

Longevity Pay Per Article 35

An employee will be eligible for annual longevity pay in accordance with Section B. of this Article if (1) the employee received pay as an employee in the calendar year preceding the year of payment and (2) except as provided in Section D., the employee is still an employee on June 30 in the year of payment.

Longevity pay shall be based on seniority as of June 30 in the year of payment and shall be computed as a percentage of Form W-2 gross earnings of the calendar year preceding the year of payment in accordance with the following schedule:

Percentage of Form W-2
Gross Earnings not to exceed

\$14,000 in calendar year 2009
\$14,500 in calendar year 2010
\$15,000 in calendar year 2011
\$15,500 in calendar year 2012

Seniority

- | | | |
|--------------------------------|----|------------|
| • 6 or more less than 10 yrs. | 2% | \$290.00 |
| • 10 or more less than 14 yrs. | 3% | \$435.00 |
| • 14 or more less than 18 yrs. | 4% | \$580.00 |
| • 18 or more less than 22 yrs. | 5% | \$725.00 |
| • 22 or more less than 26 yrs. | 6% | \$870.00 |
| • 26 or more yrs. | 8% | \$1,160.00 |

LONGEVITY PAY TO AN ELIGIBLE EMPLOYEE SHALL BE PAID NO LATER THAN JULY 31, 2011 IN THE YEAR OF PAYMENT.

If an eligible employee retires or dies, the employee or a survivor, as the case may be, shall nevertheless be entitled to the longevity pay based on the employee's seniority at the time of retirement or death. Such longevity pay shall be prorated on the basis of completed calendar months of service from the preceding June 30 to the date of retirement or death.

2011 Wage Increase

Effective July 24, 2011

*All AFSCME employees will receive a 2% raise. This increase will be reflected on your **August 12, 2011** pay week.*