



A G R E E M E N T

-Between-

**TEAMSTERS LOCAL UNION NO. 25
International Brotherhood of Teamsters**

-And-

**ALLIED WASTE SERVICES OF MASSACHUSETTS, LLC
d/b/a ALLIED WASTE SERVICES OF BOSTON-QUINCY
and ALLIED WASTE SERVICES OF BOSTON-REVERE,
ALLIED WASTE SYSTEMS, INC. d/b/a PEABODY TRANSFER
STATION and ALLIED WASTE SYSTEMS, INC. d/b/a
BFI HOWARD TRANSFER STATION**

For the Period

July 1, 2015 through June 30, 2020

**Sean M. O'Brien
President/Principal Officer**

**Mark A. Harrington
Secretary-Treasurer**

**Printed & Assembled by
Teamsters Local 25
Office Staff**

IMPORTANT

***WHEN LEAVING CRAFT, CONTACT YOUR
SHOP STEWARD OR BUSINESS AGENT
OR THE UNION OFFICE TO REQUEST
A WITHDRAWAL CARD,
OTHERWISE YOU WILL BE REQUIRED TO
CONTINUE PAYING YOUR MONTHLY DUES.***

TABLE OF CONTENTS

	PREAMBLE	1
ARTICLE 1	RECOGNITION	1
ARTICLE 2	SUCCESSORS	1
ARTICLE 3	UNION SECURITY AND CHECKOFF	1
ARTICLE 4	UNION ACTIVITY & STEWARD	3
ARTICLE 5	SENIORITY	4
ARTICLE 6	NON-DISCRIMINATION	5
ARTICLE 7	MANAGEMENT RIGHTS	5
ARTICLE 8	NO STRIKE/NO LOCKOUT	6
ARTICLE 9	GRIEVANCE & ARBITRATION PROCEDURE	6
ARTICLE 10	HOLIDAYS	8
ARTICLE 11	VACATIONS	8
ARTICLE 12	FUNERAL LEAVE	9
ARTICLE 13	JURY DUTY	9
ARTICLE 14	PENSION	10
ARTICLE 15	HEALTH & WELFARE	12
ARTICLE 16	SAFETY & EQUIPMENT	13
ARTICLE 17	WAGES, HOURS AND OVERTIME	15
ARTICLE 18	MISCELLANEOUS CONDITIONS	17
ARTICLE 19	COMPLETION OF ENTIRE AGREEMENT	17
ARTICLE 20	SAVINGS CLAUSE	17

ARTICLE 21	LIST OF TOWNS	18
ARTICLE 22	LEAVES OF ABSENCE	19
ARTICLE 23	DURATION	19
	ATTACHMENT "A"	20-25
	ATTACHMENT "B"	26

PREAMBLE

This Agreement is made and entered into by and between TEAMSTERS, LOCAL UNION NO. 25, affiliated with the International Brotherhood of Teamsters (the "Union") and ALLIED WASTE SERVICES OF MASSACHUSETTS, LLC d/b/a ALLIED WASTE SERVICES OF BOSTON-QUINCY and ALLIED WASTE SERVICES OF BOSTON-REVERE, ALLIED WASTE SYSTEMS, INC. d/b/a PEOBODY TRANSFER STATION and ALLIED WASTE SYSTEMS, INC. d/b/a BFI HOWARD TRANSFER STATION (the "Employer.")

Article 1 **RECOGNITION**

1.01 The Employer recognizes and acknowledges that the Union is the sole and exclusive representative of all employees, including temporary and casual employees, in the classification of work listed in this Agreement for the purpose of collective bargaining as provided by the National Labor Relations Act, as amended.

1.02 No agreement shall be made by the Employer with its employees covered by this Agreement which in any way conflicts with the terms of this Agreement.

1.03 The Employer agrees to give applicants for employment referred by the Union consideration equal to that given any other source of applicants for employment.

Article 2 **SUCCESSORS**

2.01 This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. In the event the Employer's entire business is sold, leased, transferred or taken over by sale, transfer, lease, assignment, receivership or bankruptcy proceeding, the Employer shall give notice of the existence of and provide the purchaser, etc., with a copy of this Agreement. Such notice shall be in writing with a copy mailed to the Union not later than the date of the closing of the transaction with the successor.

Article 3 **UNION SECURITY AND CHECKOFF**

3.01 All present employees who are members of the Union on the effective date of this Agreement shall remain members of the Union in good standing as a condition of employment. All present employees who are not members of the Union and all employees who are hired hereafter shall become and remain members in good standing of the Union as a condition of employment on and after the thirty-first (31st) day following the beginning of their employment or on or after the thirty-first (31st) day following the effective date of this Agreement, whichever is the later. The failure of any person to become a member of the Union at the prescribed time shall obligate the Employer, upon written notice from the Union of such and, further, that Union membership was available to such person on the same terms and conditions generally available to other members, to forthwith discharge such person.

3.02 In the event of any change in the law during the term of this Agreement, the Employer agrees that the Union will be entitled to receive the maximum Union Security lawfully permissible.

3.03 The Employer agrees to deduct from the first pay of the month of all regular employees covered by this Agreement, the dues, initiation fees and/or uniform assessments of the Union and agrees to remit to the Union all such deductions by the 25th of the month for which the deductions are made. Where laws require written authorization by the employee, the same is to be furnished in the form required. No deduction shall be made which is prohibited by applicable law. In addition, the Employer agrees that from the pay of a newly hired employee, not a member of the Union, it will deduct a sum equivalent to one-quarter (¼) of the Union's initiation fee for each of the first four (4) weeks of the newly hired employee's employment, provided the Employer is given by the employee satisfactory written authorization for the deduction, and forward same together with the name and address of the new employee to the office of the Union.

3.04 In the event an employee on check off is not on the payroll during the week in which the dues deduction is to be made or has no earnings or insufficient earnings during that week or is on leave of absence, the employee must make arrangements with the Union and/or the Employer to otherwise remit the dues to the Union.

3.05 The parties agree to post notices of the above provisions in the place where notices to employees and applicants for employment are customarily posted.

