the Commissioner of Education, Laws of the State of New York and the United States of America.

Section 2: It is expressly agreed that the Board of Trustees of the Lockport Public Library has the exclusive right, responsibility and duty to manage the Library and to determine the library services to be provided to the community.

ARTICLE VI - SENIORITY

Section 1: An employee's seniority date within the bargaining unit shall be defined as the date of hire as a library employee regardless of full or part-time status. The seniority date for employees hired after 7/1/98 will be the date of entry into the

bargaining unit. Where a break in service occurs, an adjusted seniority date will be determined if rehired or restored to a bargaining unit position within one (1) year of separation from service. This definition of seniority shall be applicable whenever the term seniority occurs within this Agreement.

- Section 2: Seniority as determined above, except if in conflict with Civil Service Law, shall be used to determine the scheduling of layoffs within various Civil Service classifications, bumping and retreating.
- Section 3: Whenever new positions, reassignments or changes in shift hours are made, the new positions, reassignments, or shift changes shall be first posted on the employees' bulletin board for a period of fourteen (14) calendar days. The employer shall take into account the seniority of employee-applicants for such new positions, reassignments or changes in shift hours, as well as the employee's qualifications.
- Section 4: A break in service of one (1) year or more without a leave of absence shall be considered a loss of seniority and a new date of hire as a full-time employee shall be applied upon rehire.
- Section 5: Part-time employees shall be laid off prior to full-time employees within a job classification.
- Section 6: The seniority dates for current bargaining unit members are as indicated in Appendix A. Any adjustments noted will not affect any employee's current position on the salary step schedule.
- Section 7: An employee in a part-time bargaining unit position who is appointed to a full-time bargaining unit position will retain the same step on the salary schedule.
- Section 8: When an employee is placed in the Bargaining Unit, the employee will be placed on the step and grade of the appropriate schedule, but in no case will the employee's salary or rate of pay be reduced.

ARTICLE VII - SALARY PAYMENT

- Section 1: Employees hired prior to January 1, 1999 shall remain on Schedule A. Full-time employees hired after January 1, 1999 shall be placed on Schedule B. Part-time employees shall be placed on Schedule C until June 30, 2013.

Effective 1/1/13 Schedule A and B (including longevity steps of schedule) shall be increased by two (2%) percent on each such date.

Effective 7/1/13, 7/1/14 and 7/1/15 Schedules A and B (including Longevity

Steps of Schedule) shall be increased by one and one-quarter (1.25%) on each such date.

Schedule A - An employee shall be moved annually to the next higher step.

Schedule A & B - An employee who is elevated to the next higher step shall receive the salary for that step commencing on July 1, after he/she has completed the required period of actual service at the lower step. When an employee is first appointed or promoted to a job group, his/her required period of service is six months before he/she is eligible for his/her first elevation to a higher step. After the first elevation in a job group, the required period of service will be twelve months for each subsequent elevation in that job group.

Schedule B

A. Steps - An employee who has not reached Step 5 shall be moved annually to the next higher step effective July 1st of each year.

B. Longevity Increments

An employee will be entitled to be paid at the "Longevity A" level (as shown on salary Schedule B) when he/she has completed five (5) years at Step 5 on the same job group and eight and one-half (8 1/2) years of continuous service with the library effective July 1st of each year.

An employee will be entitled to be paid at the "Longevity B" level (as shown on salary Schedule B) when he/she has completed ten (10) years at Step 5 of the same job group and thirteen and one-half (13 1/2) years of continuous service with the library effective July 1st.

An employee will be entitled to be paid at the "Longevity C" level (as shown on salary Schedule B) when he/she has completed fifteen (15) years at Step 5 of the same job group and eighteen and one-half (18 1/2) years of continuous service with the library effective July 1st.

When an employee, because of budget limitations, is demoted or bumped to a lower job group, in determining his/her eligibility for longevity increases at the lower job group level, he/she will be credited with (a) any years he/she completed at Step 5 or Longevity A or Longevity B of his/her higher job group or (b) the years he/she would have been credited with at Step 5 or Longevity A or B of the lower level if he/she had stayed at the lower level, whichever is greater. When he/she returns to a higher level, he/she will similarly be credited with the years completed at said steps at the lower level during the interval of demotion.

For the purposes of longevity eligibility, the groups will be combined as follows:

L-1 and L-2
PLC and SLC and LC
CUS and ACUS

C. Promotions

If an employee is promoted, he/she shall be placed on the same step (including longevity).

- Section 2: A responsibility factor of 5% (to a maximum of \$1,800.00 yearly) will be paid to the employee filling the position of Computer Specialist. The Library may have an employee or contractor outside of the Bargaining Unit perform the Computer Specialist stipend duties and the Union will not grieve or file an I.P. concerning such action.
- Section 3: The Library agrees to allow direct deposits at any financial institution that the designated payroll service has the ability to make transfers.
- Section 4: Payday shall be every two (2) weeks (26 per year) with payday coming every other Thursday.
- Section 5: Each employee is responsible for the accuracy of the time card which is an official record of hours claimed. The employee is also responsible for completion of the time card by the close of the last working day of each week. Time cards shall not be completed by anyone other than the individual named on the time card. Extra hours or changes in schedules shall be noted on time cards for the payroll clerk by each staff member indicating name, date, and hours worked. A yearly calendar will be maintained by the library director or the clerk of the Board of Trustees noting all absences and reasons of same. A report will be submitted in January to each employee listing accumulated sick leave.
- Section 6: In addition to mandated deductions, the employer agrees to deduct for the credit union, United Way and Section 401.k or other tax deferred vehicle, which are authorized by the employee; and the employer may authorize additional deductions upon mutual agreement. Such employer authorizations shall not be unreasonably withheld.

Section 7: The library shall reimburse the cost of membership in the New York Library Association (NYLA) or American Library Association (ALA) for all full-time employees with Civil Service certification as a Librarian and the New York State Library Assistants' Association for Clerical Employees in the bargaining unit. Attendance at NYLA and ALA conferences will be encouraged and financial support will be provided by the library as recommended by the Library Director.

The Library will reimburse the cost of membership in NYLA or ALA and any section of ALA at the full amount of the cost of such membership.

