

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**THE CITY OF HAZLETON,
PENNSYLVANIA**

AND

**HAZLETON CITY HALL
EMPLOYEES UNION**

For the years 2025 through 2028

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AGREEMENT
By and Between
THE CITY OF HAZLETON, PENNSYLVANIA
and

City Hall Employees Union
For the Years 2025 through 2028

This AGREEMENT made and entered into this 10th day of Dec., 2025, by and between the City of Hazleton, Pennsylvania, hereinafter called the "Employer" and the Hazleton City Hall Employees Union, hereinafter called the "Union".

WITNESSETH THAT:

WHEREAS, the parties hereto desire to establish equal standards and conditions under which Employees of the Employer shall work at Hazleton, Pennsylvania; and

WHEREAS, the parties do recognize, and wish to promote, the interest that they mutually: have in better public service and assuring orderly procedures for the employment of personnel for the Employer; and

WHEREAS, it is the intent and purpose of the parties that this Agreement shall promote and improve the economic and working relations between them and shall set forth herein their agreement governing hours of work and general conditions of employment;

NOW THEREFORE, this Agreement is signed in good faith with the mutual hope of both parties that a higher level of Employee performance will be constantly achieved through the improving of Employee morale and the assurance of living standards that will attract and keep the most efficient personnel possible to service the citizens of the City.

THEREFORE, IT IS HEREBY AGREED that this contract, signed and ratified by the parties this ___ day of _____, 2025, shall govern the terms and conditions of employment for a period of 4 (four) years, to wit: January 1, 2025 through December 31, 2028 as follows:

**ARTICLE I
UNION SECURITY**

Each Employee who, on the effective date of this Agreement, is a member of the Union, and each eligible Employee thereafter, becomes a member after that date shall maintain his or her membership in the Union provided that such Employee may resign from the Union during a period of fifteen (15) days prior to the expiration of this Agreement. The payment of dues and assessments, while a member, shall be the only requisite employment condition.

All Employees shall have a sixty (60) day probationary period prior to joining said Union.

ARTICLE II - RECOGNITION

Section 1 The Employer does hereby recognize the Union as the exclusive representative for the purpose of collective bargaining of all Employees of the Employer included in the bargaining unit.

Section 2 The City recognizes and will not interfere with, restrain, or coerce Employee in their right to self-organization, to form, join or assist labor organization, or to bargain collectively through representatives of their choosing, to engage in concerted activities for the purpose of collective bargaining. The Employer will not permit any other group or Union to solicit membership or collect dues on the Employers time.

Section 3 The Employer recognizes the established rights as explained by Act 195 of this contract, responsibilities, and values of the Union and has no objection to its Employees becoming members of the Union, responsible in conjunction with Employer for making and keeping this contract.

ARTICLE III REPRESENTATION

Section 1(a) The Employees shall be represented by a committee of four members, one of whom shall be the Chairman who shall be elected in any manner determined by the Employees. This committee shall be selected from a group of nominees on the seniority list.

(b) Promptly following the effective date of this Agreement, the Union and the City shall provide to each other a written list of names and titles of their respective representatives and the capacity in which they will function in regard to the grievance procedure negotiations or other labor relations function, and will, from time to time, provide prompt notice of any changes.

Section 2(a) No discrimination: There shall be no discrimination against any Employee because of his membership in the Union, or because of his acting as an officer or in any other capacity in behalf of the Union.

(b) The City and the Union shall not discriminate against any Employee, because of age, sex, race, nationality, religious belief, or for Union activity or political affiliation.

**ARTICLE IV
CHECK-OFF**

Section 1 Upon receipt of a signed authorization of the Employee involved, the Employer shall deduct from the Employee's pay the initiation fee and dues payable by him to the Union during the period provided for in said authorization.

Section 2 Deduction shall be made on account of initiation fee, from the paycheck of the Employee after receipt of the authorization. Deductions shall be made on account of Union dues from the second paycheck of the Employee after receipt of the authorization and monthly thereafter from the second pay of the Employee each month.

Section 3 Deductions provided for in Section 1 shall be remitted to the Financial Secretary of the Union no later than the tenth (10th) day of the month following the deduction and shall include all deductions made in the previous month. The Employer shall furnish the Financial Secretary of the Union, monthly, with a record of those from whom deductions have been made and the amounts of the deductions.

