

Special  
~~Regular~~ meeting of the Common Council of the City of Plattsburgh, New York,  
held June 22, 1956.

PRESENT: Aldermen Redmond Holland, Walter Brault, Alphonse Villoni, Nicholas Corodimas,  
John Flynn

ABSENT: Alderman Fred Jabaut

By Alderman Redmond Holland; seconded by Alderman Walter Brault

LOCAL LAW NO. 4 OF 1956

ENTITLED AN ACT, providing for the wages and hours of officers and employees of the  
Municipal Lighting Department of the City of Plattsburgh.

BE IT ENACTED by the Mayor and Common Council of the City of Plattsburgh.

SECTION 1. There shall be maintained a basic work day of 8 hours and a basic work week  
of 40 hours for all classes of employees with the understanding that any of them be required  
to work in excess of 40 hours per week to meet emergencies, which work in excess of 40 hours  
will be paid for at the overtime basis.

SECTION 2. For non-shift workers, the schedule work day shall be between the hours of  
8 A.M. and 5 P. M., except as otherwise now necessary or where changed by mutual consent,  
and the work week shall be Monday through Friday.

SECTION 3. Shift and schedule workers shall work in accordance with the schedules posted  
from time to time which are arranged as far as practicable to suit the convenience of the  
majority of such employees, Saturday, Sunday and Holiday work is required as part of the  
normal schedule.

SECTION 4. Overtime shall be paid for at the rate of time and one half for all hours  
worked beyond the regular scheduled eight hours per day or forty hours per week except as  
otherwise provided.

SECTION 5. Overtime shall be shared equally in each class of work in so far as  
practicable.

SECTION 6. No employee shall be laid off on a regular schedule work day to equalize  
overtime work.

SUNDAY WORK

SECTION 7. Non-shift employees shall be paid at double time for all hours worked.

SUNDAY WORK

SECTION 8. Schedule and shift workers shall be paid for at straight time. Off  
schedule shift work shall be paid for at double time. When an employee is regularly  
scheduled to work on a Sunday the off-schedule seventh consecutive day of his work week  
shall be paid for at double time.

The following days shall be recognized as holidays:

New Year's Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Fourth of  
July, Labor Day, Columbus Day, Election Day, Armistice Day, Thanksgiving Day and  
Christmas Day. The following shall apply:

1. Non-shift employees shall have time off with regular straight time pay on  
holidays which fall upon their scheduled work days.

2. If required to work non-shift employees shall be paid in addition to the above,  
at straight time rates for hours worked within the regular scheduled hours and at the  
double time for hours worked outside of their regular scheduled hours.

3. Shift and scheduled employees shall be paid at double time for all holidays worked, and Diesel Plant Operators shall be paid double time and one half for all holidays worked.

Basic wage rates for this agreement are those shown in Schedule A, attached hereto. Effective date on wages shall be July 2, 1956

It is agreed that premium pay at five cents per hours has been applied to the 4-12 and 12-8 shifts with the exception of Diesel Plant Operators and that premium pay at six cents per hour has been applied to the 4-12 and 12-8 shifts worked by Diesel Plant Operators. This premium rate shall not be paid for work performed for which the employee is paid overtime.

SECTION 9. All officers and employees of the Municipal Lighting Department shall be entitled to vacation time, at their regular rate of pay as follows:

Upon completion of one year of continuous service from the date of original appointment, one work week during each employment year; upon completion of three years of continuous service from the date of original appointment, two work weeks during each employment year; and upon completion of five years of continuous service from the date of original appointment, three work weeks during each employment year.

Inasmuch as the employment year is herein made the base period for vacation time computation, the following shall apply as interim-period vacation credit for those employees whose dates of appointment are other than January 1, until they shall have completed five years of continuous service:

If the anniversary of the date of appointment is on or before March 31, the employee shall be entitled to the entire vacation increment of one week, in addition to any previous vacation credit, during the remainder of that employment year; if the anniversary of the date of appointment is between April 1 and September 30, inclusive, the employee shall be entitled to one-half the vacation increment of one work-week, in addition to any previous vacation credit, during the remainder of that employment year; if the anniversary of the date of appointment is after October 1, the employee shall be entitled to one day as a vacation increment earned, in addition to any previous vacation credit, during the remainder of that employment year.

Earned vacation time shall be credited to each employee at the beginning of each employment year, on the basis of the number of years of continuous service completed during the previous year, except that all or part of vacation increments, as provided above, may be added to the credit of those employees who may complete additional years of service towards vacation credit during such current employment year.