3.06 The Employer agrees, upon receipt from an employee of written authorization, to deduct from the employee's wages contributions to the Teamsters Joint Council #10 Federal Credit Union, in amounts to be remitted to the Credit Union. The Employer shall not make deductions and shall not be responsible for remittance to the Credit Union for any deductions for those weeks during which the employee has no earnings or in those weeks in which the employee's earnings shall be less than the amount the employee has authorized for deduction.

3.07 The Union agrees to indemnify and save harmless the Employer from and against any and all liability and expenses incurred by the Employer in fulfilling its obligations under this Article of Agreement.

3.08 The Employer agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to DRIVE. DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit to National DRIVE on a monthly basis, in one check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's Social security number and the amount deducted from the employee's paycheck.

3.09 The Employer agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contribution to the New England Teamsters and Subscribing Employers Legal Services Fund (the "Fund"). In order to effectuate such deduction, the Employer must receive from the employee a statement authorizing such deduction from his paycheck and the amount of such deduction. On a monthly basis, the Employer shall transmit to the Fund in one check the total amount deducted for the Fund along with the

name of each employee on whose behalf the deduction is made, the employee's social security number and the amount deducted from the employee's paycheck.

Article 4

UNION ACTIVITY & STEWARD

4.01 Authorized agents of the Union shall have access to the Employer's premises during working hours, including the right to check trucks in transit, investigate working conditions, collect dues and inspect time cards, log books, and other payroll records of the Employer, for the purpose of determining whether or not the terms of this Agreement are being complied with, so long as none of the foregoing interrupts or interferes with the orderly operations of the Employer. The Employer will make records available within seven (7) days of the Union's request.

4.02 The Employer will provide a bulletin board in a conspicuous place within the Employer's premises for posting of information of interest to the employee members of the Union.

4.03 The Employer agrees to grant the necessary and reasonable time off, without discrimination or loss of seniority, but without pay, to any employee designated by the Union to attend a labor convention or serve in any capacity on other official Union business, provided two (2) weeks advance notice is given to the Employer's need for continuation of orderly operations in order that there shall be no disruption of the Employer's operations due to a lack of qualified and available employees. No contributions to the pension plan will be made by the Employer when an employee is granted such leave and/or has not achieved earnings from the Employer.

4.04 Employees of the Employer may be designated by the Union to act as Steward and he shall be the last employee to be laid off, irrespective of his seniority, so long as he is qualified to perform the remaining work available and there remains an employee in the unit which the Steward was specifically assigned to represent. The Steward shall be permitted discretionary use of the Employer's local telephone service, to conduct Union business without any loss of wages for a total of one (1) hour per day on Company time. All Union business by the Steward shall be conducted before or after the conclusion of the Steward's assigned work shift. The Steward shall not delay an entire crew while processing grievances nor shall his activity be permitted to interrupt or interfere with operations of the Employer. The Steward shall not be transferred indiscriminately. The Steward shall not have the authority to call a strike, cause a slowdown, or take any other action which would interrupt or interfere with the Employer's business. All parties recognize this limitation upon the authority of the Steward.

Article 5
SENIORITY

5.01 Each employee upon completion of his probationary period with the Employer shall be entitled to seniority dating from date of most recent hire in the bargaining unit by the Employer.

5.02 Any employee hired after July 1, 2015 shall be considered a probationary employee during the first ninety (90) calendar days of his employment or re-employment by the Employer. During the probationary period of employment, the Employer shall have the sole right to dismiss such employee without recourse.

5.03 Weekend and holiday overtime shall be offered in seniority order by location to the employees qualified to do the work. Extra work during the week shall be offered by location to the available qualified employees in seniority order. The junior qualified employee(s) at the affected locations shall be required to do the work.

5.04 Employees shall be laid off in seniority order beginning with the employee with the least amount of seniority. Employees shall be recalled in the reverse order in which they were laid off.

5.05 Vacancies covered by this Agreement which the Employer intends to fill shall be posted. The position shall be awarded to the senior employee who shall receive the necessary training as determined by the Employer. In the event the Employee cannot proficiently perform the job, he may be returned to his previous position. In the event that the wage rate for any position is increased (excluding across the board wage increases) the position shall be posted and awarded to the senior qualified bidder.

5.06 An employee shall lose his seniority rights and the employment relationship shall cease under the following conditions:

- A. Voluntary quit;
- B. Discharge for proper cause;
- C. Absent from work without prior notice to the Employer (and/or a valid reason for lack of notice) for two (2) consecutive working days; fails to return to work at the expiration of a leave of absence or vacation; or gives false reasons for securing a leave of absence or engages in unauthorized gainful employment while on a leave of absence.
- D. Off work as a result of a layoff injury or illness, in which case for no longer than one (1) year; twenty-four (24) months for job related injury or illness)
- E. Fails to return to work or secure an approved leave of absence within forty-eight (48) hours after the Employer has attempted to give notice by telephone and/or telegraph requesting him to return to work from a layoff. The Employer will advise the Union that notification has been attempted;
- F. Is retired;
- G. Settlement has been made for permanent disability

5.07 Each employee covered by this Agreement shall notify the Employer immediately of any change in his address for the purpose of receiving mail; and shall provide the Employer with a phone number at which he may be reached. In instances where this is not done, the Employer shall not be responsible for failure of messages to reach such employee.

5.08 A seniority list of all employees covered by this Agreement will be posted on a centrally located bulletin board and brought up to date, and a copy sent to the Union, as Requested by the Union.

5.09 The Employer may subcontract:

- A. maintenance work that it has contracted out in the past;
- B. work outside the Employer's Boston service area or commercial work which is not currently performed;
- C. work which is not part of the Employer's core business (i.e. commercial and municipal solid waste, commercial recycling and related collection and related transfer station activity); or
- D. where a customer requires subcontracting.

5.10 Transfers between facilities shall be done on a seniority basis among the employees qualified to do the work.

5.11 In the event a position opens in the mechanics classification, the shift on which that open position exists shall be bid with seniority controlling in the award.

