

AUG 25 1988

WISCONSIN EMPLOYMENT
RELATIONS COMMISSION

IN ARBITRATION BEFORE
ROBERT J. MUELLER

In the Matter of the Petition of

APPLETON FIRE FIGHTERS
LOCAL 257, IAFF

Case 257
No. 39706 MIA-1265
Decision No.25217-A

For final and Binding Arbitration
Involving Firefighting
Personnel in the employ of

CITY OF APPLETON
(FIRE DEPARTMENT)

APPEARANCES:

Mr. Michael Dobish, State Representative, International
Association of Firefighters, for the Union.

MR. DAVID F. BRILL, Director of Administrative
Services/Director of Personnel, for the Employer.

BACKGROUND

On March 14, 1988 the Wisconsin Employment Relations
Commission appointed the undersigned as arbitrator to
resolve the impasse between the parties by selecting the
total final offer of one or the other parties and issue a
final and binding award pursuant to Section 111.77(4)(b)
of the Municipal Employment Relations Act. A hearing
was held on May 5, 1988 in Appleton, Wisconsin. The
parties were present and were afforded opportunity to present
such documents and testimony as they deemed relevant. Post
hearing and reply briefs were filed in the case.

THE FINAL OFFERS

UNION FINAL OFFER:

See attached "Appendix 'B'". (1 page).

CITY FINAL OFFER:

See attached "Appendix 'A'"(9 pages).

NOTE: The final offers of the parties raise three issues. In
the first year of the contract the proposed wage increase
presents an issue consisting of a difference of 0.7%.

The second issue involves the City's proposal to implement a physical fitness program beginning the second year of the two year contract.

The third issue involves that of the City setting forth the dollar amount payable by the City for dental insurance for each of the two years of the contract while the Union proposal would provide that the City pay the full premium for each of the two years of the contract.

DISCUSSION

The Union argued that the City is a growing territory. Its assessed valuation is growing. Its Population has increased and is growing. Despite such facts the fire department has not increased but has decreased in staff. The city ranks second among comparable communities in population but second to last in the number of firefighters per 1000 population.

They contend the Union's wage increase offer is supported by the increase in the cost of living. The CPI rose more than 4.4% in 1987. The Union's offer of 3.5% is therefore favored over the lower City offer of 2.8% under such factor.

The Union argues that the average base rate settlement among the comparable communities for 1988 is 3.63%. The Union exhibit set forth the following data in that regard.

<u>CITY</u>	<u>RATE</u>
Green Bay	3 %
Sheboygan	2.9%
Oshkosh	unsettled
Menasha	3.5%
Neenah	4%
Fond du Lac	4%
Manitowoc	4%
Kaukauna	4%
<hr/>	
1988 Average Increase	3.63%

The Union contended the City's base wage proposal of 2.8% is lower than that of 3.0% that was settled with other city of Appleton bargaining units. The Union also pointed out that supervisory personnel of both the police and fire departments were given merit increases ranging from 0.5% to 2.5% in addition to an across the board base rate increase of 3.0% for 1988.

The Union argued that the City's offer would erode the historical ranking of Appleton firefighters as compared to the comparables. Under the City's offer three of the four classifications would fall in their rankings. Even under the Union's final offer two of the four classifications would fall in relative ranking.

The City contends that Appleton's wage rates are higher than the average of the comparables and would remain higher under either final offer.

They argued that Kaukauna should not be included as a comparable. They contend that the City has been involved in eight interest arbitration cases over the years and in five of the cases neither the City nor the Union attempted to use Kaukauna. In the other three cases it is not clear as to whether the arbitrator gave any weight or relevance to the Kaukauna data or not.

They further contend that the settlement amount attributed to Menasha on the Union exhibit should be discounted for 1987 because Menasha actually froze their wages for 1987 and put a 3.5% increase onto the rates as of December 31, 1987.

