

ARTICLE XXVIII

401 (K) SAVINGS PLAN

Subject to the Employer's review of the Summary plan description, the Employer agrees to contribute to the Local 124 401(k) savings plan on behalf of all employees who voluntarily contribute to said 401(k) plan. The Employer shall be obligated to pay to the 401(k) savings plan a match of up to a maximum of One Thousand (\$1,000.00) per year for each employee who contributes to the 401(k) plan.

ARTICLE XXIX

DRUG TESTING

The Employer shall have the right to drug test its employees. The Employer can require random drug testing; drug testing based upon reasonable suspicion and drug testing whenever an employee is involved in an accident or other work-related injury.

If an employee tests positive on a drug test and/or refuses to submit to a drug test, same shall constitute just cause for termination.

ARTICLE XXX

DURATION

THIS AGREEMENT shall remain in full force and effect for a period of three (3) years from July 1, 2013 through June 30, 2016 subject to the following, and shall continue from year to year thereafter, unless either party desires to change, modify, or terminate this Agreement by mailing written notice of its intent to terminate this Agreement at least ninety (90) days prior to the termination date.

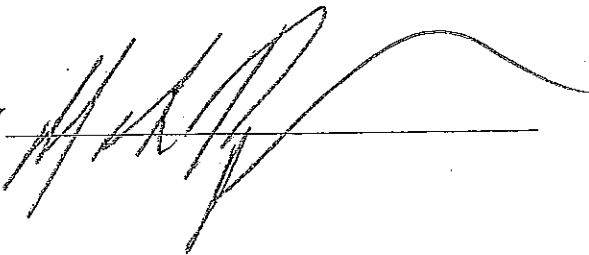
IN WITNESS WHEREOF, the duly chosen representatives of the parties herein affirm that they have the authority to enter into this Agreement on behalf of themselves and their principal and hereto affix their hand and seal.

Executed this 22nd day of Novem^{ber}.

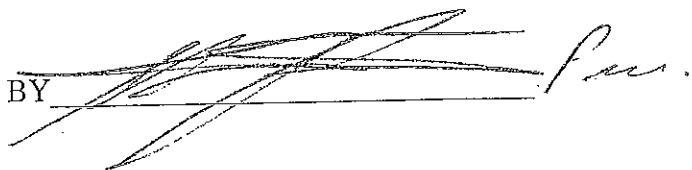
LOCAL 124, R.A.I.S.E

SANITATION SALVAGE CORP.

BY



BY



ARTICLE XXVI

SUCCESSORS AND ASSIGNS

Section 1 - This Agreement shall be binding upon the successors and assigns of the parties hereto. In the event the Employer sells its business, the Employer, if possible, shall provide the Union with prior notice of its intention to sell. Moreover, the Employer shall notify the prospective purchaser of the existence of this collective bargaining agreement. However in no event shall the Employer be obligated to require the prospective purchaser to assume this agreement.

ARTICLE XXVII

MANAGEMENT RIGHTS

A. In order to operate its business, the Employer retains the exclusive right to manage the business, to direct and control its work force, including the designation of appropriate job duties and/or assignments, to make any and all decisions affecting the business, whether or not specifically mentioned herein and whether or not heretofore exercised, including but not limited to the following:

The right to hire, promote, demote for just cause, layoff and assign; suspend, discharge and discipline employees for cause, select and determine the number of its employees; direct and schedule the working force, determine when overtime shall be worked, and the right to install or remove equipment, to discontinue the operation of the business by sale or otherwise, in whole or in part at any time, to determine the methods, procedures, materials and operations to be utilized or to discontinue their performance by employees of the Employer; to increase the number of work shifts and their starting and ending times; to determine the size of work stations and work duties of employees; to promulgate and enforce rules and regulations; to require, that duties other than those normally assigned be performed; to change, combine or abolish job classifications and to determine job content and qualifications; and to set standards and methods of evaluations; to discontinue, or recognize or combine any department or branch of operations with any consequent reduction or other changes in the working forces; to introduce new or improved methods or facilities, regardless of whether or not the same cause a reduction in the working force and in all respects to carry out, in addition, the ordinary and customary functions of management, except as specifically abridged, altered or modified by the terms of this Agreement.