Article 6

NON-DISCRIMINATION

6.01 Neither the Employer nor the Union shall discriminate against any employee because of race, color, age, sex or national origin, as defined in the Civil Rights Acts of 1964, as amended, and the Age Discrimination in Employment Act of 1967, as amended. The Union recognizes that the Company is an equal opportunity employer, and the Union will support the Company with its commitment to equal employment opportunity and affirmative action. The Company's policies related to equal employment opportunity, non-discrimination and anti-harassment will be followed by all Employees.

6.02 Except where a bona fide occupation requirement exists, use in the Agreement of male or female pronoun shall refer to either sex.

Article 7

MANAGEMENT RIGHTS

7.01 The management of the Employer's operations and the direction of its employees, including but not limited to, the right: to hire, classify, promote, transfer, lay off, recall, discipline, discharge for just cause, suspend, direct, control, and determine the qualifications of employees; to maintain order and efficiency and to establish and enforce rules, safety standards, work loads, and schedules of production; to determine the location and extent of the Employer's operations and their commencement, expansion; curtailment or discontinuance; to select, introduce, discontinue, eliminate or

change equipment and machinery, processes or services; and to schedule and assign work to the employees.

7.02 The above are by way of example only of rights vested exclusively in the Employer and all rights which the Employer would have but for the existence of a collective bargaining agreement, including the rights to continue or discontinue any past practice of benefit, except as specifically modified by this Agreement, are vested in the Employer's discretion.

Article 8

NO STRIKE/NO LOCKOUT

8.01 The Union and the employees agree not to call, sanction, participate in, authorize, instigate, support, assist or condone any strike, sympathy strike, work stoppage, slowdown, or other concerted efforts such as extension of lunch, overtime bans, meetings during working hours or other intentional interference with production.

8.02 Any employee engaging in any such action shall be subject to immediate discharge without recourse, other than to determine whether or not the employee in fact participated.

8.03 The Company agrees it will not lockout employees covered by this Agreement.

8.04 It shall not be a violation of this Agreement nor cause for discharge or disciplinary actions should an employee refuse to go through or work behind a lawful primary picket line, including a lawful primary picket line of the Union, at a customer's place of business.

Article 9

GRIEVANCE & ARBITRATION PROCEDURE

9.01 A grievance is hereby defined to be a dispute between the Employer and any employee who has completed his probationary period and is covered by this Agreement or the Union as to the interpretation or application of any provision of this Agreement which is not otherwise excluded from this grievance procedure. A copy of all written Warnings and suspensions shall be forwarded to the local Union.

9.02 Any grievance arising between the Employer and the Union or an employee shall be settled in the following manner:

Step 1. The aggrieved employee or employees must present the grievance in writing to the Employer and, if the employee wishes, the Steward, within five (5) working days of the event, act or omission giving rise to the grievance.

Step 2. If a satisfactory settlement is not effected within three (3) working days of the presentation of the grievance in accord with Step 1 above, the Steward and employee shall submit the grievance in writing to the Union's Business Representative.

Step 3. The Union's Business Representative shall then take the matter up with a representative of the Employer with authority to act upon such a grievance, in writing, within twelve (12) days of the event, act or omission giving rise to the grievance. The Employer must give the Union in writing its decision within five (5) days of its receipt of the grievance as presented by the Business Representative.

If the Union is not satisfied with the decision rendered in Step 3. above, or if the grievance procedure outlined above has not been followed by the Employer, the Union may appeal to arbitration within seven (7) days after the decision is rendered or expiration of the time, as outlined in Step 3 above; by writing to the American Arbitration Association (AAA) service for a panel of five (5) neutral arbitrators and concurrently sending a copy of such correspondence to the Employer. Following receipt of this list of names of arbitrators, the Employer and the Union shall then alternately strike names from the panel, with the party having the first strike determined by the toss of a coin.

9.03 All time limits stated in this Article shall be jurisdictional, unless extended by mutual written consent of the Employer and the Union, and the failure to follow any time limit shall result in the grievance being null, void and waived, and the grievance shall be settled in accordance with the Employer's decision as set forth in Step 3 of Section 9.02.

9.04 The arbitrator selected shall have no power or authority to amend, alter or modify this Agreement, but shall be limited to deciding whether or not a violation of its terms has been committed.

9.05 The arbitrator must deduct all interim earnings in making a monetary award in any claim for back wages, and the employee must demonstrate his good faith attempts to secure interim earnings.

9.06 An issue of facts as to whether or not any particular employee has violated this Agreement by instigating or participating in any strike or interference with production as set forth in Article 8, Section 8.01, above, shall be arbitrable provided that the only issue to be decided by the arbitrator is whether or not the employee participated in the proscribed activity. In the event the arbitrator finds that the employee did in fact participate, he shall have no power or jurisdiction to question, overturn or otherwise consider the kind or severity of disciplinary action taken against the employee.

9.07 The fees and expenses of the arbitration shall be borne by the losing party. Each party shall bear its own expense in presenting its case to the arbitrator, in providing witnesses and in securing any desired copy to the hearing transcript.

9.08 The arbitrator's decision shall be final and binding on the Employer, the Union and employees.

Article 10

HOLIDAYS

10.01 Each regular full time employee who has completed his probationary period shall be paid a regular day's pay at eight (8) hours at his regular straight time hourly wage rate, whether or not he works, for each of the following Holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veteran's Day
Patriot's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

10.02 Holiday pay is available only to an employee who works his last fully scheduled work day before, the full day after, and, if scheduled to work, the full day of the Holiday, unless the Holiday occurs within the first thirty (30) days of the employee's absence due to work related injury or illness.

10.03 When an employee works on any one of the above Holidays, he shall be paid, in addition to his Holiday pay, a minimum of six (6) hours pay at time and one half his regular hourly wage rate.

10.04 In the event Allied Waste adopts September 11th as a holiday, it shall be extended to the employees in the bargaining unit.

Article 11
VACATIONS

11.01 Each regular full time employee covered by this Agreement shall receive vacation pay at his regular straight time pay rate, with each day at eight (8) hours, according to his number of years of continuous employment by the Employer, as follows:

<u>YEARS EMPLOYED</u>	<u>DAYS OF VACATION</u>
1	5
3	10
7	15
15	20

Each year of employment shall mean a year within which the employee has worked at least forty-one (41) full weeks. Days not worked as a result of the employee having been excused due to work related illness or injury shall not be counted as days worked in computing the forty-one (41) full weeks. An employee who does not work forty-one (41) full weeks in the year who terminates his employment with the Employer prior to his anniversary date shall be entitled to a prorated vacation based on the portion of the year worked since his last anniversary date.

