

AGREEMENT BETWEEN

The Incorporated County of Los Alamos



and

The United Association of Plumbers and Pipefitters
Local Union No. 412



Effective
July 1, 2026 – June 30, 2031

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Article 1 - PREAMBLE

Section 1. Parties: This Agreement made and entered into by and between the Incorporated County of Los Alamos in the State of New Mexico, hereinafter referred to as the "County", and The United Association of Plumbers and Pipefitters Local Union No. 412, hereinafter referred to as the "Union". When referred to jointly, the County and the Union shall be referred to as the "Parties".

Section 2. Purpose: The purpose of this Agreement is to establish wages, hours, and other conditions of employment, and to protect the rights of Los Alamos County, The United Association of Plumbers and Pipefitters Local Union No. 412 and ensure the provision of quality services to the citizens of this County. The Parties agree to strive toward the achievement of harmonious and beneficial relationships by the adjustment of differences through positive and professional interactions.

Section 3. Copies of Agreement: Each Party to this Agreement shall print sufficient copies for its own use. Distribution of copies of this Agreement by the Union to its members shall not be performed during normal work hours.

Article 2 - NONDISCRIMINATION

The Parties agree to the extent allowed by law that neither the Union's nor the County's respective policies or activities will discriminate against any employee based upon race, color, religion, sex, age, national origin, sexual orientation, gender identity, disability, veteran status, Union or non-union affiliation, or as otherwise prohibited by law. The Parties shall not discriminate against Bargaining Unit Employees on the basis of Union membership.

Article 3 - RECOGNITION

Section 1. Recognition: The County recognizes the United Association of Plumbers and Pipefitters Local Union No. 412 as the sole and exclusive collective bargaining agent on behalf of all employees as certified by the Los Alamos County Labor Management Relations Board in the designated bargaining unit in the positions of non-probationary Senior GWS Pipefitter, GWS Pipefitter, GWS Apprentice I and II, WWTP Operator, Senior WWTP Operator, WWTP Apprentice I, II, GWS/WWTP/Water Systems Trainee, Water Systems Operator, Senior Water Systems Operator, and Water Systems Apprentices I, II (Bargaining Unit Employees).

For purposes of this article and identification of the position titles in this bargaining unit only, the position titles recognized and designated in this bargaining unit have been changed for title purposes only as follows:

- GWS Pipefitter changed to Senior GWS Pipefitter
- GWS Service Worker changed to GWS Pipefitter
- GWS Apprentice I and II there is no change
- Senior WWTP Operator there is no change
- WWTP Apprentice I and II there is no change
- WWTP Apprentice III changed to WWTP Operator
- GWS/WWTP/Water Systems Trainee there is no change
- Water Systems Operator changed to Senior Water Systems Operator

- Water Systems Apprentices I, and II there is no change
- Water Systems Apprentice III changed to Water Systems Operator

The above changes reflect title changes only; there is no financial, economic, job description or content, or promotional gain as a result of these title changes.

Section 2. Severability: If any provision of this Agreement is determined by final order of an administrative body or court with jurisdiction over the Parties to be contrary to State or Federal law, the affected provision shall be rendered null and void. All other provisions not affected by the illegal provision shall remain in full force and effect. The provision determined to be contrary to law shall be subject to renegotiations by the parties provided either party submits a written request to reopen negotiations no later than 30 days after the parties knew or reasonably should have known on that issue only that the provision was contrary to law.

Article 4 - NO STRIKE, SLOWDOWN OR LOCKOUT

The Parties acknowledge that the New Mexico Public Employee Bargaining Act and the Los Alamos Labor Management Relations Ordinance make strikes illegal. The Union, its officers, agents, representatives and members agree that they shall not instigate, lead, engage in, or encourage a strike, slowdown, work stoppage or other interference of the County operations. The County shall not lockout Bargaining Unit Employees.

Article 5 - MANAGEMENT RIGHTS

Unless limited by the provisions of this Collective Bargaining Agreement or by other statutory provisions, the County may:

- A. Direct the work of, promote, hire, assign, transfer, demote, suspend, discharge or terminate a bargaining unit employee;
- B. Determine qualifications for employment and the nature and content of personnel examinations;
- C. Take lawful actions as may be necessary to carry out the mission of the County in emergencies;
- D. Retain all rights not specifically limited by this Collective Bargaining Agreement or by the Public Employee Bargaining Act [10-7E-1 to 10-7E-26 NMSA 1978].

Article 6 - UNION RIGHTS

The County recognizes the right of the Union to designate Bargaining Unit Employees as Stewards. Such Stewards will be granted leave without pay (when it does not interfere with their assigned duties and with the supervisor's approval) to see that the terms of this agreement are enforced or for other Union business. The County will recognize one (1) lead Steward and one (1) back-up Steward authorized to conduct business on behalf of the Union. The back-up steward will only conduct business on behalf of the union, only if the lead Steward is unavailable. The Union agrees to provide the County with the names of the authorized steward on July 1st of each year the Agreement is in

effect and at each time a change in stewards occurs. If the County requests the assistance of the steward in addressing or resolving a matter, such time spent while on duty will be considered time worked.