B. With respect to increasing the number of work shifts and their starting and ending times and with respect to changing, combining or abolishing job classifications, the Employer agrees that prior notice shall be given to the Union.

C. Any of the rights, powers, or authority of the Employer previously enjoyed or exercised are retained by the Employer and may be exercised, except those specifically abridged or modified by this Agreement.

D. The Employer shall have the right to subcontract bargaining unit work upon giving two weeks written notice to the Union to discuss the subcontract.

Each party shall pay any fees and wages of its own representatives and witnesses for time lost, and the cost of the transcript where there is no mutual agreement to order it.

H. It is expressly agreed by and between the parties that should the Union, its officers, representatives, agents, members or employees covered by this Agreement, engage in an action in violation of the No Strike - No Lockout Clause, the Employer shall not be required or in any way be obligated to comply with the Grievance Procedure and the Arbitration provision until such time as the unlawful actions cease. In no event shall the Employer be required to submit a grievance to arbitration.

I. The Union shall require its members to comply with the terms of this Agreement. The parties agree that the maintenance of a peaceable and constructive relationship between them and between the Employer and the employees requires the establishment and cooperative use of the machinery provided for in this contract for the discussion and determination of grievances and disputes, and that it would detract from this relationship if individual employees or groups seek to interpret or enforce the contract on their own initiative or responsibility. No individual employees may initiate any arbitration proceeding or move to confirm or vacate an award.

J. There shall be no submission of multiple grievances to arbitration in one demand, nor shall separately submitted grievances be consolidated and/or merged before the same arbitrator. Accordingly, in the absence of mutual consent of the parties, an arbitrator may not be presented with, or rule upon, more than one grievance.

ARTICLE XXIV

LIQUIDATION

Section 1 - The Employer retains the full right to liquidate its business at any time upon giving ninety (90) days notice to that effect to the Union by registered mail, where practical. Upon the termination of such notice period, the Employer shall continue to employ the Union members under the same terms and conditions herein provided only to the extent that he shall require employees during the period of liquidation of his business and this Agreement shall be automatically terminated as to such liquidating Employer upon the final completion of liquidation.

ARTICLE XXV

SEPARABILITY

Section 1 - In the event that any provision or compliance by the Employer or the Union with any provision of this Agreement shall constitute a violation of any law, then and in such event, such provision to the extent only that it is so in violation, shall be deemed ineffective and unforeseeable, and shall be deemed separable from the remaining provisions of this Agreement, which remaining provisions shall be binding on the parties and shall not be affected.

thereon. Failure on the part of The Employer to answer a grievance at any stop shall not be deemed acquiescence thereto and the Union may proceed to the next step.

C. All time limits herein specified shall be deemed to exclude Saturdays, Sundays and contractual holidays.

ARTICLE XXIII

ARBITRATION

A. In the event a grievance has not been finally adjusted or resolved in Step 2 of the grievance procedure, the Union or the Employer may, within the time limits set forth herein, submit the grievance to arbitration pursuant to the rules of the American Arbitration Association as follows:

B. If the Union or the Employer desires to submit the grievance to arbitration, it shall send a Notice of Intent to Arbitrate to the Contract Arbitrator designated herein.

C. In order for such grievance to be timely submitted to arbitration, the Notice of Intent to Arbitrate must be filed within ten (10) calendar days after the denial of the grievance in Step 2.

D. The parties mutually designate Eugene Coughlin as the Contract Arbitrator. If in the event, Arbitrator Coughlin can not accept such designation, then the parties to this contract will mutually agree to an alternate arbitrator.

E. It is the function of the arbitrator to interpret the Agreement. He shall make and issue decisions only regarding matters expressly submitted to him within the written terms of this Agreement. His decision or award, not inconsistent with the terms of this Agreement, shall be final and binding upon the parties hereto. The arbitrator has no authority or power to add to, submit from, disregard, or alter any of the written terms of this Agreement. The arbitrator's power and authority shall be limited to the application and interpretation of this Agreement as applied to the subject of the particular grievance involved, the arbitrator shall issue his decision and award within (30) days after the close of the hearings.