11.02 Employees may request vacation pay in lieu of time off.

11.03 Employees shall submit vacation requests by April 1 of each year, which shall be scheduled based on seniority. The vacation schedule shall be posted by April 15th. Vacation requests submitted after April 1 shall be scheduled on a first come first serve, basis. The Employer has the right to limit the number of employees off on vacation at any time. In the event more employees than the Employer is willing to permit to be off on vacation at the same time desire the same vacation, the Employer shall make available the desired time to the most senior employee(s) requesting that time.

Article 12 **FUNERAL LEAVE**

12.01 In the event of a death of a member of the family of a regular full time employee who has completed his probationary period, the Employer agrees to compensate the employee for his loss of wages, at a maximum of eight (8) hours per day as follows:

Death of the employee's spouse or child	5 days
Death of the employee's mother, father, brother or sister, current mother-in-law or father-in-law	3 days
Death of the employee's grandparent	1 day

To be eligible for compensation, the employee must furnish, if requested by the Employer, proof of death and of the employee's relationship with the deceased.

Article 13 **JURY DUTY**

13.01 Should a regular, full time employee who has completed his probationary period be called to serve as juror, he shall be granted time off with pay at the difference between the compensation he receives from the government for each day he is required to serve as juror and eight (8) hours at his regular straight time wage rate for each of his regular scheduled work days that he misses with the Employer because of said jury service to a maximum of five (5) days each year. To be eligible for Jury Duty Pay hereunder, the employee must notify the Employer within twenty-four (24) hours of the employee's receipt of the call to jury service and report to the Employer within eight (8) hours of his release from said services.

Article 14
PENSION

14.01 This Pension Article shall supersede and prevail over any other inconsistent provisions or articles contained within this Agreement.

14.02 Commencing on July 1, 2015 and for the duration of the current collective bargaining agreement between the Local Union and the Employer, and any renewals or extensions thereof, the Employer agrees to make payments to the New England Teamsters and Trucking Industry Pension Fund (the "Fund") for each and every employee performing work within the scope of and/or covered by this collective bargaining agreement, whether such employee is a regular, probationary, temporary or casual employee, irrespective of his status as a member or non-member of the Local Union, from the first hour of employment subject to this collective bargaining agreement, as follows:

For each hour or portion thereof, figured to the nearest quarter hour for which an employee receives pay or for which pay is due, the Employer shall make a contribution on July 1, 2015, of \$8.44 but not more than \$377.60 per week for any one employee; on July 1, 2016, \$9.28 but not more than \$371.60 per week for any one employee; and on July 1, 2017, \$9.84 but not more than \$393.60 per week for any one employee, July 1, 2018, \$10.63 but not more than \$425.20 per week for any one employee, July 1, 2019, \$11.48 but not more than \$459.20 per week for any one employee.

For purposes of this section, each hour for which wages are paid or due, or any portion thereof, figured to the nearest quarter hour, as well as hours of paid vacation, paid holidays and other hours for which pay is due or received by the employee, shall be counted as hours for which contributions are payable. In computing the maximum amount due any week, there shall be no daily limit on the number of hours for any one day in such week, whether such hours are performed on straight time or overtime rates, but payments shall be made at the amount set forth above.

If a regular employee (as defined in the collective bargaining agreement) is absent because of illness or off-the-job injury and notifies the Employer of such absence, the Employer shall continue to make the required contributions for a period of four (4) weeks, for forty (40) hours per week. If an employee is injured on the job, the Employer shall continue to pay the required contributions at the rate of forty (40) hours for each such week until the employee returns to work; however, such contributions of forty (40) hours shall not be paid for a period of more than twelve (12) months.

14.03 The Employer agrees to and has executed a copy of the New England Teamster and Trucking Industry Pension Fund Agreement and Declaration of Trust dated April 11, 1958, and accepts such Agreement and Declaration of Trust, as amended, and ratifies the selection of the Employer Trustees now or hereafter serving as such, and all action heretofore or hereafter taken by them within the scope of their authority under such Agreement and Declaration of Trust.

14.04 The parties agree that the Pension Plan adopted by the Trustees of the New England Teamsters and Trucking Industry Pension Plan shall at all times conform to the requirements of the Internal Revenue Code so as to enable the Employer at all times to treat its contributions made to the Fund as a deduction for income tax purposes.

14.05 It is also agreed that all contributions shall be made at such time and in such manner as the Trustees shall reasonably require; and the Trustees shall have the authority to have an audit of the payroll and wage records of the Employer for all employees performing work within the scope and/or covered by this collective bargaining agreement for the purpose of determining the accuracy of contributions to the Pension Fund and adherence to the requirements of this section of the collective bargaining agreement regarding coverage and contributions, such audit may, at the option of the Trustees, be conducted by an independent certified public accountant or a certified public accountant employed by the New England Teamsters and Trucking Industry Pension Fund.

If the Employer shall fail to make contributions to the Pension Fund by the twentieth (20th) day of the month following the month during which the employees performed work or received pay or were due pay within the scope of this collective bargaining agreement, up to and including the last completed payroll period in the month for which contributions must be paid, or if the Employer having been notified that its contributions to the Fund have been under reported and/or underpaid fails within twenty (20) days after such notification to make any required self-audit and/or contributions found to be due, the Local Union shall have the right after an appropriate 72-hour notice to the Employer, to take whatever steps it deems necessary to secure compliance with this Agreement, any provisions of this collective bargaining agreement to the contrary notwithstanding and the Employer shall be responsible to the employees for losses resulting therefrom. Also the Employer shall be liable to the Trustees for all costs of collecting the payments due together with the attorney's fees, and such interest, liquidated damages or penalties which the Trustees may assess or establish in their discretion. The Employer's liability for payment hereunder shall not be subject to the grievance procedure and or arbitration if such is provided in this Agreement.