Article 7 - UNION DUES

The County will collect and forward dues and death assessment (if elected) deductions for Union membership from Bargaining Unit Employees who submit a written authorization form provided by the Union for this purpose. Such dues deductions shall be per job classification as defined by the Union for all Union members and shall not include any penalties, assessments, or arrears payments. Employees who desire to have dues and death assessments (if elected) deducted or cancelled may do so by submitting appropriate written notice that is signed and dated to the Human Resources Division fourteen (14) calendar days prior to the beginning of the pay period for which the action is to be effective. Such dues will be forwarded to the United Association of Plumbers and Pipefitters Local Union 412 at 510 San Pedro Dr. SE Albuquerque, NM 87108. The Parties agree the County assumes no further responsibility in connection with this authorized deduction except to act as remitting agent in forwarding lists and deductions to the Union. The Union, its membership, and individual members of the Bargaining Unit agree to hold the County safe and harmless of any legal action concerning the deduction of the Union dues or failure to deduct Union dues.

Article 8 - SAFETY COMMITTEE

- A. The County of Los Alamos Utilities Department (DPU) and the Union recognize that there is a common interest in improving employee safety and agree to cooperate in the promotion of that common interest and to continue their effort to reduce and eliminate hazardous workplace conditions.
- B. The - DPU Safety policies and practices shall meet or exceed all OSHA regulations. The most restrictive provisions will apply. All Bargaining Unit Employees are responsible for adhering to all safety policies, rules and regulations. The County is responsible for enforcing safety policies, rules and regulations.
- C. Bargaining Unit Employees who believe their work assignment requires that they perform an illegal or unsafe act should contact their supervisor. All Bargaining Unit Employees will comply with all Safety Regulations.
- D. The County has implemented a Utilities Department Safety Committee. The Union may designate a Bargaining Unit Employee to attend the DPU Safety Committee meetings. This committee shall meet at least quarterly and at other times by mutual agreement. The committee shall recommend the formulation of safety rules, regulations, and practices to improve upon the health and safety in the workplace.
- E. Any recommendations of the Safety Committee shall be submitted in writing to the Utilities Manager.

Article 9 - COUNTY PERSONNEL RULES

The County Personnel Rules and Regulations and DPU Policies and Regulations will apply to

Bargaining Unit Employees, unless they conflict with the provisions of this Agreement. If a conflict exists, this Agreement will govern.

If the County proposes a new rule or a change in existing Personnel Rule or to the Safety and Loss Control Manual or DPU Policies and Regulations which affects Bargaining Unit Employees, the County will provide notice of the proposed change to the Union, and allow the Union to provide written input prior to the implementation of the changes.

Bargaining Unit Employees will not be discriminated against for their lawful participation in the political process of adoption and change of County Personnel Rules.

Article 10 - GENERAL PROVISIONS

When a Bargaining Unit Employees' direct supervisor is not available, the Bargaining Unit Employee may contact a supervisor in accordance with the chain of command, if needed. After hours, the primary standby employee, as defined in DPU policies, is the initial point of contact. If the primary standby employee determines additional support is needed beyond the secondary standby employee, as defined in DPU policies, the primary standby employee will contact the Superintendent or designee, and thereafter follow the chain of command. Job briefings will be conducted in accordance with County rules and policies.

The County will not require Bargaining Unit Employees to work outdoors during heavy or continuous storms or during exceptionally cold weather, unless such work is necessary to protect life or maintain service to the public. The superintendent or designee will make the decision as to whether work will be performed during inclement weather. During such time as the Bargaining Unit Employees are held in or instructed to return to the shop because of inclement weather, the Bargaining Unit Employees may be assigned other duties.

Article 11 - GRIEVANCE PROCEDURES

Section 1. Purpose: There shall be no other grievance or appeal procedures for Bargaining Unit Employees other than those contained in this Article. All proposed disciplinary action shall be subject to and governed by Article 12 below.

Section 2. Definitions:

- A. The following disputes may be eligible for grievance:
 - 1. An alleged violation of this Agreement, involving the interpretation and application of its provisions.
 - 2. An allegation that a Bargaining Unit Employee has been adversely affected as a result of a violation of the County Personnel Rules, the County Charter, the County Code, or State or Federal Statutes relevant to the Bargaining Unit Employee's terms and conditions of employment.
- B. Grievant: A grievant may include the Union or any employee or group of employees within

the Bargaining Unit, or the County.

C. Days: Days referenced in this Agreement will mean Monday through Friday, not including holidays observed by the County.