**ARTICLE V
JOINT RESPONSIBILITIES**

Section 1 NO STRIKE; NO LOCK-OUT

(a) Under no circumstances will the Union cause or authorize or permit its members to cause, nor will any member of the bargaining unit take part in any strike, sit-down, stay-in or slowdown, on any property of the City or any curtailment of work or restriction of production or interference with the operations of the City. In the event of work stoppage, other curtailment of production, the City shall not negotiate on the merits of the dispute which gave rise to the stoppage or curtailment until same is ceased.

(b) In the event of work stoppage, or other curtailment, the Union shall immediately instruct the involved Employees in writing that their conduct is in violation of this contract, that they may be disciplined up to and including discharge and instruction of all such persons to immediately cease the offending conduct.

(c) The City shall have the right to discipline up to and including discharge, any Employee who instigates, participates in or gives leadership to any activity herein prohibited.

(d) The City will not lockout any Employee during the term of this Agreement.

Section 2 NO COERCION

Neither the City nor the Union shall interfere with, restrain or coerce Employees either to join or refrain from joining the Union.

**ARTICLE VI
EMPLOYEE CLASSIFICATION**

There shall be three (3) Employee classifications in the bargaining unit as follows:

1. Clerks - This classification includes but is not limited to the following clerks – police records, parking office staff, accounts receivable/payable and receptionist.

2. Officers - This classification includes both code enforcement officers and parking enforcement officers.

3. Maintenance - This classification includes employees who are responsible for maintaining buildings, property or grounds.

**ARTICLE VII
HOSPITALIZATION AND LIFE INSURANCE**

Section 1 The City shall provide a health insurance program for all full-time Employees and their eligible Dependents consisting of the current PPO plan, \$500/\$1,000 deductible; \$25/\$40 OV; and \$150 ER.

The PPO Drug is as follows:

Retail	Tier 1 \$15.00	Tier 2 \$30.00	Tier 3 \$50.00
Mail Order	Tier 1 \$30.00	Tier 2 \$70.00	Tier 3 \$150.00

For 2025 all Employees shall be responsible to pay per pay the amount they were contributing towards healthcare per pay on September 24, 2025.

Employees originally hired by the City prior to December 31, 2006 (a total of 5 current Employees) shall be responsible to pay towards their health care 4% of premium in 2026, 5% of premium in 2027; and 7% of premium in 2028.

Employees whose original hire date was after December 31, 2006 and before December 7, 2021 shall by way of premium contribute towards their health care 10% of premium in 2026; 10% of premium in 2027; and 10% of premium in 2028. For all employees hired after December 7, 2021 or any employee who is currently opting out of the health insurance plan who elects to opt in the City's health insurance plan shall, by way of premium, contribute towards their health care 15% of premium. At the expiration of this agreement and until a successor agreement is reached, health insurance premium contributions will increase at the rate of 2% per year capped at 15% until a successor agreement can ratify and then the successor agreement language shall control.

Of the five (5) Employees whose original hire date was prior to December 31, 2006, there are two (2) Employees who had a break in service and returned to City employment. Nothing contained in this Article or anywhere in this Agreement can be construed to increase those two (2) Employees' time of service with the City or seniority in any regarding or to provide them with additional benefits other than what is specified herein.

In addition, the City shall continue to provide a plan of vision care, Highmark Vision or its equivalent, as well as a dental plan, Delta Dental or its equivalent, for the remainder of the contract. The current dental/vision benefits are attached hereto as Exhibit 1. The City may change dental/vision providers provided the City maintains 90% of the rest of the services identified on Exhibit 1.

The City shall provide Blue Cross/First Priority coverage for Employees, who are laid-off, for a period of time not to exceed three (3) months.

The City will offer an incentive to opt out of the City's Hospitalization Insurance. Any Employee that opts out of the insurance plan will be eligible for a \$6,000.00 payment. The payment will be paid in the second pay period of each month, which will be included in the employees' paycheck. Any bargaining unit member who is eligible for City paid health insurance through another family member will not receive the \$6,000.00 opt out.