It is understood and agreed that once a payment or payments are referred to an attorney for collection by the Trustees of the New England Teamsters and Trucking industry Pension Fund and/or the Local Union, the Local Union and its Business Agents or Chief Executive Officer shall have no right to modify, reduce or forgive the Employer with respect to its liability for unpaid contributions, interest, liquidated damages or penalty as may be established or assessed by the Trustees in their discretion against delinquent Employers.

14.06 No oral or written modification of this Article regarding Pensions and retirement shall be made by the Local Union or the Employer and, if made, such modification shall not be binding upon the employees performing work within the scope of this collective bargaining agreement and covered by this Article or upon the Trustees of the New England Teamsters and Trucking Industry Pension Fund.

14.07 At any time during the term of this agreement, the Employer, at its sole discretion, may transition out of the Plan in which it is participating into the Fund's alternative Plan. In the event the Employer so transitions, the Employer's contribution pursuant to Section 14.02 shall be \$6.20 through June 30, 2016. Withdrawal liability from the legacy fund may be paid over the course of twenty-five (25) years without interest.

Article 15
HEALTH & WELFARE

15.01 All regular employees who complete the probationary period of sixty (60) days shall be entitled to the health and welfare plan provided by the Employer. The Plan will remain in force during the term of this Agreement; however, the Plan may change.

Any modifications made by the Company to these insurance programs during the term of this agreement other than to the UHC Union Choice Plan shall automatically apply to participating Unit employees and the union waives any and all rights it may have to bargain over both these decisions and the effect of these decisions on the bargaining unit.

15.02 If any employee is absent as a result of being excused by the Employer due to illness or injury for more than one (1) week, the Employer shall continue to provide Health and Welfare coverage for a period not to exceed four (4) weeks. If an employee's absence is due to injury sustained in the course and scope of his employment by the Employer, the Employer shall continue to provide Health and Welfare coverage until such employee has been released by the physician to return to work; however, such contributions shall not be paid for a period of more than six (6) months. In the event of a dispute between the physician selected by the employee and one selected by the Employer, the two shall select a third physician who shall resolve the dispute.

15.03 Each regular employee will be granted the opportunity to enroll in the Health and Welfare program as outlined in the summary of eligibility and benefits booklets as provided by the Employer.

The Company shall pay the monthly cost of the UHC Union Choice medical plan. Employees participating in the UHC 222 plan, or the UHC 132 plan under the prior collective bargaining agreement shall be provided the opportunity to enroll in the UHC Union Choice medical plan as soon as administratively feasible following the signing of this collective bargaining agreement (but no later than September 1, 2015). Until those employees transition to the UHC Union Choice plan they will continue to pay the employee contributions required under the prior CBA.

The Employer will provide optional coverages (including dental, life, accidental death and dismemberment, short term disability, long term disability, vision, etc.), on the same terms and conditions as the office personnel, with each being an elective benefit for the employee. Each optional plan will also require a weekly contribution for each coverage offered.

Article 16
SAFETY & EQUIPMENT

16.01 Employees shall immediately, or at the end of their shift, report all defects of equipment. Such reports shall be made on a suitable form furnished by the Employer.

16.02 Employees shall not be required to operate unsafe equipment, provided however that any employee who refuses to operate equipment because he believes it to be unsafe shall, after the mechanic has checked and determined that in his judgment the equipment is mechanically sound and properly equipped, be subject to disciplinary action by the Employer, including discharge if he still refuses to operate the equipment after it has been determined by the shop supervisor to be in safe working order.

16.03 Any employee involved in any accident shall immediately report said accident and any physical injury to the Employer. When required by his Employer, the employee, before the end of the shift on which the accident or injury occurred, shall make out an accident report in writing on forms furnished by the Employer and shall turn in all names and addresses of witnesses to any accidents. Such reports shall be made out on the Employer's time. Failure to comply with this provision shall subject such employee to disciplinary action, including discharge.

16.04 When an employee is required to appear in any court for the purpose of testifying because of any accident he may have been involved in while operating the Employer's vehicle, the employee shall be reimbursed by the Employer for all hours of work he misses because of such appearance. The Employer shall furnish the employee with legal counsel, at no cost to the employee. The Employer shall continue to provide legal counsel in connection with the accident for the employee until all legal action in connection with said accident is concluded.

16.05 The Company's Alcohol and Drug Free Workplace Procedures policy and employee Alcohol and Drug Free Workplace pamphlet is incorporated into this agreement. The Company no longer uses hair testing for any purpose and that language in the procedure no longer applies. Any disputes involving the application of the Company's Alcohol and Drug Free Workplace Procedures policy and employee pamphlet shall be resolved through the grievance and arbitration procedures of this agreement.

16.06 Operational defrosters, heaters, windows and mirrors will be supplied by the Employer within a reasonable time at the notification by the driver for winter use on all vehicles. The Employer shall not require as a condition of employment that an employee purchase any vehicle or equipment for mounting on a vehicle.

16.07 if, by direction of the Employer, an employee receives a fine and suspension of the employee's license, the Employer is liable for payment of the fine and surcharge and for providing work opportunity for the employee if the fine or surcharge is the result of the employee's action or negligence, then the employee shall be solely responsible for the fine or surcharge imposed and for any loss of work opportunity.

16.08 Where the job requires employees to wear protective clothing and/or equipment for their safety, such protective clothing and/or equipment shall be furnished to the employees without charge. Employees who are required to perform work out of doors in inclement weather shall be provided appropriate rain gear without charge.

16.09 When an employee is injured on the job, he shall be guaranteed eight (8) hours pay for the day injured. In addition, the employee shall be paid for all lost time caused by the subsequent treatment of such injury during his scheduled working hours, provided the employee presents the Employer with a written directive by the doctor ordering such treatment.

16.10 Safety shoes will be required as a condition of work. The Employer will provide an annual safety shoe allowance of ninety (\$90.00) dollars to each regular full-time employee. The Employer will determine the date of the allowance and the safety shoe provider. Where an employee has received an allowance greater than the ninety (\$90.00) dollars, that employee will continue to receive the larger amount.