Section 3. Representation: A Grievant and the Party charged may have any individual of the Grievant or Party's choosing to act as their representative at any hearing or meeting conducted under this procedure. If the Union is the grievant or representing an employee during Steps 1 or 2 of this process, representatives outside the Union and Utilities Management may be allowed to attend but may not participate.

Section 4. Process: Grievances will be filed on the grievance forms attached hereto in Appendix A. If the County fails to comply with the time limit requirements as set forth under any of the steps, the grievance shall be considered denied on the last day of the period and the grievant may move the grievance to the next level as set forth in this Article.

If the grievant fails to comply with the grievant's time-period requirements as set forth under any of the steps, the grievance shall be considered abandoned, null and void.

Step 1. Informal meeting

A grievance shall not be considered unless the grievant files the grievance in writing on the grievance form no later than five (5) days after the grievant knew, or reasonably should have known, of the action that precipitated the grievance. Such grievance will be considered filed upon receipt and signature of the Superintendent or designee. When a grievance is initiated, the Union or the grieving Bargaining Unit Employee and the Superintendent of the appropriate division will meet to attempt to settle the grievance as promptly as possible. The grieving Bargaining Unit Employee may request the presence of a steward. If a settlement is not reached within five (5) days from the initiation of the grievance, the grievant may submit such grievance to Step 2 within five (5) days of the date of the informal hearing.

Step 2

The grievance will be submitted in writing, by hand delivery, registered mail, or both mail and fax to the Deputy Utilities Manager of GWS operations or designee by the grievant or the Union. A copy will also be provided to the County's Human Resources Manager. Such grievance will be signed as received by the Deputy Utilities Manager of GWS operations, or designee. The letter will list the facts of the grievance and the requested remedy. The grievance shall contain what provisions of the Collective Bargaining Agreement, if any, is alleged to have been violated. The Deputy Utilities Manager of GWS operations, or designee, will respond to the written grievance not more than five (5) days after receipt of the grievance either concurring or denying the grievance and the reason for the decision.

Step 3

Within five (5) days of the date of the decision denying the grievance in Step 2, the Manager, Bargaining Unit Employee, and the Union Steward and/or Union Representative may submit their specific position in writing to the County Utilities Manager. The Utilities Manager may

request additional information as needed. The Utilities Manager will hold a meeting with all parties present. The Utilities Manager will have 10 days to respond to the grievance from the date of receiving the grievance.

Step 4

If no resolution to the grievance is reached in Step 3, the local Union and/or Grievant, within 10 days of the date of the decision denying the grievance, or within 20 days of the delivery of the grievance request to the Utilities Manager, whichever is earlier, may file for arbitration by requesting a panel of seven (7) arbitrators from the Federal Mediation and Conciliation Service. Within 10 days of receipt of the panel the parties will select an arbitrator. Each party will in turn strike a name until only one (1) name remains. The first strike will be determined by a coin toss and the last remaining arbitrator shall be selected to hear the case. The arbitrator, after hearing the case shall make a judgment based on the merits of the case. If the arbitrator finds a violation of the agreement with respect to the dispute or difference, they shall fashion an appropriate remedy, which shall include the decision, the rationale, and if appropriate, the relief. The arbitrator's decision shall be in writing. The arbitrator's decision will be final and binding, except as provided by law. The arbitrator will have no authority to detract from, alter, amend, or modify any provision of this agreement. There shall be no other grievance or appeal procedure for employees in the bargaining unit other than that contained in this article.

Section 5. Arbitration Fees: The fees and expenses of the Arbitrator will be divided equally between the County and the Union. Each party will pay their own expenses for all other costs incurred.

Section 6. Individual Arbitration: In the event the Union should decide not to proceed to arbitration with a particular grievance and should the grievant choose to proceed on their own to arbitration, the Union shall not be responsible for any cost associated with such arbitration. The grievant in this instance shall be responsible for all costs, including depositing in currency or cashier's check one-half of the anticipated fees and expenses of the arbitrator with the County's Human Resources Division prior to the commencement of such arbitration. Should the cost of the arbitrator be less than the deposit, such funds will be reimbursed to the grievant.

Section 7. Miscellaneous: Court reporters are permitted in arbitration but not required. If a court reporter is utilized, the cost will be split by the Parties. If a Party requests a copy of the transcript, the requesting party will pay for the transcript.

Section 8. Time Limits: All time limits referred to in this article may be extended upon mutual written agreement of the parties.

Article 12 - DISCIPLINE

- A. The County has the exclusive right to investigate and discipline Bargaining Unit Employees for cause.
- B. Discipline shall be administered in accordance with the following provisions:
 - 1. Discipline shall be fairly and equally applied. A Bargaining Unit Employee may be placed

on administrative leave with pay, if appropriate, during an investigation involving that Bargaining Unit Employee.