Section 8: All full-time members of the Bargaining Unit who enroll in workshops, seminars or participate in continuing education programs which are related to the aims and directions of the Library, shall be reimbursed in full by the employer. Prior approval by the Library Director shall be necessary. Such approval shall not be unreasonably withheld.

Section 9: Effective 7/1/09, all employees who work less than half-time shall be paid at ninety (95%) percent of Schedule B; effective 7/1/13 all employees who work less than half time shall be paid at 100% of Schedule B and Schedule C shall be modified to reflect such change.

Section 10: All employees who are working on a reference floor or reference area without a librarian for more than four (4) hours while the library is open to the public, shall receive a five percent (5%) differential for that day.

ARTICLE VIII - HOURS OF WORK

Section 1: Full-time professional and clerical staff shall work 36 ½ to 37 hours weekly. When a Saturday is worked, Friday will be the day off for that week, unless otherwise determined by the Library Director.

Section 2: All work in excess of thirty-seven (37) hours in a work week shall be paid at the overtime rate, unless the employee and the Library mutually agree to compensatory time or in cases of emergencies. Compensatory time is earned at the rate of time and one-half for each hour worked. Prior approval of the Library Director or designee shall be required. Any hours worked on Sunday will be considered as double time.

Section 3: Custodial staff shall work 37 hours weekly. When a Saturday is worked, Friday will be the day off for that week, unless otherwise determined by the Library

Director. Split schedules will occur only in an emergency. Emergencies shall not include absences due to sick leave usage and vacations of one (1) week or more.

Section 4: Part-time work is as scheduled.

Section 5: The library will close at 5:00 p.m. on Thanksgiving Eve and New Year's Eve. Employees designated to work after 5:00 p.m. on those days will be scheduled during the open hours.

A fifteen (15) minute break is allowed for each half of a full day worked, or during a shift of a minimum three and one-half (3 ½) hours. Breaks are taken in the morning and afternoon or afternoon and evening, depending on the work shift. Breaks may not be added to lunch time or leave time, nor may they be taken at the beginning or end of the shift. Break time may not be accumulated from day to day.

Section 6: If the library is closed because of inclement weather or other emergency conditions, full-time employees scheduled to work shall receive full pay for that day and the next three (3) work days if the closing continues with the understanding that employees may be required to report to work during such closure at the discretion of the Library Director. Part-time employees entitled to leave time may choose to take paid leave. Part-time hours lost due to an emergency closing may be rescheduled at the discretion of the Library Director. If the library closes during the course of the day, all scheduled part-time employees present at the time of closing will be paid for the remainder of their shift. If the closing continues beyond four (4) days, full-time employees may choose to use available benefit leave time.

ARTICLE IX - HOLIDAYS

Section 1: Yearly paid holidays shall be: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, last working day prior to Christmas Day and Christmas Day.

Section 2: Each full-time employee will receive four (4) floating holidays to be taken during the calendar year. Floating holidays shall be pro-rated for all full-time employees during the first year of employment. The scheduling of these days is subject to the approval of the Library Director. Effective July 1, 2009, the number of floating holidays will be increased from three (3) to four (4).

Section 3: Holiday time worked will be paid at double time unless the holiday is also a Sunday, when the pay will be triple time.

- Section 4:** When the holiday falls on a Sunday, the following Monday will be observed as the holiday; when it falls on a Saturday, each employee who would normally work on that particular day, will observe it on the preceding Friday.
- Section 5:** When the library is closed on a non-holiday or non-emergency day, full-time employees' day off shall be the closed day.
- Section 6:** Any full-time employee working six (6) hours or more on a Saturday from July 1st - September 1st shall receive three and one-half (3 ½) hours compensatory time at straight time rate beginning with the third Saturday worked during that time period. Compensatory time must be used within twelve (12) months of the date earned.

ARTICLE X - VACATIONS

- Section 1:** All vacations are awarded January 1st of each year and may be taken throughout the year. For those employees who have not worked a full year as of January 1, vacation will be awarded on a pro-rated basis and effective on their anniversary date. All vacations must be scheduled with the Library Director by March 1 and preference in scheduling of vacation time by the Library Director will be given on the basis of seniority as set forth in Article VI hereof. Any vacation schedule changes necessary after March 1 should be agreeable to both the employee and the Library Director, if possible.
- Section 2:** One (1) week of vacation time may be carried over to the next fiscal year. Additional carry-over of vacation time from one year to another may be permitted upon approval of the Library Director with a written request, which shall not be unreasonably withheld.
- Section 3:** Vacations for full-time employees with civil service appointments, full time:
- A. Full-time Librarians:**

Twenty-five (25) working days with pay starting after the first full calendar year of service. One (1) additional day for each full calendar year worked after the eighteenth (18th) year to a maximum of thirty (30) days.
 - B. Other Full-time Bargaining Unit Employees:**

1. Fifteen (15) working days with pay starting after the first full year of service.
2. Twenty (20) working days with pay after five (5) years of service.
3. Twenty-two (22) working days with pay after ten (10) years of service.
4. Twenty-five (25) working days with pay after fifteen (15) years of service.
5. One (1) additional day for each two (2) calendar years worked beginning with the sixteenth (16th) year to a maximum of thirty (30) days.
6. Part time employees hired before 12/1/12 who become full time employees shall have the following vacation schedule:
 - 10 days after 1st year
 - 15 days after 5 years
 - 22 days after 10 years
 - 25 days after 15 years
7. Full time employees hired after 12/1/12 shall have a vacation schedule as follows:
 - 10 days after 1st year
 - 15 days after 5 years
 - 20 days after 10 years

Section 4: Vacation time accrued but not taken after voluntary separation or lay off of employment will be reimbursed.

ARTICLE XI - LEAVE WITH PAY

Section 1: Full-time employees will receive three (3) working days for personal business per year. Employees may convert unused personal days to sick leave by providing notice to the Library Director on or before December 1st.

Section 2: Jury duty: Any employee (full-time or part-time) called for duty as a juror and required to serve on a jury or who is subpoenaed to appear as a witness in any

action or proceeding directly involving the Library, shall be allowed his/her full pay as an employee of the Lockport Public Library. The salary check will then be allowed and pension contributions will be protected. Employees shall provide the Library with proof of jury service.