16.11 The Company shall provide all necessary personal protective equipment ("PPE") and ANSI standard clothing. Each employee shall be responsible for taking care of the equipment and clothing issued by the Company.

16.12 The Company will repair or replace an inventoried power tool which is broken by an employee in the course of performing his assigned duties. The employee must report the broken tool to the Employer by the end of the shift. The tool allowance for Mechanics shall be one hundred dollars (\$100) per quarter.

16.13 Employees must obtain a DOT physical examination from a medical examiner that is listed on the National Registry of Certified Medical Examiners. Employees shall attend such appointments on their own time unless directed to a medical examiner selected by the Company.

Article 17
WAGES, HOURS AND OVERTIME

17.01 The following are the classifications and minimum hourly we rates, effective on the beginning of the first pay periods or the following dates below, for employees covered by this Agreement:

Commercial/Residential	7.1.15	7.1.16	7.1.17	7.1.18	7.1.19
Commercial Driver	\$26.50	\$26.85	\$27.20	\$27.70	\$28.20
Residential Driver/ Helper	\$26.50	\$26.85	\$27.20	\$27.70	\$28.20
Maintenance/Transfer Station/Container Shop positions					
Lead Mechanic	\$31.00	\$31.35	\$31.70	\$32.20	\$32.70
Mechanics I	\$27.09	\$27.44	\$27.79	\$28.29	\$28.79
Mechanics II	\$24.70	\$25.05	\$25.40	\$25.90	\$26.40
Lead Welder	\$27.46	\$27.81	\$28.16	\$28.66	\$29.16
Welder	\$24.70	\$25.05	\$25.40	\$25.90	\$26.40
Container Driver	\$26.50	\$26.85	\$27.20	\$27.70	\$28.20
Swing Driver	\$27.50	\$27.85	\$28.20	\$28.70	\$29.20
Compactor Repair	\$27.09	\$27.44	\$27.79	\$28.29	\$28.79
Container Repair	\$24.03	\$24.38	\$24.73	\$25.23	\$25.73
Utility	\$22.34	\$22.69	\$23.04	\$23.54	\$24.04
Loader Operator	\$26.50	\$26.85	\$27.20	\$27.70	\$28.20
Helper	\$18.31	\$18.66	\$19.01	\$19.51	\$20.01
Scale House Operator	\$26.50	\$26.85	\$27.20	\$27.70	\$28.20

The classifications set forth above are for the purpose of setting forth the rates of pay and neither these classification nor any other provision in this agreement shall be construed as a restriction upon the Employer's right to require employees assigned to a particular classification or operating a particular system shall not be restricted from and may be assigned to do the work normally done in another classification or system.

The staffing needs of any job covered by this Agreement and the job duties of any classification contained herein shall be determined by the Employer. Nothing contained in this Agreement shall constitute a guarantee of any particular job or duty within any particular classification nor shall it constitute a guarantee of any particular duties as a part of any particular classification.

17.02 Any employee scheduled to work who reports to work at his scheduled starting time without having been told not to report prior thereto shall be guaranteed a minimum of (2) hours of pay in lieu thereof at his regular, straight time wage rate. Such employees who are put to work shall receive eight (8) consecutive hours of work at their regular rate of pay for each day of work, Monday through Friday. Employees put to work on Saturday shall be guaranteed six (6) hours of work at one and one half (1 ½) times their regular straight time rate of pay provided the employee has worked all of the normal assigned work hours in the previous immediately scheduled work week. If the employee has not worked all scheduled work hours, those hours worked on Saturday up to forty (40) will be paid at the straight time hourly rate. Employees put to work on Sunday shall be guaranteed six (6) hours of work at two (2) times their regular straight time rate of pay. Any employee injured in the course and scope of his employment by the Employer shall be entitled to eight (8) hours pay for the day on which he was injured.

17.03 The regular work day shall consist of eight (8) consecutive hours and the regular work week shall consist of forty (40) hours per week of five (5) work days Monday through Friday or for ten routes in the Commercial line of business Tuesday through Saturday. For these ten routes Saturday work shall not receive premium pay unless it is the 6th workday or unless the employee has already worked 40 hours in their workweek. These rates will be posted and bid by seniority, if no employee bids, reverse order of seniority will be forced to take the bid. Hours paid in excess of forty (40) hours in one (1) week shall be paid one and one half (1 ½) times the employee's regular straight time rate of pay provided the employee reports as scheduled for each work day of the work week unless the absence of the employee is the result of an injury or illness, provided satisfactory proof of the work related injury or illness is accepted by the company. Approved paid time off (holidays, vacation, jury duty, and bereavement) shall count as time worked for purposes of computing overtime.

All work performed on the seventh (7th) consecutive day of an employee's work week shall be paid for at two (2) times the employee's regular straight time hourly rate of pay. It is understood and agreed that there shall be no duplication and/or pyramiding of overtime and/or premium pay under the terms of this Agreement.

17.04 Anything in this Agreement to the contrary notwithstanding, the Employer, at its discretion, may grant and/or remove merit increases or incentive pay programs to provide for same from time to time during the life of this Agreement.

17.05 Each employee covered by this Agreement shall be entitled to a fifteen (15) minute rest period during the first half of each shift and another fifteen (15) minute rest period during the second half of each shift.

17.06 The Employer shall not schedule employees to work in excess of ten (10) hours in any one work day, except in cases of emergency, disabled equipment, or when necessary to complete the employee's day's work assignment.

17.07 Each week, each employee shall verify in writing, in a manner determined by the Employer (1) the hours he worked each day and the days on which he took a 30 minute unpaid meal period and (2) if his time card is inaccurate, the reason why.

Article 18

MISCELLANEOUS CONDITIONS

18.01 The Employer shall provide uniforms for the employees of this bargaining unit and pay for same.

18.02 The Employer shall provide a door locking system to provide security.

Article 19

COMPLETION OF ENTIRE AGREEMENT

19.01 In reaching this Agreement, including Attachments "A" and "B," the Employer and the Union acknowledge that during the negotiations resulting in this Agreement, each had the unlimited right and opportunity to make demands and proposals regarding any subject not legally removed from the areas of collective bargaining and further acknowledge that the understandings and agreements arrived at by the parties after full and free discussion and negotiation and the full and free exercise of those rights and opportunities are set forth in this Agreement.