2. Discipline, to be effective, should be designed to correct and improve a Bargaining Unit Employee's performance and/or behavior. When discipline is to be imposed, progressive discipline shall be considered. The action to be taken depends on the seriousness of the incident and the whole pattern of the employee's past performance, length of service, and previous conduct. Because of the serious nature of some infractions, the first disciplinary action may skip some steps of the disciplinary process and result in termination. The level of discipline to be imposed shall be an exclusive determination of the County.
3. "Days" referenced in the Article will mean Monday through Friday, not including holidays observed by the County.
4. Within five (5) days of receipt of the notice of proposed disciplinary action, the Bargaining Unit Employee shall be provided the opportunity to respond, in writing or request in writing to be heard at an informal hearing conducted by a designee of the Utilities Manager, to the notice of proposed disciplinary action(s) prior to the imposition of any suspension without pay, involuntary demotion or termination.
5. The Bargaining Unit Employee may be accompanied by a representative of their choosing when responding to any notice of proposed suspension without pay, involuntary demotion or termination. Any other discipline imposed shall not require adherence to this procedure.
6. Following the Bargaining Unit Employee's response to any notice of proposed suspension without pay, involuntary demotion or termination, the County shall issue a notice of final determination within 10 working days.
7. In accordance with the County's Personnel Rules and Regulations, an Employee who has been terminated, involuntarily demoted or suspended has the right to an appeal. The Bargaining Unit Employee shall make an irrevocable election to have the appeal decided by the County's Personnel Board, or to have the appeal decided by an Arbitrator, but not both.
8. Notice of appeal must be filed with the Human Resources Manager no later than 10 days after receipt of notice of final determination. The notice of appeal must:
 - a. be in writing;
 - b. set forth the reason(s) why the disciplinary action is thought to be improper; and
 - c. indicate whether the Bargaining Unit Employee is choosing to have the County's Personnel Board or an Arbitrator decide the appeal.
9. If the Employee chooses to have the County's Personnel Board decide the appeal, the appeal hearing will proceed in accordance with Section 608.2 of the County's Personnel Rules and Regulations.
10. If the Bargaining Unit Employee chooses to have an Arbitrator decide the appeal, the

following shall apply to the appeal hearing:

- a. Within seven (7) days of the receipt of notice of appeal indicating the irrevocable election to have the appeal decided by an Arbitrator, the Human Resources Manager shall notify the Bargaining Unit Employee, the Union and the County of receipt.
- b. Within seven (7) days of the receipt of notice from the Human Resources Manager, the Union shall make a request for a panel of seven (7) Arbitrators from the Federal Mediation and Conciliation Service ("FMCS") with a copy to the Human Resources Manager. Within seven (7) days of the receipt of a list of Arbitrators by both Parties, the Parties will select the Arbitrator. The Union shall strike the first name from the list. The Parties shall alternatively strike names thereafter and the last remaining name shall be the Arbitrator selected.
- c. The hearings on appeals from disciplinary action are administrative and shall be closed to the public unless otherwise requested in writing by the Bargaining Unit Employee to the Human Resources Manager at least three (3) days before the hearing.
- d. The Bargaining Unit Employee and the County have the right to present witnesses, and give evidence before the Arbitrator. The Human Resources Manager must be given the list of witnesses from both Parties at least five (5) days before the hearing, a copy of which shall be provided to both Parties and the Arbitrator. Required prior notice of the hearing and the time for submission of a witness list may be modified by the Arbitrator as necessary to assure that the hearing is timely held.
- e. The appeal hearing before the Arbitrator is intended solely for the purpose of receiving evidence to refute or to substantiate specific charges which the Arbitrator has been requested to review. The Arbitrator shall admit evidence only relevant to those allegations against the Bargaining Unit Employee included in both the notice of proposed action and the notice of final action.
- f. The Arbitrator shall first determine if there is cause for the disciplinary action. The disciplinary action taken shall be affirmed unless the Arbitrator finds that there was not sufficient cause for the disciplinary action, in which event the disciplinary action taken shall be overturned. If cause is found, the Arbitrator shall uphold or impose a lesser disciplinary action based upon the finding of mitigating circumstances.
- g. The Arbitrator's decision shall be in writing and shall include the decision, the rationale and, if appropriate, relief. The Arbitrator shall not have the authority to make an award that includes a fine or other punitive damages or award of attorneys' fees.
- h. The Arbitrator's final action shall be recorded within 30 days of the decision at the Clerk's Office and with the County Manager, a copy of which shall be immediately furnished to the Bargaining Unit Employee and the County.
- i. The Arbitrator's fees and costs shall be shared equally by the Parties. The party canceling an arbitration will pay in full any cancellation charges/fees absent any

agreement. All other expenses shall be assumed by the Party incurring the costs, including the cost of witnesses.