- Section 3: All employees (part-time and full-time) who have a death of the immediate family (current spouse, children, father, mother, sister, brother, corresponding current in-laws, or a member of the employee's household and significant other) shall receive five (5) consecutive calendar days bereavement leave which shall not be deducted from any other accumulated time for each death. All employees, who have a death of a grandparent or grandchild shall receive three (3) consecutive calendar days to attend the day of funeral or memorial service. Full-time employees may use an additional two (2) days family sick days for the death of grandparent and grandchild.

ARTICLE XII - LEAVE WITHOUT PAY (Full-Time or Part-Time)

- Section 1: An employee eligible for either an unpaid leave of absence up to one (1) year in length and/or an extended illness is an employee who has been in the employ of the Library three (3) years or more, and who is either a full-time employee or a part-time employee with a civil service appointment.
- Section 2: An unpaid leave of absence up to one (1) year in duration may be granted to an eligible employee with the approval of the Library Director which shall not be unreasonably withheld.
- Section 3: When all accumulated sick leave, vacation, and personal leave days available for use for a lengthy illness have been exhausted, a one (1) year extended illness unpaid leave may be granted to an eligible employee by the Employer and the position of the employee will be secured for the one (1) year leave period.
- Section 4: Military leave will be granted as provided by law.
- Section 5: In the event an unpaid leave of absence or extended illness leave is granted to an eligible employee, any such employee having health insurance coverage through the Employer's medical insurance group may elect to continue such coverage by paying the cost of such coverage to the Business Office by the fifth (5) day of each month. Failure to pay on time will result in coverage being terminated for such employee. Any employee who is granted a leave of absence without pay or extended illness leave shall make all arrangements to continue coverage with the Business Office prior to the commencement of such leave. All unpaid illness or disability absences of ninety (90) calendar days or less, the Employer agrees to continue insurance coverage at no cost to the employee.

Section 6: Maternity leave for female employees shall be considered as a medical leave of absence. Accumulated sick leave and annual personal and compensatory time may be used at the option of the employee. The leave begins when the employee is no longer able to perform her regular job duties. The leave ends when the employee is again physically able to perform her regular job duties.

An employee needing a maternity leave is encouraged to submit a notice to the Library Director at the appropriate time, stating the probable date the leave shall begin and end.

A male employee may take a paternity leave up to five (5) working days following the birth of, or the adoption of, a child. These leaves shall be charged to accumulated sick leave, annual leave, personal leave, compensatory time, or the leave may be taken without pay.

Section 7: Child care leave. Any employee requesting a child care leave following the birth or adoption of a child, shall be granted an unpaid leave of up to one year, subject to eligibility requirement in Section 1 of this article.

ARTICLE XIII - SICK LEAVE

Section 1: Full-time employees shall accrue and accumulate sick leave after six (6) months from date of hire at the rate of one and one-half (1 ½) days per month and shall be entitled to accumulated sick leave of 250 days.

Section 2: In the event an employee experiences an absence from work which is taken as a sick leave due to an injury or illness or anticipates such an absence at a future date:

A. Such employee shall, upon request of the Library Director, provide a doctor's certification as to the illness or injury of the employee. Such doctor's certification shall state to the extent possible the projected period of anticipated absence.

B. In the event that an employee becomes aware of the necessity of incurring an absence from work due to injury or illness, at a future time, the employee shall, upon becoming aware of such information, immediately advise the Library Director of such anticipated absence and, to the extent possible, the duration of such absence.

Section 3: Worker's Compensation. Whenever an employee is necessarily absent from work because of occupational injury or disease, as defined in the Worker's Compensation Law, full pay shall be allowed him/her under the Library's Sick Leave Plan, provided the employee is entitled to such sick leave pay at the time of such absence. When the employee's case has been adjudicated by the Worker's Compensation Board, and an award has been granted covering the time of absence from employment because of such injury, such compensation award shall be credited and paid directly to the Lockport Public Library for those days which the employee has received full pay allowance from the Library under its Sick Leave Plan in the same proportion as the compensation award bears to the sick leave pay received by the employee. The employee's sick leave shall be reimbursed in the amount of such award.

Section 4: A doctor's certification may be required for leave due to a serious illness of a family member or of the employee. If the employee requires certification, it must be provided in a "timely manner".

If the employer has reason to doubt the validity of the certification, the employer may require that a second opinion be obtained by a health-care provider designated and paid for by the employer. However, the health-care provider must not be employed on a regular basis by the employer.

If the opinions are conflicting, the employer may require, at the expense of the employer, that the employee obtain a third opinion by a health-care provider approved jointly by the employer and employee. This third opinion is final and binding on both the employer and the employee.

The employer may require that the employee obtain subsequent recertification on a reasonable basis.

Section 5: On return from leave, the employee is entitled to be restored to his/her same position when the leave commenced or to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment.

Section 6: Twenty (20) days in any one (1) year may be charged against accumulated sick leave for the illness or injury of the employee's immediate family or of a spouse, child, father, mother, brother, sister, corresponding in-laws or significant other as mutually defined, to the extent of sick leave available for that employee. "Significant Other" shall be defined as an unmarried employee with the same sex or opposite sex domestic partner who have resided together for at least six (6) months, have a committed, long term relationship of mutual support and are financially interdependent.

ARTICLE XIV - PART-TIME BENEFITS

Section 1: Paid leave for part-time employees will be granted after one (1) year of service based upon the average number of hours worked in a pay period in the previous calendar year.

<u>Average Hours in Pay Period</u>	<u>Annual Leave (Hours)</u>
(a) Nineteen (19) up to twenty-nine (29)	45
(b) Thirty (30) up to thirty-seven (37)	55
(c) Thirty-eight (38) and above	Full-time benefits

Section 2: Paid leave will be determined based on the number of hours worked from January 1 - December 31 of the previous year, and Article XIV, Section 1 of the Agreement. The Clerk to the Board of Trustees or whomever is responsible for payroll notifies all employees in the bargaining unit of leave time earned each January. It is to be taken by the end of that calendar year.

Section 3: Employees hired between January 1 and September 30 will have leave (hours) applied as indicated above. No leave (hours) will be available to a new hire after October 1 until January 1 of the year following one (1) year of employment.

Section 4: Paid leave time accrued, but not taken after voluntary separation or lay off of employment will be reimbursed.