F. The arbitrator shall have the authority to order or deny reinstatement of an employee with or without back pay. In the event there is an award of any back pay, any earnings or unemployment compensation by the employee during this period of unemployment shall be offset and deducted from this award. Employees who have been discharged or suspended shall have the duty to seek work so as to mitigate the claims of back wages. Their failure to do so shall be considered by the arbitrator.

G. The cost of the arbitration, which shall include the fees and expenses of the arbitrator and the cost of the transcript, if the parties mutually agreed to order one, shall be borne equally by the parties. However, if an arbitration is commenced by the Union and thereafter is subsequently withdrawn, the Union shall be solely responsible for payment of the filing fees.

forth, however, commencing at Step 2 of the grievance procedure. The failure of the union to present such written notice within said five (5) days shall be deemed as acquiescence in the discharge or suspension.

C. Notwithstanding any language to the contrary, in the event an employee is discharged or suspended for any of the infractions expressly set forth and listed in paragraph A of this Article, and a grievance with respect thereto is eventually submitted to arbitration, the arbitrator shall have authority only to sustain or deny the grievance in full depending upon the evidence adduced at the hearing. Thus, if the evidence establishes that an employee is guilty of such an infraction, just cause of the particular disciplinary measures imposed is inferred and the arbitrator must deny the grievance in full. If an employee is discharged, suspended or in any fashion disciplined for an offense not expressly listed under paragraph A, the arbitrator shall have the authority set forth in the Arbitration provision of the Agreement

D. If the discharge, suspension or other discipline of an employee results from conduct relating to, a customer or co-worker and the customer or co-worker does not appear at the arbitration, the arbitrator shall not consider the failure of the customer or co-worker to appear as prejudicial. The Union shall not protest against any requests made by the Employer for an arbitration hearing to be conducted at the Employer's office.

E. All time limits herein specified shall be deemed to exclude Saturdays, Sundays, and contractual holidays.

ARTICLE XXII

GRIEVANCE PROCEDURE

A. It is the intention of the parties that all complaints, disputes, controversies or grievances arising between the parties hereto which involve questions of interpretation or application or the express written provisions of this Agreement shall be adjusted in the following manner:

Step 1: An employee having a grievance shall, either alone or together with his Union delegate or other Union representative, present such grievance to the employee's immediate supervisor within five (5) days after the occurrence, facts or circumstances constituting the complaint, dispute, controversy or grievance arose. The employee's immediate supervisor shall answer the grievance within five (5) working days after its presentation in Step 1.

Step 2: If the grievance is not settled in Step 1, the Union may present it to Management within five (5) working days after the denial of the grievance in Step 1 – Management shall answer the grievance within five (5) working days after its presentation.

B. The failure of the grievant or the Union to present a grievance within the time limits set forth herein shall constitute a waiver of the grievance and bar all further action

Section 3. New Hires- For All bargaining unit employees hired after the effective date of this Agreement shall be paid the following wages:

	<u>New Hire Rate</u>	<u>6 months</u>	<u>After One (1) year</u>	<u>After two (2) years</u>
Drivers:	\$ 18.25	\$ 18.75	\$ 19.25	\$ 19.75
Helpers:	\$ 13.00	\$ 13.50	\$ 14.00	\$ 14.50

ARTICLE XIX

PRIOR BETTER BENEFITS

Section 1 - The Employer shall not enter into any individual agreements which would have the effect of diminishing any of the rights, privileges or benefits of the employees under this Agreement.

ARTICLE XX

MODIFICATION

Section 1 - Neither the Employer, the Union or any employee or group of employees shall have the right to waive or modify any provision of this Agreement without the written authorization of the Union and the Employer.