19.02 All parties hereto have fully exercised and complied with any and all obligations to bargain. This contract expresses, embodies and includes the full and complete agreement between the parties for the full term hereof and shall not be reopened during such term. The Agreement supersedes any previous agreements between the parties. Any modification or amendment shall be void and of no force and effect unless reduced to writing and approved by the signatories hereto or their successors.

Article 20

SAVINGS CLAUSE

20.01 Should any part hereof or any provision herein contained be rendered or declared illegal or an unfair labor practice because of any existing or subsequently enacted legislation or by decree of a court of competent jurisdiction, such invalidation shall not affect the remaining portions hereof.

Article 21

LIST OF TOWNS

Should Allied Waste be awarded a contract by any of the Massachusetts cities or towns listed below to perform residential household waste collection, or recycle collection, such a contract will be performed by the Revere or Quincy District or other facilities covered by this Agreement.

LIST OF TOWNS

Arlington
Belmont
Boston
Braintree
Brookline
Cambridge
Canton
Chelsea
Dedham
Everett
Lynn
Malden
Medford
Melrose
Milton
Needham
Newton
Norwood
Peabody
Quincy
Randolph
Revere
Somerville
Stoneham
Watertown
Weymouth
Winchester
Winthrop

Article 22

LEAVES OF ABSENCE

Section 1. Except as otherwise provided by law, a leave of absence without pay requested by an employee for personal reasons may be granted by the Company and no such leave of absence granted in one case shall constitute a precedent binding upon the Company in any other case. The Company will not discriminatorily deny any such request including any leave requested to union activity, provided however, that no such leave shall be granted if it in any way relates to any Republic Services entity.

Section 2. Applications for leave of absence without pay shall be in writing and shall set forth the specific reason for and exact length of the leave requested. Such request must be made at least two (2) weeks prior to the proposed start of the leave.

Section 3. The Company shall determine the length of the leave.

Section 4. An employee desiring to return to work before the termination of his leave of absence shall give the Company at least three (3) days' notice in writing of his intention to return to work. The Company shall return the employee to work as soon as practicable.

Article 23

DURATION

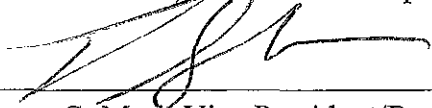
22.01 This Agreement shall be in full force and effect from July 1, 2015 through June 30, 2020 and shall continue thereafter from year to year unless notice is given in writing of a desire to change, modify or terminate the Agreement by either party to the other party sixty (60) days or more prior to the expiration of such period.

TEAMSTERS LOCAL UNION NO. 25

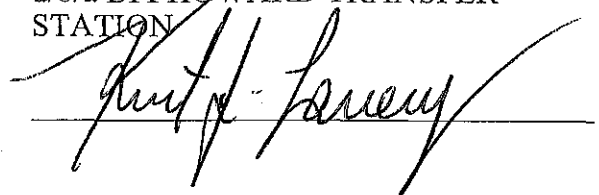
ALLIED WASTE SERVICES
OF MASSACHUSETTS, LLC
d/b/a ALLIED WASTE SERVICES OF
BOSTON-QUINCY and ALLIED
WASTE SERVICES OF BOSTON-
REVERE and ALLIED WASTE
SYSTEMS, INC. d/b/a
PEABODY TRANSFER STATION and
ALLIED WASTE SYSTEMS, INC.
d/b/a BFI HOWARD TRANSFER
STATION



Sean M. O'Brien, President/Principal Officer



Thomas G. Mari, Vice President/Business Agent



ATTACHMENT "A"

REPUBLIC

SERVICES

**POLICIES SUPPLEMENTING THE
REPUBLIC SERVICES SAFE HANDBOOK**

INTRODUCTION

The policies and procedures apply to all Union employees in the Revere and Quincy Hauling companies and the Howard Transfer Station.

The policies and procedures set forth in this document are a *supplement* to the Republic Services SAFE Handbook. It is expected that all employees read and understand all policies and procedures in both the SAFE Handbook and this *supplement*. Republic Services will require each employee to sign both documents attesting to the rules set forth. Adherence to these policies and procedures is a requirement of working for Republic Services. This revision is effective July 1, 2012.

The rules of employee conduct previously contained in the Republic Services Safe Handbook shall be added to this policy supplement.

The Company has presented the "Safe Actions for Excellence" as a booklet dated October 2014 as amended which provides guidelines and standards as set forth in the preamble on page 1. The Company will provide a copy of this booklet to each employee. Any disputes involving the application of the Company's "Safe Actions for Excellence" booklet shall be resolved through the grievance and arbitration procedures of this agreement.

SAFETY AND COMPLIANCE SIGN OFF

All employees must attend, participate, and understand all safety-related training and will be required to sign documentation attesting to such. Employees are personally responsible for and must remain compliant with all federal, state, local, regulations, as well as continuing professional education requirements and certifications relevant to their employment, as set forth in the SAFE Handbook. Non-compliance may result in progressive discipline up to and including termination.

TIMECARDS

- Time cards are issued to each employee. Only the assigned employee is allowed to use the card for punching in and out of an assigned shift. Tampering or misusing another employee's time card is a very serious violation of this policy.
- Each employee must verify the accuracy of their hours worked and meal periods taken via the time clock each week and electronically attest on the same time intervals to the accuracy of their hours. Failure to do so will result in progressive discipline up to and including termination.
- Time worked is recorded on individual time cards that are swiped through a time clock at the beginning and end of the scheduled shift.
- An employee who is found to have falsified a time sheet or electronically monitored time record shall be subject to immediate termination.
- An employee who falsifies another employee's time sheet or electronically monitored time record shall be subject to immediate termination.
- As circumstances dictate, the Operations Manager may direct the appropriate supervisor to punch in others.
- Employees must punch in at the start of the scheduled workday and punch out at the end of the scheduled workday. Failure to do so may result in disciplinary action up to and including termination.
- Management makes every effort to ensure that time is correctly recorded and reflected in the weekly payroll. Any changes to an employee's payroll due to problems related to missed time or incorrect time punches must be communicated to his or her direct supervisor. Ensuring the daily accuracy of an employee's time is the sole responsibility of the employee.
- Time cards are the property of the company and cannot be removed from the property.