The City also argues that at Neenah the FLSA overtime pay requirements resulting from the Garcia Supreme Court decision have been negated by agreement between the City and the Union resulting in a savings of 1.5% per year. Appleton has not sought changes so as to alleviate the impact of the Garcia case resulting in additional overtime pay in 1986 of

\$11,883.32 and \$18,054.15 for 1987. They contend the 4.0 increase attributed to Neenah for 1988 should be discounted by 1.5% as a result.

The City states that the average 1987 increase among the comparables was 2.88%. The average 1988 increase, using the 1.5% offset for Neenah and disregarding Kaukauna, is 3.4%. The City's offer is .32% below that while the Union's offer is .38% above.

The City points to their computation of total compensation and contends the 1987-88 total increase is 6.26%. The City's offer is .18% below such figure while the Union's offer is .52% above it.

With respect to the CPI, the City evaluated such factor as having risen between 4.1% and 4.5% for 1987. They contend the CPI should be measured against the total package increase and in that respect the City's offer is closest at 4.29% compared to the Union's offer at 4.95%. (City Exhibit D-2).

The City also argued that there has been no changes in the staffing or operation of the department that would justify a special adjustment for firefighters. The only staffing reduction that occurred was the elimination of ambulance service which utilized 12 employees in 1986. The 1988 budget provides for six fewer employees than the 1986 budget. They contend the city maintains a minimum staffing level of 22 employees per shift and calls in employees on overtime when needed. That level is the same as in 1987.

Finally, the City contends the Union is not willing to give the City credit for the cost of the vacation improvement. All other bargaining units in the City have credited against the base wage increase the cost of the vacation improvement in the year the improvement was implemented. In this case the cost of the vacation improvement is .28%.

The Union contends the City simply alleges that the vacation improvement cost is .28% but does not provide evidence to support their computation. They contend the vacation improvement actually costs the City less in 1988 than in 1987 because of decrease in staff. In 1987 there were a total of 900 paid vacation days to employees compared to 884 for 1988 for a decrease of 1.78%.

They also point out that 5 of the eight cities in the comparable group provide educational benefits to employees. Appleton does not. For instance, at Menasha, an employee can earn up to \$110.00 per month additional for education credits.

Finally, the Union contends City Exhibit F-2 reveals that the longevity payments afforded City of Appleton firefighters is the lowest of the comparables.

The second issue in this case involves the City's proposal to incorporate physical fitness standards into the contract.

The City contends it agreed to a larger settlement in 1986 in exchange for mandatory body fat standards and that they agreed to the deletion of those standards in exchange for physical fitness standards. The Union is now renegeing on an agreement and simply asking for more. By failing to agree to the city's proposal to include physical fitness standards in the contract the city is denied its quid pro quo of the agreement.

The Physical Fitness Committee was made up of five union and one management. The committee made its recommendations. The City's offer is structured so as to closely follow the body fat standards and the recommendations of the committee. Despite such fact the Union rejects the City proposal even though they had agreed in early 1987 to include a physical fitness standard in the contract.

The Union objects to the City's proposal for several reasons. One concerns the fact that the City never made a proposal on it in time to afford meaningful negotiations on it. They contend the proposal contains no provision for first getting a physicians approval or certification that the program activity will not be harmful to or endanger the employee's health or life.

The City already has a mandatory exercise program in effect for all fire department employees. They have made no showing that the physical fitness program is needed in addition to that program.

The Union alleges that during negotiations it proposed to incorporate the Physical Fitness Standards, as recommended by the committee into the successor agreement. The City rejected that proposal. It thereafter stated it was not prepared to discuss the subject and no meaningful discussion was thereafter had on that subject throughout the negotiations. It was not until the second mediation session that the City made its proposal as it appears in their final offer. The committee recommendations contained prior medical approval for participation, pay incentives and provided that the standards would be voluntary for current employees and mandatory for new hires. The City final offer lacks those essentials.

Finally, the Union contends there are no comparables to support the City's proposal. The only one close is that of the City of Appleton Police Department, but that program contains the essential elements lacking from the City proposal to the firefighters.

The third issue presented in this case involves the dental insurance premium language for the second year of the contract. The dollar amount of the premium contained in the City's offer represents the current full monthly premium. The Union argues that if, however, the premium goes up in the second year, the employees would be required to pay any such additional premium. In such case the 3.5% increase offered for the second year of the contract would be something less than 3/5%.