ARTICLE XXI

DISCHARGE, DISCIPLINE OR SUSPENSION

A. The Employer shall have the right to maintain discipline and efficiency of its operations. It shall have the right to discharge, suspend or discipline an employee for just cause. Just cause for immediate discharge shall include but not be limited to the following:

theft
forgery/falsifying documents or time records
selling, using or carrying weapons or illegal drugs while on the job;
drinking alcohol while working;
fighting on the job, defacing property,
verbally or physically threatening the safety of the other employees,
customers and/or any representatives of the Employer.

B. Notice of discharge, discipline or suspension shall be given in writing to the employee and a copy thereof shall be sent to the Union within ninety-six (96) hours from the time of discharge, suspension or other discipline. The Notice shall be deemed given as of the date of mailing. In cases of discharge and suspension only, if the Union seeks to contest the decision, it shall send written notice thereof to the Department Head within five (5) days after receipt of the Notice of discharge or suspension. In such event, the dispute shall be submitted and determined under the grievance and arbitration procedures hereinafter set

D. If any of the acts or conduct prohibited by paragraph A above occur during the term of this Agreement, or any written extension thereof, the Employer shall not be required to discuss, negotiate, hear or rule on any problem or grievance related to such acts, until such time as the prohibited acts are discontinued.

E. If an employee or group of employees covered by this Agreement shall, during its term, or any written extension thereof, participate or engage in any of the activities prohibited in paragraph A, and such activities have not been or are not authorized, instigated, condoned, participated in or aided in any manner whatsoever by the Union or any of its officers, employees or other agents or by any union affiliated directly or indirectly with this Union, the Union shall be relieved of all obligations upon notification by the Employer (either by telegram, registered mail or personal notification) of the prohibited activity, provided the Union takes action within twenty-four (24) hours after receipt of such notification, including, but not limited to, the following:

1. At the same time, certify to the Employer by registered letter or telegram, that it has noticed all employees covered by the Agreement that the prohibited activity is unauthorized and in violation of the Agreement and that it has contacted all employees engaged in this activity to cease such activity and resume work and in all other respects has complied with this provision in its entirety.

F. The Employer agrees that it will not lockout employees during the term of this Agreement. Complete or partial reduction of operations for economic reasons shall not be considered a lockout. If possible, the Employer shall provide the Union with sixty days notice of a complete or partial reduction of operations.

ARTICLE XVIII

WAGES

Section 1- All Drivers; CDL Helpers; and Non-CDL Helpers with Five (5) years or more service shall receive the following wage increases:

<u>EFFECTIVE DATE</u>	<u>HOURLY WAGE</u>
JULY 1, 2013	\$ 0.75 per hour
JULY 1, 2014	\$ 0.65 per hour
JULY 1, 2015	\$ 0.55 per hour

Section 2- All Other Bargaining Unit Employees, i.e. Mechanics and Non-CDL Helpers who are employed less than five (5) years shall receive the following wage increases:

<u>EFFECTIVE DATE</u>	<u>HOURLY WAGE</u>
JULY 1, 2013	\$ 0.65 per hour
JULY 1, 2014	\$ 0.55 per hour
JULY 1, 2015	\$ 0.45 per hour

Effective January 1, 2015, the premiums shall be increased to \$ 405.80 for single coverage and \$ 788.04 for Family coverage.

Effective January 1, 2016, the premiums shall be increased to \$ 422.03 for single coverage and \$ 819.56 for Family coverage.

Any employee who opts not to receive medical coverage shall execute an appropriate waiver of medical coverage and shall receive a stipend of \$300.00 per month by the Employer.

The Employer shall not be obligated to remit fringe benefit contributions to the Local 124 Welfare Fund for all New Hires for the first 90 days of employment.

ARTICLE XVI

SAFETY AND HEALTH

Section 1 - The Employer shall keep all working areas in a safe and sanitary condition.

Section 2 - Precautions to secure the health and safety of employees shall at all times be taken by the Employer, including a supply of First Aid cabinets at convenient locations and containing such bandages, medicines and related equipment as may be necessary in an emergency.