Section 5: Part-time employees will be eligible for health insurance benefits pursuant to Article XVI, if permitted by the insurance carrier. If the part-time employees (or a portion thereof) are eligible for health insurance coverage, the employees shall pay the full premium of such coverage.

Part-time employees shall be able to sell back any accumulated time on a dollar for dollar basis and apply the proceeds toward their health insurance premium costs.

ARTICLE XV - RETIREMENT

Section 1: All employees having full-time appointments are required to become members of the New York State Employees Retirement System and such membership is available to part-time employees with civil service appointments. Retirement benefits will be provided pursuant to the Rules and Regulations of New York State. Placement in the tier will be according to law.

Section 2: Upon retirement, up to 165 days of unused sick leave shall be applied toward

retirement service credit as provided under Section 41J of the New York State Employees Retirement System and up to twenty (20) unused sick days beyond the 165 days shall be paid to the employee in one lump sum at time of retirement. Effective 7/1/13 all days beyond 165 days shall be paid to the employee at their normal daily rate up to a maximum of twenty-five (25) days.

ARTICLE XVI - MEDICAL INSURANCE

Section 1: Medical insurance provided by the Employer shall be on a single coverage basis for eligible employees who are not heads of households and only as set forth in Section 5.

Section 2: The cost of the family coverage of medical insurance will be paid by the Employer to extent set forth below in Section 5, except that the Employer will not pay double coverage. If one member of the employee family has head-of-household or family coverage elsewhere, the Employer will not provide coverage.

Section 3: Employees eligible for medical insurance provided by the Employer are full-time employees.

Section 4: The library will provide to eligible employees the Sub Group 0004 of the City of Lockport POS 201/POS 201 Plus Plan, or as offered by the City of Lockport. Coverage will include the Group Health, Inc., GHI No. DT54 (dental) Spectrum 2000.

The Library shall switch coverage effective 1/1/13 to the Univera HDHP AU96 Plan (without a dental plan) with the Library to pay the premiums and all deductibles (currently \$2600 and \$5200) under the plan and the new plan will provide a credit system of payments.

Section 5: Medical insurance benefits:

A. All employees who are, as of June 30, 2003, full-time employees of the Library and eligible for medical insurance benefits provided by the Employer pursuant to the existing Collective Bargaining Agreement between the Lockport Public Library and the Lockport Public Library Employees Association shall remain eligible for full medical insurance benefits (single or family coverage) provided by the Employer.

B. Effective July 1, 2003, the Employer will pay for only single coverage for eligible new hires. If two (2) person (if available), or family coverage is desired, the employee will pay the difference (premium plus deductible) between single and two (2) person (if available) or family coverage.

- C. Full time employees hired after December 1, 2012 shall pay ten (10%) of the premium cost.

Section 6: Retirement medical coverage. Upon retirement, an employee having medical insurance coverage with the Employer's medical insurance group may continue as a member by paying the cost of such coverage to the business office by the fifth (5) day of the month. Failure to pay on time will result in the employee being dropped from the program.

Section 7: Employees eligible for health and prescription insurance coverage (as outlined above) will be allowed to discontinue such coverage in exchange for a stipend as follows, provided he/she is in the plan for the previous twelve (12) months and thereafter on a yearly basis:

- \$1,000 (one thousand dollars) for waiver of single coverage plan.
- \$2,000 (two thousand dollars) for waiver of family coverage plan.

- A. The stipend will be paid for each fiscal year the employee chooses not to receive the Library-sponsored health/prescription plan.
- B. Any individuals who wish to participate in this "opt-out" provision must file a signed letter of intent with the Library Director prior to June 1st (that is, the beginning) of the fiscal year in which coverage will not be in effect, or at the onset of employment.
- C. The "opt-out" applies only to the administered health insurance plan described in Section 4 above.
- D. The stipend will be paid to the employee in equal installments in each paycheck from the first paycheck in July through the last paycheck in June.
- E. Individuals who discontinue their health/prescription insurance coverage may not re-enter the program unless alternative coverage has become inaccessible (through divorce, termination of spouse's employment, etc.)

ARTICLE XVII - GRIEVANCE PROCEDURE

Section 1: General Procedures:

- A. It is the intent of these procedures to provide for the orderly and prompt settlement of differences in a fair and equitable manner.

- B. The Board and the LPLEA shall have the right to be represented at any step of the procedure by a person of their own choice.
- C. Any specified time limits may be extended by mutual agreement in writing.
- D. Failure at any step of the procedure to appeal a grievance to the next step within the specified time limit shall be deemed to be acceptable of the decision rendered at that step, except as provided in Section 1C above.
- E. The LPLEA shall have the right to submit a so-called "class" grievance, i.e., one involving a matter of general effect on the membership, provided there is at least one specified instance of action by the Board resulting in an alleged violation under this grievance procedure.
- F. If a grievance is appealed by the LPLEA to arbitration pursuant to this Agreement, such appeal shall constitute a waiver by the grievant and the LPLEA of all rights he/she may have to bring the subject matter of the grievance before any administrative agency (including the Commissioner of Education) or court for decision other than to move to stay, vacate or confirm an arbitration.
- G. If an employee files a grievance under this article that employee waives any right to file a discrimination complaint in a different forum.

Section 2: Definitions:

- A. "Grievance" shall mean any claimed violation, misinterpretation, or unlawful application of any provision of this Agreement, or policy/rule of the Board/Library Director.
- B. "Employee" includes any individual or groups of individuals covered under the terms of this contract, or the LPLEA when it files a grievance.

Section 3: Grievance Steps:

- A. Step 1 - Presentation of Grievance: Any employee having a grievance shall submit the grievance, in writing, on the prescribed "grievance form" to the Library Director within fifteen (15) calendar days of the incident which gave rise to the grievance. The prescribed form is available from either the Library Director or the President of the LPLEA. Within twenty-

one (21) working days of its receipt, the Library Director shall render a decision in writing and present it to the employee.

B. Step 2 - Appeal to President of Board of Trustees

- (1) If the written grievance is not resolved by the action of the Library Director within twenty-one (21) working days of its receipt, it may be appealed to the President of the Board of Trustees.
- (2) The President of the Board of Trustees, within ten (10) working days of the receipt of the grievance at this step, will schedule an informal hearing at which the interested parties will have an opportunity to be heard. At this stage of the grievance procedure and thereafter, the employee shall have the right to be represented by the LPLEA provided that the grievant is present unless the parties mutually agree grievant does not need to be present.
- (3) If a grievance is not resolved by the action of the President of the Board of Trustees within ten (10) working days of the hearing at this step, it may be appealed to Step 3.