Section 2 Any Employee who is not currently Medicare eligible who attains Medicare eligibility and continues to work will go on Medicare. The City will reimburse the Employee for his or her cost of Medicare and purchase the 65 Special for the Employee. If the spouse is sixty-five (65) years of age, the City will duplicate the same coverage for the spouse. If the spouse is less than sixty-five (65) years of age, the spouse will receive the same coverage that the spouse was receiving prior to the Employee becoming sixty-five (65) years of age.

If Thomas Spishock or Alvita Kulsa retire, they shall receive individual health benefits consistent with the benefits provided to other members of the Bargaining Unit, paid for by the City, and, provided further, that such coverage will not be provided if the retiring Employee is able to obtain equivalent or better coverage from any other source. These individuals will go on Medicare upon reaching Medicare eligibility. Upon reaching Medicare eligibility, the City will reimburse the two (2) Employees up to \$250.00 per month for their "65 special" upon proof of payment. In addition, the foregoing retirees shall also be entitled to one-half coverage paid by the City for their spouse, subject to the same condition. Employees hired after April 27, 2000, shall not receive any post-retirement health care coverage.

**ARTICLE VIII
HOLIDAYS**

The Employer agrees to pay the Employees for the following holidays:

½ day on New Year's Eve (afternoon)	
New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday (President's Day)	Veteran's Day
½ day on Holy Thursday (afternoon)	Thanksgiving Day
Good Friday	Day after Thanksgiving
Easter Monday	1/2 day on Christmas Eve (afternoon)
Memorial Day	Christmas
Flag Day	Day after Christmas
July 4th	Personal Holidays(3)

Additional Holidays Primary and/or General Election days at the Mayor's discretion.

Should a holiday fall on a Saturday, it will be observed on the preceding Friday and should a holiday fall on a Sunday, it will be observed on the following Monday.

Holiday pay shall not be paid to any Employee on a leave of absence without pay, suspension without pay, layoff, or worker's compensation leave.

**ARTICLE IX
SICK LEAVE**

Employees at the time of ratification of this Agreement shall earn a total of 15 days in a year.

Employees at the time of ratification of this Agreement shall be allowed to accumulate 210 sick days.

Upon ratification of this Agreement, newly hired Employees shall receive an annual rate of twelve (12) days per year. New hires only may accrue sick leave to a maximum of 120 days.

An Employee, upon bona fide retirement after 20 years of service with the City, shall be paid for unused sick days at the rate of \$65.00 per day. Employees planning to retire must notify The City in writing six (6) weeks prior to the date of their retirement in order to be eligible for this benefit.

Sick days shall be earned on a pro-rated, monthly basis (i.e. they are not credited in full at the beginning of the year).

Any Employee absent more than three (3) days must on the fourth (4) day, submit satisfactory written proof of illness or injury by a certified physician.

Any Employee who uses no sick days per year will receive a \$600.00 bonus. Any Employee who uses one (1) sick day per year will receive a \$500.00 bonus and any Employee who uses two (2) sick days per year will receive a \$400.00 bonus. Any Employee who uses 3 sick days a year will receive a \$300.00 bonus. The bonuses will be paid in the first pay period in January by separate check.

Sick Leave Donation Program

A sick bank shall be created in which a union employee may donate up to six (6) days per year to a member that has exhausted all of his/her sick time. An employee that has exhausted all of one's sick days and is utilizing "sick bank days" shall only be able to utilize those days for a maximum of six (6) months.

Donations are only for illnesses that would qualify under the FMLA for either the employee or the employee's immediate family. Donated time will not impact the donator's sick leave usage bonus.

**ARTICLE X
VACATION**

Employees of the City covered by this Agreement shall be entitled to vacations in accordance with the following schedule:

- After 1 year of service.....2 weeks of vacation
- After 2 years of service.....2 weeks of vacation
- After 3 years of service.....3 weeks of vacation
- After 10 years of service.....4 weeks of vacation
- After 20 years of service.....5 weeks of vacation

**Vacation shall not be carried over from year to year

All vacation requests must be presented to the Department head who shall obtain approval from the Mayor. Vacation requests may be rejected if, in the discretion of the City, the vacation would interfere with City operations.

**ARTICLE XI
LONGEVITY**

A longevity increment of one percent (1%) for every two (2) years of service, up to ten percent (10%) for twenty four (24) years of service, eleven percent (11%) for twenty five (25) years to thirty-four (34) years of service, and twelve percent (12%) for thirty-five (35) years of service or more computed at the base salary of the individual worker, shall be paid prorated every pay.

