

# TOWNSHIP OF HAMILTON

## CWA LOCAL 1040 (LOWER-LEVEL SUPERVISORS)

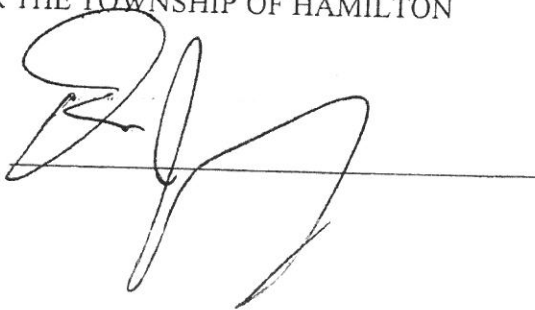
MEMORANDUM DATED JUNE 19, 2019

It is hereby agreed to by the parties as follows:

1. The current contract shall be extended until Dec. 31, 2019.
2. All provisions of the current contract shall remain in place with the exception of the changes set forth herein.
3. WAGES: Wages shall be increased by 1.25% effective Jan. 1, 2019, and an additional 1.25% effective July 1, 2019.
4. Vacation, sick, compensatory and personal time can be taken in 15 minute increments, except the use of 15 minute increments shall be limited for the start of a workday to 5 occasions each year. The use of 15 minute increments shall not be limited at other times of the workday.
5. Compensatory time will require advance notice and approval in the same manner as vacation time.
6. Article VIII Leaves of Absence is amended in Section II (p. 17), second paragraph as follows: After 8 occurrences of sick leave being used in a calendar year, the Township may warn the employee that after the 10<sup>th</sup> occurrence a statement from a treating physician may be required.
7. No sick time may be used in the final two weeks of employment.
8. Article VIII, Section III A. (p. 18) shall be amended to include after "daughter-in-law" "step children, step parents, or any other relative living in the household of the employee."

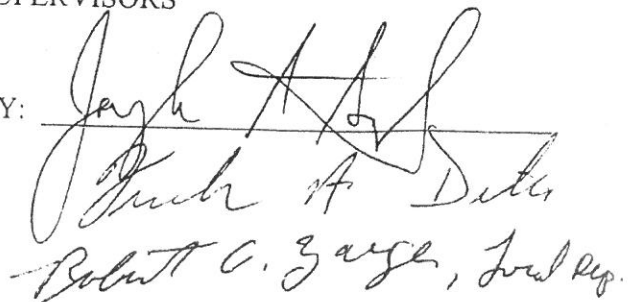
FOR THE TOWNSHIP OF HAMILTON

BY:



FOR CWA LOCAL 1040 (LOWER LEVEL SUPERVISORS)

BY:



Robert C. Zange, Local Rep.