C. Step 3 - Arbitration

- (1) In the event the LPLEA is not satisfied with the decision made by the President of the Board of Trustees then the Association shall, within five (5) working days of receipt of the decision of the President of the Board of Trustees, notify the Library Director in writing of the intention to submit the grievance to arbitration. No grievance shall be submitted to arbitration without approval of and representation by the LPLEA.
- (2) Within ten (10) working days of such written notification, the Library Director and the LPLEA shall attempt to mutually select a person to act as the arbitrator.
- (3) If the parties cannot agree on an arbitrator within the ten (10) working days, then a name from the list of arbitrators will be made in rotating order. The rotating list of arbitrators shall be:
 1. Stuart Pohl
 2. Miriam Winokur
 3. James McDonnell
- (4) The arbitrator shall render his decision in writing within thirty (30) calendar days after the close of the hearing and such decision shall

be final and binding on all parties.

- (5) The fees and expense of the arbitrator shall be shared equally by the Employer and the LPLEA. No transcript shall be required. Any party desiring a transcript shall pay for it and provide a copy to the other party.
- (6) The power and authority of the arbitrator in rendering his decision shall be limited to determining whether there was a violation, misinterpretation, or unlawful application of the Agreement and, if so, directing compliance by the Employer with the provision of this Agreement or directing the Employer to refrain from such unlawful application of this Agreement. Any remedy given shall be in strict compliance with the provisions of this Agreement. The arbitrator shall have no power to add to, subtract from, or change the provisions of this Agreement.

ARTICLE XVIII - LABOR MANAGEMENT RELATIONS

There shall be meetings of the Library Director and the President of the LPLEA upon the request of either party to discuss problems of mutual concern.

ARTICLE XIX - NONDISCRIMINATION

The Employer and the Association agree that they have a responsibility to promote and provide equal opportunities for employment, and as such, it shall be the positive and continuing policy of the Employer and the Association to assure an equal opportunity in employment regardless of race, color, religion, sex, marital status, age, handicap or national origin, sexual orientation, or other provision as cited by law.

ARTICLE XX - SAVINGS

Section 1: This contract incorporates the entire understanding of both parties on all issues contained herein or which have been discussed during these negotiations. Therefore, both parties agree that negotiations will not be reopened on any item during the life of this contract unless the parties mutually agree to do so.

Section 2: If any provision of this Agreement is or shall be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law, and any substitute provision shall be subject to negotiation. The parties agree to commence negotiations on provision(s) determined to be

contrary to law within thirty (30) calendar days of such final determination. The remainder of the Agreement shall not be affected.

ARTICLE XXI - LEGISLATIVE ACTION

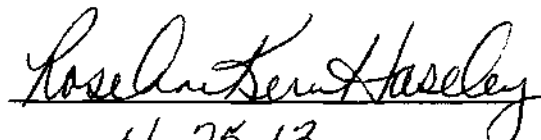
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

ARTICLE XXII - DURATION

The provisions of this Agreement shall be effective from July 1, 2012 to June 30, 2016.

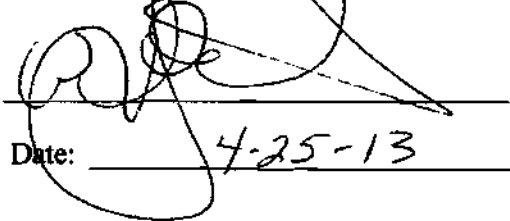
IN WITNESS OF THE FOREGOING, the parties have caused their duly authorized representatives to execute this Agreement.

FOR THE LOCKPORT PUBLIC LIBRARY
EMPLOYEES ASSOCIATION



Date: 4-25-13

FOR THE BOARD OF TRUSTEES
OF THE LOCKPORT PUBLIC LIBRARY



Date: 4-25-13

APPENDIX B
“SIGNIFICANT OTHER”

“Significant Other” shall be defined as follows:

Unmarried employee with the same sex or opposite sex domestic partner who have resided together for at least six (6) months, have a committed, long term relationship of mutual support and are financially interdependent. Should the partnership terminate, the employee is required to notify the Library Director within thirty (30) days of its termination. Another domestic partner may not be eligible until six (6) months after notification of the previous termination has been received by the Library Director.

To enroll the “Significant Other”, the employee must submit a copy of one (1) item of proof that the employee and the domestic partner have resided together for at least six (6) months. The list below shall constitute proof of residency, but other proof not on the list may be submitted if acceptable to the Library Director.

1. Joint obligation on a loan
2. Joint ownership of a residence
3. Joint renters’ or homeowners’ insurance policy
4. Joint responsibility for child care (e.g., school documents, guardianship)
5. Designated as beneficiary under the other’s life insurance policy, retirement benefits account or will or executor of each other’s will
6. An affidavit by a creditor or other person able to testify to partners’ financial interdependence
7. Mutually granted durable power of attorney
8. Designation of one partner as the representative payee for the other’s government benefits
9. Joint ownership or holding of investments
10. Joint ownership or lease of a motor vehicle
11. Both listed as tenants on the lease of a shared residence
12. Mutually granted authority to make health care decisions
13. Share a household budget for the purpose of receiving government benefits
14. Claim partner as a dependent for federal tax purposes
15. Joint bank account
16. Joint credit or charge card(s)
17. Status as authorized signatory on the partner’s bank account, credit card or charge card