- j. The Arbitrator's decision shall be final and binding on the parties, subject only to judicial review in accordance with New Mexico law.

11. There shall be no other disciplinary appeal procedure under this Article for Bargaining Unit Employees other than the procedures contained in this Article.

Article 13 - SENIORITY

Section 1. Occupational Groups: The occupational group, for the purposes hereof, shall consist of the following Gas, Water, and Sewer (GWS), Water Production and Wastewater Treatment.

Section 2. Termination of Seniority: The seniority of a Bargaining Unit Employee shall terminate under any of the following conditions:

- A. When the Bargaining Unit Employee quits; or
- B. When the Bargaining Unit Employee is discharged.

Section 3. Active Service: Active service, for the purposes of this Article, is herein defined as the actual amount of time for which a regular employee received compensation for full-time employment from the County, to which shall be added:

- A. Approved leave of absence for service in the military forces of the United States,
- B. Approved absence while convalescing from an accident, sickness or injury,
- C. Approved absence provided for under the Family Medical Leave Act (FMLA) and any accompanying administrative regulation related to the FMLA issued by the County,
- D. Leave of absence for Union business may be granted based on availability of coverage by other employees, adequate delivery of services to the citizens and maintenance of the County workload.

Article 14 - TRANSFERS AND REASSIGNMENTS

The County retains the right to assign employees in the best interest of the Utilities Department and in ensuring uninterrupted service to the citizens of Los Alamos County. Bargaining Unit Employees shall be notified at least seven (7) days prior to any change in their job assignment. In the event of emergencies, notification shall occur as soon as possible.

Article 15 - DRUG/ALCOHOL TESTING

- A. The Parties agree that employees are subject to the requirements of the Department of Transportation Anti-Drug and Alcohol Act, as administered by the Federal Motor Carrier Safety Administration (FMCSA) and /or the Pipeline and Hazardous Materials Safety

Administration (PHMSA). These regulations apply to employees that perform both CDL functions and pipeline maintenance functions and cover random, post-accident, pre-employment, and return-to-duty drug and alcohol testing.

- B. The County will administer drug/alcohol testing in conformity with the County-wide Drug and Alcohol Testing Policy and Testing Procedures, incorporated herein by reference for all purposes or any reiteration thereof during the term of this Agreement.

Article 16 - UNIFORMS

- A. The DPU Uniform, consists of pants, shirts, and winter work jacket/coat as provided by the County, and shall be worn by Bargaining Unit Employees at any time the Bargaining Unit Employee is on duty. Uniforms shall not be removed from the worksite.
- B. Uniform items including pants, shirts, winter work jackets/coats, and gloves will be replaced as needed when they become worn or damaged through normal job-related use. This Article does not cover items that are lost, stolen, or damaged due to negligence or intentional acts.
- C. Bargaining Unit Employees must turn in worn or damaged uniform items and obtain supervisor approval to receive a new issue.
- D. Bargaining Unit Employees shall receive a \$500.00 boot allowance once annually no sooner than 12 months from prior allowance received.
- E. Bargaining Unit Employees will receive reimbursement for up to \$150.00 for the purchase of safety prescription glasses as needed, but not more frequently than bi-annually

Article 17 - COMPENSATORY TIME

Bargaining Unit Employees will be offered Compensatory Time in accordance with the Provisions of the County Personnel Rules and Regulations.

Article 18 - STABILITY PAY

Bargaining Unit Employees will be offered Stability pay in accordance with the Provisions of the County Personnel Rules and Regulations.

Article 19 - MEALS AND EXPENSES

Travel expenses and per diem will be paid to a Bargaining Unit Employee in accordance with applicable County policy. When held over or called out, the Bargaining Unit Employee will be entitled to a meal after four (4) hours and every five (5) hours after that until released from work.

Article 20 - ANNUAL LEAVE

Annual leave shall be accrued and utilized in accordance with the provisions of the County Personnel Rules and Regulations.

Article 21 - SICK LEAVE

Sick leave shall be accrued and utilized in accordance with the provisions of the County Personnel Rules and Regulations.

Article 22 - HOLIDAYS

Holidays shall be granted and compensated for in accordance with the provisions of the County Personnel Rules and Regulations.

Article 23 - CERTIFICATIONS

Bargaining Unit Employees will be required to obtain and maintain licenses as required by the State of New Mexico and the County as a condition of employment. Obtaining and maintaining such licenses will be the responsibility of the Bargaining Unit Employee. Bargaining Unit Employees will be reimbursed by the County for the cost of each required license, with a receipt from the appropriate State Agency as well as verification of a passing score, if applicable.