Section 3 - It shall be the responsibility of the Employer to maintain all machinery and equipment in a safe and sanitary operating condition.

Section 4 - A Safety Committee shall be appointed consisting of not more than two (2) individuals representing management and two (2) individuals representing the employees, and this Committee shall decide questions of, safety that may arise under this Article, subject to the grievance procedure.

Section 5 - It shall be the responsibility of the Employer where they have control of the temperatures, to maintain the proper temperatures for heating, cooling and ventilating at the Employer's locations.

ARTICLE XVII

STRIKES AND LOCKOUTS

A. During the life of this Agreement or any written extension hereof, the Union, on behalf of its officers, agents and members, agrees that so long as this Agreement or any written extension hereof is in effect, there shall be no strikes (economic, unfair labor practice, sympathetic or otherwise), slowdowns, walkouts, sit-downs, sit-ins, picketing, boycotts or any activities which interfere, directly or indirectly, with The Employer's operations.

B. Any employee who violates this provision shall be subject to disciplinary action, including discharge, and such action may not be raised as a grievance or be subject to the arbitration provision of this Agreement, except on the issue of employee participation.

C. Any claim, action or suit for damages which is commenced by the Employer as a result of the Union's violation of this Article shall not be subject to the arbitration provisions of this Agreement.

- e) Family Medical Leave Act

ARTICLE XI

BULLETIN BOARD

Section 1 - The Employer shall furnish a bulletin board for the posting of union notices.

ARTICLE XII

PROBATIONARY PERIOD

Section 1 - The probationary period shall be Ninety (90) days from the date of employment for all new employees. During this period said probationary employee may be terminated for any reason without recourse by the Union.

Section 2 - The probationary period may be extended for a similar period by mutual agreement of the parties.

ARTICLE XIII

UNION VISITATION

~~Section 1 - Representatives of the Union shall be permitted to visit the plant for a reasonable period of time for the purpose of meeting with the employees. In addition, all visits shall be subject to applicable security regulations.~~

ARTICLE XIV

WORK CLOTHES

Section 1 - Where employees are required by the Company to wear standard Company uniforms, such uniforms will be furnished by the Company.

ARTICLE XV

HEALTH BENEFITS

All bargaining unit employees, who were hired on or before March 1, 2008 shall be entitled to Family Coverage or Single Coverage, whichever is applicable for said employee. All bargaining unit employees who were hired after March 1, 2008 shall be entitled to Single coverage only.

As of July 1, 2013, the Employer shall be required to contribute to the Local 124 Welfare Fund \$ 375.20 per month per employee for single coverage and \$ 728.60 per month per employee for family coverage.

Effective January 1, 2014, the premiums shall be increased to \$ 390.20 for single coverage and \$ 757.74 for Family coverage.

ARTICLE IX

VACATION

Section 1 - Annual vacations with pay shall be given by the Employer to All Drivers, CDL Helpers, and Non-CDL Helpers with five years or more of service. Vacation pay shall be paid at the employee's regular rate of pay:

<u>LENGTH OF SERVICE</u>	<u>VACATION</u>
After One year	1 week
After Two years but less than 7 years	2 weeks
Seven years but less than 12 years	3 weeks
Twelve years but less than 25 year	4 weeks
Twenty-five (25) years or more	5 weeks

Section 2 - All other employees, i.e. all Mechanics, all equipment operators, laborers and Non-CDL Helpers (who are employed less than five years) shall receive the following vacation entitlement:

<u>LENGTH OF SERVICE</u>	<u>VACATION</u>
After One year	1 week

Section 3 - Vacation eligibility shall be determined from the employee's first day after the completion of his or her probationary period.

Section 4 - If two or more employees desire to take vacations at the same time and it is not practical for them to do so, seniority shall prevail, subject to the scheduling needs of the company.

Section 5 - Any employee who quits or is terminated in any year shall receive 1/12 of his applicable vacation for each month or major fraction of a month worked since his last anniversary date of employment, but in no event more than 12/12ths.

Section 6 - In case of the death of an employee, his full or pro-rated vacation pay shall be paid to the surviving spouse or, if there is none, to his estate.