18. Other proof establishing economic interdependence

4/25/2013

SCHEDULE A
July 1, 2012 - June 30, 2016

	L1	L2	LC	SLC	PLC	AC	CUS
2011-2012							
1	30,856	32,750	17,832	20,997	22,039	20,997	23,158
2	32,089	33,982	18,544	21,837	22,922	21,837	24,082
3	33,372	35,267	19,285	22,707	23,838	22,707	25,045
4	34,708	36,601	20,057	23,616	24,793	23,616	26,047
5	36,096	37,990	20,860	24,562	25,784	24,562	27,089
6	37,541	39,434	21,693	25,542	26,814	25,542	28,175
7	39,041	40,934	22,560	26,565	27,889	26,565	29,301
8	40,603	42,496	23,463	27,630	29,002	27,630	30,474
9	42,227	44,121	24,401	28,733	30,161	28,733	31,693
10	43,917	45,810	25,378	29,884	31,368	29,884	32,960
11	45,673	47,566	26,393	31,079	32,624	31,079	34,280
12	47,499	49,392	27,447	32,324	33,928	32,324	35,649
13	49,401	51,294	28,547	33,616	35,285	33,616	37,075
14	51,376	53,270	29,688	34,961	36,697	34,961	38,560
15	53,431	55,323	30,874	36,357	38,165	36,357	40,101
16	55,571	57,464	32,109	37,813	39,691	37,813	41,704
17	57,790	59,684	33,394	39,324	41,280	39,324	43,373
18	60,105	61,999	34,731	40,898	42,932	40,898	45,107
19	62,509	64,402	36,119	42,534	44,649	42,534	46,913
20	63,757	65,651	36,843	43,384	45,543	43,384	47,851
21	65,033	66,925	37,581	44,251	46,453	44,251	48,808
22	66,334	68,226	38,331	45,135	47,383	45,135	49,784
23	67,661	69,592	39,098	46,038	48,331	46,038	50,780
24	69,013	70,983	39,879	46,959	49,298	46,959	51,797
25	70,393	72,402	40,677	47,896	50,283	47,896	52,831
26	71,801	73,850	41,492	48,855	51,290	48,855	53,889
27	74,693	76,823	43,160	50,822	53,353	50,822	56,057
28	76,186	78,359	44,024	51,837	54,421	51,837	57,178
29	77,709	79,927	44,903	52,875	55,508	52,875	58,322

4/25/2013

SCHEDULE A
July 1, 2012 - June 30, 2016

	L1	L2	LC	SLC	PLC	AC	CUS
2012 - 2013	July - Dec 2012 @ previous rate		Jan - June 2013 @ new rate below				
1	31,473	33,405	18,189	21,417	22,480	21,417	23,621
2	32,731	34,662	18,915	22,274	23,380	22,274	24,564
3	34,039	35,972	19,671	23,161	24,315	23,161	25,546
4	35,402	37,333	20,458	24,088	25,289	24,088	26,568
5	36,818	38,750	21,277	25,053	26,300	25,053	27,631
6	38,292	40,223	22,127	26,053	27,350	26,053	28,739
7	39,822	41,753	23,011	27,096	28,447	27,096	29,887
8	41,415	43,346	23,932	28,183	29,582	28,183	31,083
9	43,072	45,003	24,889	29,308	30,764	29,308	32,327
10	44,795	46,726	25,886	30,482	31,995	30,482	33,619
11	46,586	48,517	26,921	31,701	33,276	31,701	34,966
12	48,449	50,380	27,996	32,970	34,607	32,970	36,362
13	50,389	52,320	29,118	34,288	35,991	34,288	37,817
14	52,404	54,335	30,282	35,660	37,431	35,660	39,331
15	54,500	56,429	31,491	37,084	38,928	37,084	40,903
16	56,682	58,613	32,751	38,569	40,485	38,544	42,538
17	58,946	60,878	34,062	40,110	42,106	40,110	44,240
18	61,307	63,239	35,426	41,716	43,791	41,716	46,009
19	63,759	65,690	36,841	43,385	45,542	43,385	47,851
20	65,032	66,964	37,580	44,252	46,454	44,252	48,808
21	66,334	68,264	38,333	45,136	47,382	45,136	49,784
22	67,661	69,591	39,098	46,038	48,331	46,038	50,780
23	69,014	70,984	39,880	46,959	49,298	46,959	51,796
24	70,393	72,403	40,677	47,898	50,284	47,898	52,833
25	71,801	73,850	41,491	48,854	51,289	48,854	53,888
26	73,237	75,327	42,322	49,832	52,316	49,832	54,967
27	76,187	78,359	44,023	51,838	54,420	51,838	57,178
28	77,710	79,926	44,904	52,874	55,509	52,874	58,322
29	79,263	81,526	45,801	53,933	56,618	53,933	59,488

4/25/2013

SCHEDULE A
July 1, 2012 - June 30, 2016

	L1	L2	LC	SLC	PLC	AC	CUS
2013 - 2014							
1	31,866	33,823	18,416	21,685	22,761	21,685	23,916
2	33,140	35,095	19,151	22,552	23,672	22,552	24,871
3	34,464	36,422	19,917	23,451	24,619	23,451	25,865
4	35,845	37,800	20,714	24,389	25,605	24,389	26,900
5	37,278	39,234	21,543	25,366	26,629	25,366	27,976
6	38,771	40,726	22,404	26,379	27,692	26,379	29,098
7	40,320	42,275	23,299	27,435	28,803	27,435	30,261
8	41,933	43,888	24,231	28,535	29,952	28,535	31,472
9	43,610	45,566	25,200	29,674	31,149	29,674	32,731
10	45,355	47,310	26,210	30,863	32,395	30,863	34,039
11	47,168	49,123	27,258	32,097	33,692	32,097	35,403
12	49,055	51,010	28,346	33,382	35,040	33,382	36,817
13	51,019	52,974	29,482	34,717	36,441	34,717	38,290
14	53,059	55,014	30,661	36,106	37,899	36,106	39,823
15	55,181	57,134	31,885	37,548	39,415	37,548	41,414
16	57,391	59,346	33,160	39,051	40,991	39,026	43,070
17	59,683	61,639	34,488	40,611	42,632	40,611	44,793
18	62,073	64,029	35,869	42,237	44,338	42,237	46,584
19	64,556	66,511	37,302	43,927	46,111	43,927	48,449
20	67,145	69,181	38,812	44,805	47,035	44,805	49,418
21	69,837	71,947	39,587	45,700	47,974	45,700	50,406
22	72,634	74,810	40,379	46,613	48,935	46,613	51,415
23	75,537	77,771	41,185	47,546	49,914	47,546	52,443
24	78,546	80,828	42,010	48,497	50,913	48,497	53,493
25	81,661	83,981	42,851	49,465	51,930	49,465	54,562
26	84,882	87,230	43,709	50,455	52,970	50,455	55,654
27	88,209	90,574	44,573	52,486	55,100	52,486	57,893
28	91,642	94,013	45,465	53,535	56,203	53,535	59,051
29	95,181	97,545	46,374	54,607	57,326	54,607	60,232