Article 24 - STAND-BY DUTY

- A. Stand-by duty will be applied in accordance with the provisions of the County Personnel Rules and Regulations for stand-by pay for the primary and secondary employees assigned each week. Both the primary and secondaries shall remain in Los Alamos County and will be paid equivalent of 24 hours pay at their regular rate for a full calendar week of stand-by duty.
- B. When the primary and secondary Bargaining Unit Employees are required to be on stand-by duty on a holiday (per County Personnel Rule 720) but are not called-out, those stand-by hours will be considered time worked only for the purposes of overtime calculation.
- C. When the primary and secondary Bargaining Unit Employees are required to be on stand-by duty on a holiday (as defined by Rule 720) and are called-out, called-out hours actually worked will be compensated in accordance with the provisions of the County Personnel Rules and Regulations.
- D. GWS Alternate Standby

The GWS Alternate Standby Crew is assigned on a rotating Friday-to-Friday schedule to provide supplemental support to the Primary Standby team when operational demands exceed available resources. In accordance with Personnel Rule 314, alternate personnel are not required to remain within Los Alamos County and may hold standby from home but must remain immediately available by phone or approved communication at all times. While on standby, Bargaining Unit Employees must remain fit for duty and capable of responding to emergency service requests as soon as possible, with a maximum response time not to exceed 60 minutes from initial contact.

Alternate Standby Bargaining Unit Employees will receive 12 hours of straight-time pay for

each full standby week. If activated, Bargaining Unit Employees will be compensated in accordance with applicable callout and overtime policies, with standby pay remaining separate and not counted as hours worked. If a County-recognized holiday occurs during the standby period, the employee will be granted one (1) additional day off with pay, to be used within 90 days subject to operational needs. Failure to maintain availability or meet response requirements may result in disciplinary action.

Article 25 - CALL-OUT ADMINISTRATIVE LEAVE

- A. If a Bargaining Unit Employee works 16 consecutive hours, the Bargaining Unit Employee is entitled to a 10 consecutive hour rest period, inclusive of travel time. If the rest period overlaps the Bargaining Unit Employee's normal work schedule, the Bargaining Unit Employee shall receive paid administrative leave for the overlapping period of time between the Bargaining Unit Employee's normal work schedule and the rest period at their regular rate. The overlapping period shall be considered time worked for overtime purposes.
- B. If an employee works at least two (2) hours between the hours of midnight and 5:00 a.m. , or gets called out between 2:00 a.m. and 5:00 a.m., they will be eligible for a 10-hour rest period. Bargaining Unit Employees on standby shall remain on standby until the start of their next regular shift. The rest period will start at the end of the last hour worked on call-out. Any portion of the rest period that overlaps the Bargaining Unit Employees' regular work shift will be paid as administrative leave at the Bargaining Unit Employee's regular rate of pay. If the initial call out is after 5:00 a.m., there is no rest period. Stand-by pay shall not be considered time worked and will not count toward overtime.
- C. If the Bargaining Unit Employee is holding standby and is called out, and becomes eligible for a rest period, the employee shall contact supervisor at least two (2) hours in advance of such eligibility, to be relieved of standby during the rest period. Stand-by pay shall not be considered time worked and will not count toward overtime.
- D. Call-Out: When a Bargaining Unit Employee is called back to work after departing at the end of the normal workday and reports to work, the Bargaining Unit Employee shall be paid the actual hours worked, for a minimum of four (4) hours, excluding travel time to and from the reporting site (Pajarito Cliff Site or LA Wastewater Treatment Plant).
- E. Extension of Workday: When a Bargaining Unit Employee is held over at the end of the normal workday, the Bargaining Unit Employee will be paid for actual hours worked, including waiting time when the Bargaining Unit Employee is required to remain on the job site.

Article 26 - OPERATIONAL NEEDS

The Parties acknowledge that at times the County may have a need to bring in additional help to complete a project in the form of Temporary, Casual, and Limited-Term Employees, or Contractors. The Union, its officers, agents, representatives, and members agree that these individuals are not part of the collective bargaining group and that they are not regular employees.

Article 27 - PAY

A. Salary Adjustments

Effective the first full pay period after June 30, 2026, or following ratification and signature of this Agreement by both Parties, or resolution of any impasse, whichever is later, Bargaining Unit Employees will receive a salary adjustment as identified below. Hourly rates for each classification are identified in Exhibit A.

Salary Adjustment					
Classification	FY27	FY28	FY29	FY30	FY31
Trainee	1.5%	1.5%	2.0%	2.0%	2.0%
Apprentice 1	2.0%	2.0%	2.0%	2.0%	2.0%
Apprentice 2	3.5%	3.5%	3.5%	3.5%	3.5%
Operator	2.5%	2.5%	2.5%	2.5%	2.5%
Sr. Operator	3.0%	3.0%	3.0%	3.0%	3.0%
Pipefitter	2.5%	2.5%	2.5%	2.5%	2.5%
Sr. Pipefitter	5.0%	4.5%	4.0%	4.0%	4.0%

B. Temporary Retention Incentive

Bargaining Unit employees will receive a temporary hourly retention incentive. This temporary incentive will remain static, and in effect through the end of the contract term.