ARTICLE X

LEAVE OF ABSENCE

Section 1 - A reasonable leave of absence shall be given to employees without pay for any of the following reasons, after advance written notice is provided to the employer and approved in writing by the employer.

- a) Personal illness
- b) Military duty
- c) Maternity leave
- d) Mutual consent of the parties

ARTICLE VII

HOURS & OVERTIME

Section 1 - The workweek shall consist of any six (6) consecutive days, Monday through Sunday. The workweek shall consist of forty (40) hours per week. All hours worked in excess of forty (40) hours in any week shall be paid at the rate of time and one half.

Section 2 - In the event that legislation, federal, state or city, shall be enacted that reduces the work week below that specified in this Agreement, which legislation applies to the Employer's business, such reduction shall be put into effect with no reduction in weekly pay.

ARTICLE VIII

SICK LEAVE – PERSONAL DAYS- DEATH-IN-FAMILY - JURY DUTY

Section 1 – Sick Leave

All covered employees with two (2) years or more of service shall be entitled to seven (7) sick days leave each calendar year, which shall prospectively accrue upon completion of the two years of employment, at the rate of 1 day every 2 months.

All covered employees who have not completed two (2) years of employment, shall receive three (3) paid sick days per year, which shall accrue at the rate of 1 day every four months.

Section 2 – Personal Days

All covered employees with two (2) years or more of service shall be entitled to four (4) personal days leave each calendar year, which shall prospectively accrue upon completion of the two years of employment, at the rate of 1 day every 3 months.

All covered employees who have not completed two (2) years of employment, shall receive two (2) paid personal days per year, which shall accrue at the rate of 1 day every six months.

Section 3 - In the event of a death in an employee's immediate family, namely: spouse, children, brothers, sisters, parents and parents-in-law, an employee shall be paid in full for time lost not to exceed three (3) days. Prior to any arrangements being made, the employee shall provide all the necessary documents verifying the death.

Section 4 - Employees who are required to serve on jury duty shall receive from the Company any monies due in accordance with the applicable State or Federal laws.

ARTICLE V

SHOP STEWARDS

Section 1 - The Employer recognizes the right of the Union to designate Shop Stewards who shall be recognized as the representatives of the Union for all matters arising under this Agreement to the extent permitted herein. The Union shall advise the Employer as to the identity of the Shop Stewards and the Employer agrees that the Shop Stewards will be free to conduct their duty as such, but with a limit of ten minutes a day, with the understanding that such duty will not unduly interfere with normal production or the conduct of business and the Steward will be expected to do his usual work. However, reasonable time spent, ten minutes or less, in carrying out the grievance procedure agreed upon herein, will be considered as being on the Employer's time, provided step one of the procedure is taken up at a time mutually agreeable to the Shop Stewards and the Supervisor.

Section 2 - The Shop Stewards will be the last people laid-off and the first one rehired upon resumption of work provided they are qualified to work in applicable classification.

ARTICLE VI

HOLIDAYS

Section 1 - All covered employees shall be entitled to the following paid holidays upon completion of their probationary period:

New Year's Day
Martin Luther King's Birthday
President's Day
Memorial Day
4th of July

~~Labor Day~~
~~Columbus Day~~
~~Thanksgiving Day~~
~~Christmas Day~~

Section 2 - If an employee is not scheduled to work and does not work on any one of the aforementioned holidays, the employee shall be paid eight (8) hours straight time as holiday pay for said day.

If an employee is scheduled to work on any one of the aforementioned holidays and does work on said holiday, said employee shall be paid eight hours straight time as holiday pay and straight time for all hours worked on said holiday.

Section 3 - Notwithstanding any other provision contained herein, to be eligible to receive pay for any Holiday, an employee must work his/her regularly scheduled day before and the regularly scheduled day after said Holiday.