For Employees hired after ratification, the longevity increment is after three (3) years of service - 1%; after six (6) years of service - 2%; after nine (9) years of service - 3%; after twelve (12) years of service - 4%; and after fifteen (15) years of service - 5%.

In order to be eligible for a longevity increment, Employees must be employed by the City on their anniversary date. Pro-rated longevity increments will not be paid to any Employee, for any reason, unless employed on their anniversary date, except those Employees eligible for bona fide retirement after 10 years of service, and who have provided the City with six (6) weeks notice of their intention to retire. Longevity increment shall be paid prorated in every pay.

**ARTICLE XII
WORK HOURS**

Clerks - Monday through Friday, thirty-five (35) hours

Officers - thirty-five (35) hours on a schedule set quarterly with hours ranging from 6:00 a.m. to 8:00 p.m. Monday to Sunday

Maintenance - thirty-five (35) hours on a twenty-four (24) hour schedule set quarterly Monday to Sunday

For all classifications working through lunch is prohibited. Breaks and/or lunch cannot be taken at the beginning or at the end of the day.

**ARTICLE XIII
SENIORITY**

In the matter of lay-offs and re-hiring, the principle of bargaining unit seniority shall prevail. For the purpose of computing length of tenure regarding seniority, the date of the set day of work shall be used as the starting point. All part-time Employees seniority and ben fits Are to be pro-rated. Seniority shall be defined as including continuous paid service last date of hire with the City of Hazleton.

Seniority shall terminate if an Employee quits or retires, is discharged for just cause, if an Employee is absent for three (3) consecutive work days without notifying the City, if an Employee is absent for three (3) consecutive days without justifiable reason, or if an Employee is on layoff for one(1) year.

Any Employee being bumped by a senior Employee shall have a thirty (30) working day trial period. In the event the Employee cannot perform the job satisfactory, into which he/she has bumped, he/she will be placed on lay-off.

**ARTICLE XIV
LEAVE OF ABSENCE**

Section I (a) All leaves of absence (any extension thereof) must be applied for and granted in writing on forms to be provided by the City. An Employee may, upon request, return to work prior to the expiration of any leave of absence if such early return is agreed to by the City of Hazleton. When an Employee returns to work after a leave of absence, he or she will be assigned to the position which he or she formerly occupied.

(b) If it is found that a leave of absence is not actually being used for the purpose of which it was granted, the City may cancel the leave, direct the Employee to return. to work and impose disciplinary action.

(c) An Employee who fails to report to work at the expiration or cancellation of a leave of absence or fails to secure an extension to such leave, shall be deemed to be absent without leave and shall be subject to the loss of seniority and/or employment.

(d) Employees must notify the Employer in writing two (2) weeks prior to return to work.

Section 2 FUNERAL LEAVE

All full-time Employees shall receive paid bereavement leave, which shall begin on the day of the immediate family member's death, until the day after the funeral. The bereavement leave under this section shall not exceed seven (7) days. In the event the funeral is more than seven (7) days from death, the leave may be non-consecutive.

Immediate family for this section shall be defined as the following: wife, husband, daughter, son, including step or adopted children, mother, father, including step mother or step father, sister, brother, including half or step sister, or half or step brother, grandchild, grandparents, niece, nephew, and parents of the spouse.

All full-time employees shall receive one (1) day paid bereavement leave the day of the funeral for any non-immediate family members.

Non-immediate family members for this section shall include the following: aunt, uncle, brother-in-law, sister-in-law, daughter-in-law, or any other person living in the home of the Employee immediately prior to death.

Section 3 FAMILY AND MEDICAL LEAVE ACT

The City of Hazleton is covered under the Family and Medical Leave Act of 1993 (hereinafter referred to as "FMLA" or "ACT"). The City will comply with all terms of FMLA which is in place at any given time. 10

ARTICLE XV PENSION

The City will comply with the City's Non-Uniformed Employees' Pension Plan Ordinance. Employees shall give six (6) weeks' notice of retirement, not including paid time off.

ARTICLE XVI
DISCIPLINE AND DISCHARGE

The Employer shall have the right to discipline and discharge any Employee for just cause.