Temporary Retention Incentive					
Classification	FY27	FY28	FY29	FY30	FY31
Trainee	\$ 2.40	\$ 2.40	\$ 2.40	\$ 2.40	\$ 2.40
Apprentice 1	\$ 3.37	\$ 3.37	\$ 3.37	\$ 3.37	\$ 3.37
Apprentice 2	\$ 4.33	\$ 4.33	\$ 4.33	\$ 4.33	\$ 4.33
Operator	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65
Sr. Operator	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65
Pipefitter	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65
Sr. Pipefitter	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65	\$ 8.65

C. PERA Contributions

The County shall provide eligible employees with Public Employees Retirement Association (PERA) benefits under the Municipal General Plan 3. The County implemented a 60/40 PERA split (employer 60% / employee 40%) of the total contribution amount required for both County and employee PERA contributions, which resulted in County assumption of roughly 5% of the employee’s contribution obligation to PERA as outlined below.

Municipal General Plan 3			
PERA Contribution Amounts			
After Employer Pick up (Effective Split - Employee 40% / Employer 60%)			
FY 27			
	Employee Contribution	Employer Contribution	Employer Pick up contribution
	11.38%	11.80%	5.27%
Total ER %	17.07%		
Total %	28.45%		

Article 28 - CERTIFIED API 1104 WELDING PAY- GAS DISTRIBUTION SYSTEM

Section 1. Incentive Pay for API 1104 Welding: Each certified API 1104 welder shall receive incentive pay as defined in Section 2 , in addition to regular wages, on call, or other contractually defined pay rates for the employee completing the weld project. Incentive pay shall be per weld. Definitions of weld types and the incentive pay associated with each weld type is listed in Section 2. All listed weld type projects shall include all preparation work necessary to prepare for and execute the weld per all applicable regulations and codes; including actively setting up and preparing the weld, etc. Incentive pay shall be for the individual actually completing the welding. No additional incentive pay shall be provided to any individual providing assistance to the certified welder. The County will provide all necessary tools, equipment and supplies to perform the weld.

Section 2 . Incentive Pay Weld Types and Description (Field Welding)

1. \$300 - (Most Common type of weld) ¾” or smaller diameter service tee with transition fitting and cap on existing service.
2. \$500 - (Most Common type of weld) 1” service tee with transition fitting and cap on existing service.
3. \$700 - (Most Common type of weld) 1-1/4” service tee with transition fitting and cap on existing service.
4. \$750 - 2” through 4” Short stopper plug line and install pup piece or transition fitting.
5. \$900 - 2” through 6” Saddle tee and transition fitting.
6. \$200 - 3/4” through 2” Butt weld only.
7. \$400 - 4” through 6” Butt weld only.
8. \$600 - 8” through 12” Butt weld only.
9. \$400 - 3/4”through 2”Oxy Acetylene weld.

10. \$50.00 per hour - Rate for payment of API 1104 welding activities on special projects that do not fit the description of the listed typical field weld definitions listed above an in shop fabrication welds. Rate of pay is additional to regular, on call or other contractually defined pay rates for the employee completing the welding. Payment at this rate is for time spent actually welding and actively setting up and preparing the weld, etc. The maximum number of hours for any individual special project shall be 12 hours.

Article 29 - COMPLETE AGREEMENT

The Parties acknowledge that during the negotiations that resulted in this Agreement, each has had the unlimited opportunity to make demands and proposals with respect to all proper subjects of collective bargaining. All such subjects were discussed and negotiated upon. The Agreements contained in this contract were arrived at after the free exercise of such rights and opportunities. The County and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other will not be obligated to bargain collectively with respect to any subject or matter not specifically referred to in this Agreement, even though such matter may not have been within the knowledge or contemplation of either or both Parties at the time of negotiation and/or signing of this Agreement. The parties may not take actions which conflict with any provision of this Agreement.

Article 30 - SCOPE AND PROCEDURES

Section 1. Scope: This Agreement and the provisions hereof shall constitute the total agreement in force and effect between the Union and the County as herein set forth, all subject to applicable provisions of law.

Section 2. Negotiating Procedures:

- A. Either Party may initiate negotiations for a successor agreement by submitting a written notice to the other party, requesting the commencement of negotiations. The notice shall be sent no earlier than 120 days and no later than 60 days prior to the Agreement's expiration date. Within a reasonable time period after receiving notice, the Party receiving the request for bargaining shall respond in writing and shall suggest a date at which time the parties shall meet and determine a mutually agreed upon time and place to begin negotiations.
- B. Negotiations shall be conducted in closed sessions.
- C. The parties shall negotiate ground rules.
- D. During negotiations, the parties shall meet at mutually acceptable times and locations.
- E. The parties agree to proceed to negotiate non-economic issues first.
- F. When tentative agreements are reached, they will be reduced to writing and signed and dated by the respective spokesperson of each party. Such agreements are conditional and may be withdrawn or amended by mutual agreement of the parties should subsequent discussions change either party's intent or understanding of the language as it relates to another part of the Agreement.