4/25/2013

SCHEDULE A
July 1, 2012 - June 30, 2016

	L1	L2	LC	SLC	PLC	AC	CUS
2014 - 2015							
1	32,264	34,246	18,646	21,956	23,046	21,956	24,215
2	33,554	35,534	19,390	22,834	23,968	22,834	25,182
3	34,895	36,877	20,166	23,744	24,927	23,744	26,188
4	36,293	38,273	20,973	24,694	25,925	24,694	27,236
5	37,744	39,724	21,812	25,683	26,962	25,683	28,326
6	39,256	41,235	22,684	26,709	28,038	26,709	29,462
7	40,824	42,803	23,590	27,778	29,163	27,778	30,639
8	42,457	44,437	24,534	28,892	30,326	28,892	31,865
9	44,155	46,136	25,515	30,045	31,538	30,045	33,140
10	45,922	47,901	26,538	31,249	32,800	31,249	34,464
11	47,758	49,737	27,599	32,498	34,113	32,498	35,846
12	49,668	51,648	28,700	33,799	35,478	33,799	37,277
13	51,657	53,636	29,851	35,151	36,897	35,151	38,769
14	53,722	55,702	31,044	36,557	38,373	36,557	40,321
15	55,871	57,848	32,284	38,017	39,908	38,017	41,932
16	58,108	60,088	33,575	39,539	41,503	39,514	43,608
17	60,429	62,409	34,919	41,119	43,165	41,119	45,353
18	62,849	64,829	36,317	42,765	44,892	42,765	47,166
19	65,363	67,342	37,768	44,476	46,687	44,476	49,055
20	66,868	68,849	38,526	45,365	47,623	45,365	50,036
21	68,003	69,981	39,297	46,271	48,574	46,271	51,036
22	69,363	71,342	40,082	47,196	49,547	47,196	52,058
23	70,750	72,769	40,884	48,140	50,538	48,140	53,099
24	72,164	74,224	41,700	49,103	51,549	49,103	54,162
25	73,608	75,708	42,535	50,083	52,579	50,083	55,244
26	75,079	77,222	43,387	51,086	53,632	51,086	56,350
27	76,103	80,330	45,130	53,142	55,789	53,142	58,617
28	79,665	81,937	46,033	54,204	56,906	54,204	59,789
29	81,257	83,577	46,954	55,290	58,043	55,290	60,985

4/25/2013

SCHEDULE A
July 1, 2012 - June 30, 2016

	L1	L2	LC	SLC	PLC	AC	CUS
2015 - 2016							
1	32,667	34,674	18,879	22,230	23,334	22,230	24,518
2	33,973	35,978	19,632	23,119	24,268	23,119	25,497
3	35,331	37,338	20,418	24,041	25,239	24,041	26,515
4	36,747	38,751	21,235	25,003	26,249	25,003	27,576
5	38,216	40,221	22,085	26,004	27,299	26,004	28,680
6	39,747	41,750	22,968	27,043	28,388	27,043	29,830
7	41,334	43,338	23,885	28,125	29,528	28,125	31,022
8	42,988	44,992	24,841	29,253	30,705	29,253	32,263
9	44,707	46,713	25,834	30,421	31,932	30,421	33,554
10	46,496	48,500	26,870	31,640	33,210	31,640	34,895
11	48,355	50,359	27,944	32,904	34,539	32,904	36,294
12	50,289	52,294	29,059	34,221	35,921	34,221	37,743
13	52,303	54,306	30,224	35,590	37,358	35,590	39,254
14	54,394	56,398	31,432	37,014	38,853	37,014	40,825
15	56,569	58,571	32,688	38,492	40,407	38,492	42,456
16	58,834	60,839	33,995	40,033	42,022	40,008	44,153
17	61,184	63,189	35,355	41,633	43,705	41,633	45,920
18	63,635	65,639	36,771	43,300	45,453	43,300	47,756
19	66,180	68,184	38,240	45,032	47,271	45,032	49,668
20	67,501	69,507	39,008	45,932	48,218	45,932	50,661
21	68,853	70,856	39,788	46,849	49,181	46,849	51,674
22	70,230	72,234	40,583	47,786	50,166	47,786	52,709
23	71,634	73,679	41,395	48,742	51,170	48,742	53,763
24	73,066	75,152	42,221	49,717	52,193	49,717	54,839
25	74,528	76,654	43,067	50,709	53,236	50,709	55,935
26	76,017	78,187	43,929	51,725	54,302	51,725	57,054
27	79,079	81,334	45,894	53,806	56,486	53,806	59,350
28	80,661	82,961	46,608	54,882	57,617	54,882	60,536
29	82,273	84,622	47,541	55,981	58,769	55,981	61,747