- (a) The Employer will follow the principles of corrective discipline with respect to minor offenses:
- 1st offense-- Verbal warning
 - 2nd offense-- Written warning
 - 3rd offense-- Three(3) days suspension without pay
 - 4th offense-- Five(5) days suspension without pay
 - 5th offense --Discharge
- (b) The Employer reserves the right to discharge an Employee without regard to the procedures outlined in Section (a) of this Article, if in the opinion of the Employer the offense is of a major nature warranting immediate discharge.
- (c) The Employer will notify the Union in writing within twenty-four (24) hours following the discipline, suspension or discharge of any Employee in the bargaining unit.
- (d) The Employee may elect to contest the discipline, suspension or discharge, but shall in writing notify the City Administrator or the Department Head within three (3) working days after notification of the action by the Employer. In such an event, the issue will thereafter be submitted and determined under the Grievance and Arbitration Procedures hereafter set forth.

**ARTICLE XVII
GRIEVANCE PROCEDURE**

Should a difference arise between the City and the Union as to the meaning or application of this Agreement, it shall be settled in accordance with the grievance procedure set forth below:

STEP 1 - Any Employee having a grievance shall first take-up the matter with his immediate supervisor. If not settled it shall be discussed with his representative in accordance with Article III of this Agreement and shall be reduced to writing and signed by the grievant. Any grievance not submitted within seven (7) working days (excluding Saturdays, Sundays and Holidays) of its occurrence shall be considered automatically closed.

STEP 2 - The written grievance shall be discussed between the representative of the Union and the representative of the City either appointive or elective. The representative of the City shall give his written decision within seven (7) working days (excluding Saturdays, Sundays and Holidays) of receipt of the written grievance;

STEP 3 - If the issue cannot be settled at Step 2 of the issue it will be submitted to arbitration within seven (7) days (excluding Saturdays, Sundays and Holidays) of the Step 2 answer or its due date.

Arbitration shall be invoked by written notice to the other party of intention to arbitrate. If the parties are unable to agree upon an arbitrator within seven (7) days of such notice, the party desiring arbitration shall refer the matter to the American Arbitration Association for the selection of an impartial arbitrator and determination of the dispute in accordance with all applicable rules of the American Arbitration Association.

The Arbitrator's decision shall be final and binding on the City, on the Employee or Employees and on the Union. The Arbitrator shall submit his decision in writing within thirty (30) days after conclusion of hearings.

The expense of the Arbitrator shall be shared equally by the City and the Union.

**ARTICLE XVIII
GENERAL PROVISIONS**

Section 1 There will be a bulletin board placed in a conspicuous place for the use of the Union.

Section 2 All Employees will receive fifteen (15) minutes for a coffee break in the morning and afternoon hours.

Section 3 Each Employee shall be provided with an ID badge indicating their department.

Section 4 The City will provide phones for officers and maintenance employees.

**ARTICLE XIX
EMPLOYER RIGHTS**

The Union agrees that the responsibility of the Management of the City for the selection and direction of the working forces, including the right to hire, suspend or discharge for just cause, assign, promote or transfer to relieve Employees from duty because of lack of work, or for other legitimate reasons is vested exclusively to the City, subject only to the seniority rules, grievance procedures and other express provisions of this Agreement.

**ARTICLE XX
OVERTIME**

The City agrees that clerks shall be paid time and one-half (1 1/2) pay for Saturday work and Sunday work. Employees shall also be paid time and one-half (1 1/2) pay for any hours of work after seven and one-half (7 1/2) hours either in a 24 hour period, or shift, and after thirty-seven and one-half (37 1/2) hours in a week. In accordance with current practice, there shall be no pyramiding of overtime.

**ARTICLE XXI
WAGES**

Section 1

For the five (5) current Employees whose original hire dates with the City were prior to December 31, 2006, in 2025 they will receive a \$6,000.00 increase prorated from September 24, 2025 to December 31, 2025 after which they will receive annual increases in the subsequent years of this contract in accord with the schedule below.