- G. In the event an impasse is reached, the party declaring impasse shall, within 10 business days from the date of declaration, provide the other Party a written list of the issues that remain unresolved. The list can contain only mandatory subjects of bargaining. The other Party shall provide a written list of their issues within 10 days of receipt of the issues submitted by the party declaring impasse. Only the items on this list will be addressed in mediation and presented as unresolved issues at Arbitration.
- H. In the event mediation does not resolve the impasse, the Parties shall proceed to Arbitration pursuant to the Los Alamos County Labor Management Relations Ordinance.
- I. Complete agreement on negotiations is accomplished when the Union membership ratifies the Agreement, the Utilities Board and the County Council approves it, and the respective representatives sign it, or by the decision of an arbitrator that is not appealed.

Section 3. Mutual Agreement: During the term of this Agreement, either Party desiring a change in the working rules, conditions, or wages or any other term set forth in this Agreement shall give written notice to the other Party and upon mutual consent, the Parties agree to endeavor to arrive at a satisfactory adjustment of the proposed change or changes within a reasonable time thereafter, and this Agreement may be amended upon terms mutually satisfactory to the Parties. Amendments to this Agreement may be reached exclusively by written agreement between the Utilities Manager for the County and the Business Manager, or designee, for the Union.

Article 31 - TERM OF AGREEMENT

This Agreement shall become effective upon its date of signature by the Parties following ratification by the Union and approval by the Utilities Board and the County Council, and remain in effect through June 30, 2031.

[REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed this _____ day of _____, 2026.

UNITED ASSOCIATION OF
PLUMBERS AND PIPEFITTERS
LOCAL UNION 412

INCORPORATED COUNTY
OF LOS ALAMOS

Arthur Sparks
Business Representative

Philo Shelton
Utilities Manager

Anne W. Laurent
County Manager

Attest:

Michael Redondo County Clerk

Exhibit A - UAPP COMPENSATION

UAPP HOURLY RATES					
Classification	FY27	FY28	FY29	FY30	FY31
Trainee	\$ 25.29	\$ 25.67	\$ 26.19	\$ 26.71	\$ 27.24
Apprentice 1	\$ 28.63	\$ 29.20	\$ 29.79	\$ 30.38	\$ 30.99
Apprentice 2	\$ 32.28	\$ 33.41	\$ 34.58	\$ 35.79	\$ 37.04
Operator	\$ 38.37	\$ 39.32	\$ 40.31	\$ 41.32	\$ 42.35
Sr. Operator	\$ 44.25	\$ 45.58	\$ 46.94	\$ 48.35	\$ 49.80
Pipefitter	\$ 38.37	\$ 39.32	\$ 40.31	\$ 41.32	\$ 42.35
Sr. Pipefitter	\$ 45.11	\$ 47.14	\$ 49.02	\$ 50.98	\$ 53.02

Temporary Retention Incentives	
Trainee	\$ 2.40
Apprentice 1	\$ 3.37
Apprentice 2	\$ 4.33
Operator	\$ 8.65
Sr. Operator	\$ 8.65
Pipefitter	\$ 8.65
Sr. Pipefitter	\$ 8.65

Salary Adjustment					
Classification	FY27	FY28	FY29	FY30	FY31
Trainee	1.5%	1.5%	2.0%	2.0%	2.0%
Apprentice 1	2.0%	2.0%	2.0%	2.0%	2.0%
Apprentice 2	3.5%	3.5%	3.5%	3.5%	3.5%
Operator	2.5%	2.5%	2.5%	2.5%	2.5%
Sr. Operator	3.0%	3.0%	3.0%	3.0%	3.0%
Pipefitter	2.5%	2.5%	2.5%	2.5%	2.5%
Sr. Pipefitter	5.0%	4.5%	4.0%	4.0%	4.0%

Appendix A - GRIEVANCE FORM

United Association of Plumbers and Pipefitters
Local Union No. 412

Incorporated County of Los Alamos

GRIEVANCE FORM

Date _____ Grievance # _____ Site: _____

Grievant
Name: _____
Employer: _____
Agreement: _____
Violation: _____

	<u>Outcome</u>
Step One _____ Date _____	_____ _____
Step Two _____ Date _____	_____ _____
Step Three _____ Date _____	_____ _____

Remedy: _____

Received by: _____ Date: _____

Grievant Name: _____ Accept Reject

Grievant Signature: _____