Vacation time shall be charged to officers and employees of the Municipal Lighting Department in units of not less than one-half day, and in no event shall the aggregate vacation time allowed during any employment year exceed the number of work weeks herein provided for which the individual employee shall have qualified. Vacation time shall not be charged for legal holidays.

Such vacations shall be taken only at a time fixed by the department head under whom such employee works or, in the case of department heads, at such times as shall be approved by the Common Council.

All vacations shall be taken during the employment year in which the employee is entitled thereto, and no part of such vacation shall be carried over from one year to the next unless the pressure of work in that particular department makes it impossible for the department head or the Common Council to grant a vacation during such year. In such cases, the vacation period for that year, or any unused portion thereof, may be added to the vacation time to which the employee is entitled during the following year.

No employee shall be entitled to any unused vacation time upon the severing of his employment status with the City, even though he otherwise would be entitled to such vacation time.

Present officers and employees of the Municipal Lighting Department who are now entitled to, or who would have become entitled to the maximum vacation time previously provided, shall be entitled to the maximum vacation time provided herein. It is hereby further provided, however, that vacation time as set forth herein shall first be credited to the present officers and employees of the Municipal Lighting Department as earned vacation at the beginning of the employment year, January 1, 1953.

Seniority rights shall be respected in such vacation schedules.

SECTION 10. Sick leave of twelve working days per year shall be allowed the officers and employees of the Municipal Lighting Department after one year of continuous service with said department. Said sick leave may be accumulated at the rate of one day per month, until a total of ninety days is reached and kept to the employees credit for future sick leave with pay.

Any officer or employee who is necessarily absent from duty because of serious illness or death in his immediate family, i.e. Mother, Father, Sister, Brother, Children, Husband or Wife, Mother-in-law, Father-in-law and Grandparents, may with the approval of the department head having supervision over him be granted leave with pay and the time deducted from accumulated and unused sick leave time. The officer or employee must notify and have the approval of his supervisor before sick leave can be taken. The department head or Common Council may require a physicians certificate for any absence.

SECTION 11. An employee called for and who performs jury duty will be compensated for the difference between payment received for such jury duty and the payment he would have received for straight time hours he was thereby required to lose from his regular working schedule.

SECTION 12. When employees are called out or ordered to work in emergency (off schedule), they shall be paid three hours' straight time as a minimum, but the maximum shall be governed by the applicable straight time, overtime, Sunday, or holiday rate, as the case may be. Time to start when the call is received.

SECTION 13. The holders of the following positions in the Municipal Lighting Department of the City of Plattsburgh, subject to the provisions of Section 1-8 of this Act shall receive compensation as follows:

Column 1 shows the amount of pay which they will receive during the first year of service and column 2 shows the amount of pay they will receive thereafter.

SCHEDULE A

POSITION	Column 1 (Per Hour)	Column 2 (Per Hour)
Cashier	1.83	2.01
Meter Reader	1.73	1.90
Meter Reader Foreman	1.83	2.01
Telephone Operator Clerk	1.59	1.75
Addressograph-Graphotype Operator	1.48	1.63
Appliance Demonstrator	1.63	1.79
Senior Clerk	1.91	2.10
Accountant	2.54	2.80
<b>PLANT</b>		
Diesel Plant Operator	1.89	2.08
Groundman		1.91
Apprentice Lineman		1.91
2nd. Class Lineman		2.16
1st. Class Lineman		2.44
Chief Lineman		2.63
Line Foreman		2.96
Chief Diesel Plant Operator		2.63
Electric Serviceman	1.82	2.00
Apprentice Electric Serviceman	1.64	1.80
Electric Meter Serviceman	2.05	2.25
Junior Engineer	2.12	2.33
Engineering Aide	2.09	2.30
Janitor & Garage Attendant		1.64
Electrician		2.44
Groundman & Stock Record Clerk		1.91
Watchman		1.37
Tree Surgeon	2.02	2.22

SECTION 14. The holders of the following positions in the Municipal Lighting Department shall receive the following compensation: Column 1 shows the entrance or minimum compensation - Column 2 shows the maximum compensation - Column 3 shows the amount of yearly increase.

	Column 1	Column 2	Column 3
Business Manager	\$7,681.14	\$8,534.60	\$426.73
Plant Superintendent	\$8,208.00	\$9,120.00	\$456.00