Base wages for all current Employees shall increase as follows:

2026	Clerks 3% increase	Officers 3% increase	Maintenance 3% increase
2027	Clerks 3% increase	Officers 3% increase	Maintenance 3% increase
2028	Clerks 3% increase	Officers 3% increase	Maintenance 3% increase

Section 2

Starting wages for new full-time hires effective January 1, 2026 during term of this Agreement shall be:

<u>Clerks</u> \$34,000.00 per year	<u>Officers</u> \$34,000.00 per year	<u>Maintenance</u> \$34,000.00 per year
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Current Employees making less than \$34,000.00 per year on September 24, 2025 shall have a salary adjustment the greater of 3% of their base rate or to \$34,000.00 on January 1, 2026.

Section 3

The salary for part-time Employees shall be at the discretion of the City with a minimum salary of \$10.00 per hour. In no instance shall the starting hourly rate for a part-time Employee exceed the total hourly cost (salary plus benefits) of a new full-time Employee in the appropriate classification.

Section 4

For the five (5) current Employees whose original hire date was prior to December 31, 2006, four thousand dollars (\$4,000.00) retroactive pay will be paid the first pay in January after ratification.

Section 5

Of the five (5) Employees whose original hire date was prior to December 31, 2006, there are two (2) Employees who had a break in service and returned to City employment. Nothing contained in this Article or anywhere in this Agreement can be construed to increase those two (2) Employees' time of service with the City or seniority in any regarding or to provide them with additional benefits other than what is specified herein.

ARTICLE XXII TERMINATION, REMOVAL AND MODIFICATION

One hundred and eighty (180) days prior to the termination of this agreement, either party may initiate negotiations for renewal or modification, or a new agreement.

ARTICLE XXIII JOB BIDDING AND POSTING

All vacancies and new jobs shall be posted on all bulletin boards for a period of five (5) working days and shall be awarded to the senior Employee(s) within the classification posted, *i.e.*, most senior clerk in a clerk position posted, who apply and have the capability to perform the work. All posted jobs shall be awarded within five (5) working days after the posting as mentioned above. The City is to post on the bulletin boards all successful bidders. All Employees may bid on a job, but seniority only applies if the posting is within their current classification.

ARTICLE XXIV UNION BUSINESS LEAVE

Employees elected or appointed as Union officials or representatives, may be granted leave without pay, to a maximum of 5 calendar days per year. Such leave shall be requested in writing, with seven (7) days advance notice to management. Approval of Union Business Leave is subject to management's responsibility to maintain efficient operations. Leave requests shall be responded to in writing, in a timely fashion. The City will not unreasonably deny Union Business Leave.

ARTICLE XXV

Section 1

Officers and maintenance employees shall receive a clothing allowance of \$400.00 per year. For 2021 the allowance shall be paid in full when this Agreement becomes fully effective. In subsequent years, the clothing allowance shall be paid in quarterly installments, January 1, April 1, July 1 and October 1.

Section 2

The City will provide two (2) new work shirts to all new hires on the date of their hire at no cost.

Parking enforcement officers shall wear appropriate work pants or denim jeans, a solid colored shirt with an approved City logo and safety vests.

Code enforcement officers and maintenance employees shall wear work pants or denim jeans, work boots, a solid colored shirt with an approved City logo and safety vests.

ARTICLE XXVI

The City agrees to set aside a fund of \$1,000.00 from which the City will pay an incentive award, the amount of which will be at the City's discretion, for suggestions made to the City which increase productivity and/or save the City and its taxpayers funds, without a corresponding increase of expenditures to the City. The City agrees to meet and discuss with the Union on the manner in which this policy or program should be implemented.

ARTICLE XXVII MISCELLANEOUS

Section 1

The City and the Union will file a joint unit clarification request seeking to remove the payroll clerk from the bargaining unit. The cost of the clarification request will be borne by the City.

Section 2

The City and the Union, upon full ratification, will withdraw their respective unfair labor practice charges relative to any alleged past direct dealing and failure to bargain, respectively.

IN WITNESS WHEREOF, the parties have, by their duly authorized representative, signed and sealed this Agreement on the 10th day of December, 2025.

FOR THE
CITY OF HAZLETON CITY HALL
EMPLOYEES UNION

FOR THE CITY OF HAZLETON

Alvita Kulosa
Signature

12-8-25
Date

Sharon Siedel
Signature

12-8-25
Date

Lisa A. Shema
Signature

12/8/2025
Date

Signature

Date

Signature

Date

Allyson L...
Signature

12/9/25
Date

Allison Keegan
Signature

12-10-25
Date

Signature

Date

UEU Local #1