ACCIDENT & INJURY REPORTING

Failure to verbally report an accident or injury immediately at the scene of the occurrence and complete all written necessary Republic Services accident reporting by the end of their same day shift will result in immediate termination. Accident and Injury report forms can be found in the dispatch office or the safety office.

EMPLOYEE-AT-RISK MANAGEMENT PROGRAM

- Employees at risk will be managed in a manner that reflects the company's commitment to both safety and employee retention. Employees at risk are identified based on the number of accidents and injuries, which have been determined to be preventable, they have incurred to date.
- A preventable accident or injury is one in which the employee failed to do everything reasonable to prevent the accident or injury from occurring (definition by the National Safety Council).
- Incidents resulting in damage to non-rolling stock equipment will be evaluated for preventability. Preventable incidents will be counted as one half (½) of a preventable accident in the progressive discipline process.
- Employees at risk will be subject to progressive discipline following a determination of preventability. The discipline schedule is administered over a rolling twelve (12) month period and is as follows:

1st Preventable Accident or Injury

Written warning,
Mandatory classroom and route training.

2nd Preventable Accident or Injury

Three (3) day suspension,
Defensive Driving Course,
On-the-Road Observation

3rd Preventable Accident or Injury

Termination

Notwithstanding the above schedule the Company may take disciplinary action up to and including discharge in the event of grossly negligent operation of a company vehicle resulting in a fatality or serious injury (defined as one that results in injury to another person requiring hospitalization longer than 72 hours).

RADIO USAGE

Company radios and Nextel's are intended to communicate issues, problems, concerns, and company information related to servicing customers only, regardless of the time of day. The following standards must be upheld at all times:

- All transmissions must be as short as possible, concise, and informative,
- Profanity is not allowed under any circumstances.
- Employees are to refrain from using communication devices of any kind while operating a company vehicle. Failure to do so will result in progressive discipline up to and including termination.
- Any employee who wishes to have a personal mobile device with him/her while operating a company vehicle will furnish the company with the number(s) of such device(s), Failure to do so will result in progressive discipline up to and including termination.
- In the event of an accident, incident or injury any employee who has chosen to possess a personal mobile device while operating a company vehicle will furnish the company with a record of usage of said device on the day of the accident, incident, or injury.
- Any employee involved in an accident, incident, or injury who is found to have been operating a mobile device is subject to immediate termination,

DRIVER PAPERWORK

The paperwork that each driver completes at the end of each day is a reflection of his/her workload. Paperwork is a necessary and required function of a driver's assigned work and must be completed in a timely and accurate manner.

- Employees must sign all paperwork deemed necessary by management, including verifying hours of service, scale tickets, slips, route sheets, Vehicle Condition Reports (VCRs), etc. Failure to do so will result in progressive discipline up to and including termination.
- Ensure that paperwork and notes are legible. Failure to do so will result in progressive discipline up to and including termination.
- Deliberately falsifying or altering paperwork and/or failure to turn in paperwork will result in progressive discipline up to and including termination.

VEHICLE CARE AND CLEANLINESS

Drivers are responsible for the care and cleanliness of the vehicle they operate that day. Our Company conducts monthly fleet inspections and weekly in-cab inspections to ensure that standards of cleanliness are satisfied. Failure to maintain a clean vehicle and equipment will be considered driver abuse and will result in progressive discipline up to and including termination.

EYE AND FACE PROTECTION

In addition to the requirements set forth in the SAFE Handbook, employees are expected to wear eye protection (1) whenever servicing residential or commercial customers; (2) whenever an employee comes into physical contact with refuse or a container; (3) wherever there is a potential risk of flying debris and (4) while performing pre and post-trip inspections. Failure to wear appropriate eye protection will result in progressive discipline up to and including termination.

ATTACHMENT "B"

Attendance Policy

Each employee is expected to report for work on time each day. When an employee is tardy or absent for any reason, it creates a hardship on fellow workers, which makes it difficult to maintain our quality standards and schedules.

Our attendance policy is a "no-fault" policy. All absences and tardies are counted as "occurrences", except for an approved leave (FMLA, workers compensation, military, funeral, documented court appearances, and jury duty) and any other legally protected absence (e.g., subpoena beyond the employee's control). Each day of an absence is one (1) occurrence. Each tardiness (clock-in 10 minutes after assigned start time) or leaving early prior to 8 hours at work is one-half (1/2) an occurrence. Occurrences are counted on a twelve (12) month period under a progressive discipline schedule, detailed below.

Medical absences lasting two (2) or more consecutive days will count as one (1) occurrence, provided medical documentation is submitted. It will be necessary to provide a written doctor's release to return to work in the following circumstances:

1. Hospitalization for any reason, resulting in absence from work for one (1) or more days.
2. Industrial injury resulting in absence from work for one (1) or more days.
3. Any medical situation resulting in absence from work for five (5) or more days.

You must notify your team leader at least one (1) day in advance of an expected absence. If the absence or tardiness is unexpected, you must personally call your supervisor no later than one (1) hour prior to the start of your shift. If you have not called within one hour after the start of your shift, you will be considered absence without notification, a disciplinary offense. Two (2) consecutive days absence without notification is considered a voluntary termination.

OUTLINE OF DISCIPLINARY ACTIONS

	Verbal Warning	Written Warning	Final Written Warning	Termination
1. Absent two (2) consecutive days without notice				First Time
2. Absent and tardy occurrences in a twelve (12) month period from January 1 through December 31	6	8	10	12

IMPORTANT

***WHEN LEAVING CRAFT, CONTACT YOUR
SHOP STEWARD OR BUSINESS AGENT
OR THE UNION OFFICE TO REQUEST
A WITHDRAWAL CARD,
OTHERWISE YOU WILL BE REQUIRED TO
CONTINUE PAYING YOUR MONTHLY DUES.***