ARTICLE III

CHECKOFF

Section 1 - The Employer upon receipt of a written authorization signed by the employee, which authorization shall not be irrevocable for a period of more than one (1) year, or beyond the termination date of this Agreement, whichever occurs sooner, shall deduct membership dues, initiation fees or agency/representational fees from said employee's wages on the first pay day of every month, and remit same to the Union no later than the 20th day of the month in which they are deducted.

Section 2 - In the case of newly hired employees the Employer shall be obligated to deduct dues, initiation fees or agency/representational fees, as described herein, in and for the month in which said employee's 31st day of employment is on or before the 15th day of the month. In the event that the 31st day of employment is on or after the 16th day of the month the Employer shall be obligated to deduct dues and initiation fees on the first pay day of the next following month to be effective for the month in which it was deducted.

Section 3 - The Employer shall notify the Union immediately upon receipt of any revocation of any authorization submitted to it pursuant to this Article.

Section 4 - The Union will hold harmless, defend and indemnify the Employer and its employees with respect to any and all claims, liabilities, costs and expenses (including attorneys' fees) arising out of or in connection with this Section or any action taken under it at the request of the Union.

ARTICLE IV

SENIORITY

Section 1 - An employee acquires seniority rights immediately following the expiration of the "probationary" period of employment. Seniority shall be defined as the total length of service with the Employer.

Section 2 - The Employer shall submit a current and up-to-date seniority list when requested by the Union, in writing, but not more often than once every year during the term of this Agreement.

Section 3 - In the event of a layoff, the least senior employee in the relevant classification, shall be the first one laid-off and in the event of recall, the most senior employee shall be the first one recalled, assuming the employee has the ability to do the job requested.

Section 4 - An employee who is notified of recall shall be required to return to work within five (5) working-days of notice sent by certified mail to the last known address of the employee on file with the Employer and a copy sent to the Shop Steward.

Section 5 - Seniority shall be broken by an employee's voluntary separation from the Employer or by discharge for just cause. Seniority shall accrue during layoffs of less than one (1) year or during authorized leaves of absence.

THIS AGREEMENT made and entered this 1st day of November 2013, by and between **SANITATION SALVAGE CORP.** with offices located at 421 Manida Street, Bronx, New York 10474 (hereinafter referred to as the "Employer") and **LOCAL 124, R.A.I.S.E.** with offices located at 157 Summerfield Street, Scarsdale, New York 10583 (hereinafter referred to as the "Union").

WHEREAS, the parties have engaged in collective bargaining negotiations for the purpose of developing a general agreement on wages, hours of work and other conditions of employment.

NOW, THEREFORE, in consideration of the mutual agreements herein contained the parties hereto agree with each other with respect to the employees of the Employer recognized as being represented by the Union as follows:

ARTICLE I

RECOGNITION

Section 1 - The Employer hereby recognizes the Union as the exclusive bargaining representative of all full-time and regular part-time employees, employed in the following classifications: drivers; helpers with CDL's; helpers without CDL's; mechanics and equipment operators and laborers, excluding any employee who is regularly scheduled to work twenty-two (22) hours a week or less, all guards, all supervisors, all office employees, all foremen, all salesmen, and all executives employed.

Section 2 - The Employer hereby agrees not to discriminate against any employee in any manner whatsoever because of membership in or activity on behalf of any Union or because of race, religion, age, sex, sexual preference or citizen status, or any other protected category.

ARTICLE II

UNION SECURITY

Section 1 - On or after the thirtieth day following the beginning of employment, the effective date of this Agreement, or the execution date of this Agreement, whichever is later, every employee covered by this Agreement shall, as a condition of employment, become and remain a member of the Union. Membership as used herein shall mean only the obligation to pay periodic dues and initiation fees uniformly required, or, in the event that the employee objects to the payment of full dues and initiation fees, only the obligation to pay periodic dues and initiation fees related to representational costs.

Section 2 - The Employer will furnish the Union with the name of any new employee together with the date of hiring of said employee after the employee's hiring.

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AGREEMENT
BETWEEN
SANITATION SALVAGE CORP.

AND
LOCAL 124, R.A.I.S.E.

Effective July 1, 2013

To

June 30, 2016