**SCHEDULE B
2012-2016**

Title	- Steps -----				--- Longevity Steps ---			
	1	2	3	4	5	A	B	C
2011-2012								
L-1	34,914	36,311	37,764	39,274	41,656	44,572	47,165	51,881
L-2	36,311	37,764	39,274	40,845	43,323	49,003	53,903	59,293
LC	19,743	20,632	21,554	22,514	23,980	25,658	28,545	31,643
SLC	22,193	23,083	24,004	24,965	26,479	28,333	30,995	34,094
PLC	24,643	25,532	26,454	27,415	28,976	31,853	35,037	38,541
AC	22,193	23,083	24,004	24,965	26,479	28,333	30,995	34,094
C	24,643	25,532	26,454	27,415	28,976	33,078	36,384	40,023
2012-2013	July - Dec 2012							
L-1	34,914	36,311	37,764	39,274	41,656	44,572	47,165	51,881
L-2	36,311	37,764	39,274	40,845	43,323	49,003	53,903	59,293
LC	19,743	20,632	21,554	22,514	23,980	25,658	28,545	31,643
SLC	22,193	23,083	24,004	24,965	26,479	28,333	30,995	34,094
PLC	24,643	25,532	26,454	27,415	28,976	31,853	35,037	38,541
AC	22,193	23,083	24,004	24,965	26,479	28,333	30,995	34,094
C	24,643	25,532	26,454	27,415	28,976	33,078	36,384	40,023
2012-2013	Jan - June 2013				2% 6 mos at prev rate + 6 mos at new rate			
L-1	35,612	37,037	38,519	40,059	42,489	45,463	48,108	52,919
L-2	37,037	38,519	40,059	41,662	44,189	49,983	54,981	60,479
LC	20,138	21,045	21,985	22,964	24,460	26,171	29,116	32,276
SLC	22,637	23,545	24,484	25,464	27,009	28,900	31,615	34,776
PLC	25,136	26,043	26,983	27,963	29,556	32,490	35,738	39,312
AC	22,637	23,545	24,484	25,464	27,009	28,900	31,615	34,776
C	25,136	26,043	26,983	27,963	29,556	33,740	37,112	40,823
2013-2014	1.25%							
L-1	36,057	37,500	39,001	40,560	43,020	46,032	48,710	53,580
L-2	37,500	39,001	40,560	42,183	44,742	50,608	55,668	61,235
LC	20,390	21,308	22,260	23,251	24,765	26,498	29,480	32,679
SLC	22,920	23,839	24,790	25,783	27,346	29,261	32,010	35,211
PLC	25,450	26,368	27,320	28,313	29,925	32,896	36,184	39,803
AC	22,920	23,839	24,790	25,783	27,346	29,261	32,010	35,211
C	25,450	26,368	27,320	28,313	29,925	34,161	37,576	41,334
2014-2015	1.25%							
L-1	36,508	37,969	39,489	41,067	43,558	46,607	49,319	54,250
L-2	37,969	39,489	41,067	42,710	45,301	51,241	56,364	62,000
LC	20,645	21,574	22,538	23,542	25,075	26,829	29,849	33,087
SLC	23,207	24,137	25,100	26,105	27,688	29,627	32,410	35,651
PLC	25,768	26,698	27,662	28,667	30,299	33,307	36,636	40,301
AC	23,207	24,137	25,100	26,105	27,688	29,627	32,410	35,651
C	25,768	26,698	27,662	28,667	30,299	34,588	38,046	41,851
2015-2016	1.25%							
L-1	36,964	38,444	39,983	41,580	44,102	47,190	49,935	54,928
L-2	38,444	39,983	41,580	43,244	45,867	51,882	57,069	62,775
LC	20,903	21,844	22,820	23,836	25,388	27,164	30,222	33,501
SLC	23,497	24,439	25,414	26,431	28,034	29,997	32,815	36,097
PLC	26,090	27,032	28,008	29,025	30,678	33,723	37,094	40,805
AC	23,497	24,439	25,414	26,431	28,034	29,997	32,815	36,097
C	26,090	27,032	28,008	29,025	30,678	35,020	38,522	42,374

**SCHEDULE C
SCHEDULE B HRLY RATES
2012 - 2016**

Title	2012-2013 July - Dec		2012-2013 Jan - June		2013-2014 1.25% @ 100% of full time		2014-2015 1.25%		2015-2016 1.25%	
L-1	17.36	18.05	18.77	19.52	20.71	22.16	23.45	25.79		
L-2	18.05	18.77	19.52	20.30	21.54	24.36	26.80	29.48		
LC	9.81	10.26	10.71	11.19	11.92	12.76	14.19	15.73		
SLC	11.03	11.48	11.93	12.41	13.16	14.08	15.41	16.95		
PLC	12.25	12.69	13.15	13.63	14.40	15.83	17.42	19.16		
AC	11.03	11.48	11.93	12.41	13.16	14.08	15.41	16.95		
C	12.25	12.69	13.15	13.63	14.40	16.44	18.09	19.90		
				2% @ 95% of full time						
L-1	17.70	18.41	19.15	19.91	21.12	22.60	23.92	26.31		
L-2	18.41	19.15	19.91	20.71	21.97	24.85	27.33	30.07		
LC	10.01	10.46	10.93	11.42	12.16	13.01	14.47	16.05		
SLC	11.25	11.70	12.17	12.66	13.43	14.37	15.72	17.29		
PLC	12.50	12.95	13.41	13.90	14.69	16.15	17.77	19.54		
AC	11.25	11.70	12.17	12.66	13.43	14.37	15.72	17.29		
C	12.50	12.95	13.41	13.90	14.69	16.77	18.45	20.29		
				2% @ 95% of full time						
L-1	18.87	19.62	20.41	21.22	22.51	24.09	25.49	28.04		
L-2	19.62	20.41	21.22	22.07	23.41	26.48	29.13	32.04		
LC	10.67	11.15	11.65	12.17	12.96	13.87	15.43	17.10		
SLC	11.99	12.47	12.97	13.49	14.31	15.31	16.75	18.43		
PLC	13.32	13.80	14.30	14.82	15.66	17.21	18.93	20.83		
AC	11.99	12.47	12.97	13.49	14.31	15.31	16.75	18.43		
C	13.32	13.80	14.30	14.82	15.66	17.88	19.66	21.63		
				2% @ 95% of full time						
L-1	19.10	19.87	20.66	21.49	22.79	24.39	25.81	28.39		
L-2	19.87	20.66	21.49	22.35	23.71	26.81	29.49	32.44		
LC	10.80	11.29	11.79	12.32	13.12	14.04	15.62	17.31		
SLC	12.14	12.63	13.13	13.66	14.49	15.50	16.96	18.66		
PLC	13.48	13.97	14.48	15.00	15.86	17.43	19.17	21.09		
AC	12.14	12.63	13.13	13.66	14.49	15.50	16.96	18.66		
C	13.48	13.97	14.48	15.00	15.86	18.10	19.91	21.90		
				2% @ 95% of full time						
L-1	19.34	20.12	20.92	21.76	23.08	24.69	26.13	28.74		
L-2	20.12	20.92	21.76	22.63	24.00	27.15	29.86	32.85		
LC	10.94	11.43	11.94	12.47	13.29	14.21	15.81	17.53		
SLC	12.30	12.79	13.30	13.83	14.67	15.70	17.17	18.89		
PLC	13.65	14.15	14.66	15.19	16.05	17.65	19.41	21.35		
AC	12.30	12.79	13.30	13.83	14.67	15.70	17.17	18.89		
C	13.65	14.15	14.66	15.19	16.05	18.33	20.16	22.17		