FINDINGS AND SUMMARY

There are very few things that the parties agree upon in this case. A large number of the statistics relevant to applying the statutory factors and consideration of the merits of the issues are in dispute. The parties are not in agreement on the comparables. The City argued that adjustments and modifications should be made to the settlements for 1988 at several of the comparables because of some situation unique to such comparable. The Union countered such arguments by contending other or additional benefits were offered at other comparables that offset the City's claimed modifications.

It seems to me that after one sifts and shakes down the alleged differences and modifications, that they largely offset one another to the extent that the simple percentage wage settlements end up being the most relevant for comparative purposes.

While the City claims Kaukauna should be excluded as a comparative, they fail to present objective evidence sufficient to show why.

I find on the basis of the record evidence as to comparison to the outside comparables that they are more supportive of the Union's offer.

I also find that the Union's offer is to be favored under the application of the cost of living factor (e).

I find that the internal settlements are more favorable to the City's final offer. The evidence indicates that the levels of settlement have been identical or extremely close each year historically between the firefighters and all other represented and unrepresented groups of employees.

The issue concerning the physical fitness program is a difficult one. There appears to have been a form of agreement to substitute a physical fitness program into the contract in place of the body fat standards. The record evidence shows that the committee arrived at a recommended

program. It seems to me that had the City proposed the plan recommended by the committee, there would have been no issue. They did not do so however. The City's proposal does not contain several of the recommendations deemed essential by the Union. I tend to agree that pre-participation medical clearance is important. The matter of incentives may be essential to the Union but where they make it so they should be willing to negotiate a quid pro quo for it. In this case neither party did engage in meaningful negotiations on this issue.

I am of the judgment that neither party would be severely impacted one way or the other by either inclusion or exclusion of the program in their contract. It is proposed to be put in place for the second year of the contract. In either event the parties would be in a position to renegotiate those aspects of the program that required modification after one year. If omitted from the contract the City would likewise not be severely hurt because there is an exercise program in existence. They could also seek negotiation of the plan as modified through full negotiations after one year. In conclusion, I find said issue not to be determinative one way or the other as to the total package offers of the parties.

With regard to the issue of dental insurance premium contract language, I likewise find that issue to be a minor one compared to the main issue of wage increase for the year 1988. Such issue must therefore yield to the priority consideration applicable to the wage increase issue.

The following Union exhibit sets forth the monthly dollar amounts payable to the top firefighter at the comparable cities and under the two final offers.

UNION AND CITY PROPOSALS
1988 EFFECT ON RANKING

(TOP FIRE FIGHTER)
MONTHLY BASE PAY RATES

<u>UNION PROPOSAL</u>		<u>CITY PROPOSAL</u>	
INCREASE BASE WAGES <u>3.5%</u>		INCREASE BASE WAGES <u>2.8%</u>	
RANKING	BASE WAGE	RANKING	BASE WAGE
1 - GREENBAY	2,415.83	1 - GREENBAY	2,415.83
2 - NEENAH	2,272.40	2 - NEENAH	2,272.40
3 - OSHKOSH	UNSETTLED	3 - OSHKOSH	UNSETTLED
4 - MENASHA	2,225.00	4 - MENASHA	2,225.00
5 - APPLETON	2,222.77	5 - APPLETON	2,207.73
6 - SHEBOYGAN	2,086.81	6 - SHEBOYGAN	2,086.81
7 - FOND DU LAC	2,086.27	7 - FOND DU LAC	2,086.27
8 - MANITOWOC	2,005.12	8 - MANITOWOC	2,005.12
9 - KAUKAUNA	2,000.46	9 - KAUKAUNA	2,000.46

* Appleton Top Fire Fighters ranked #4 in 1987

Again, as with the Driver/Engineer's, under both the Union's and the City's proposals Appleton's Top Fire Fighter's will fall in the rankings from #4 in 1987 to #5 in 1988.

The above exhibit shows that Oshkosh is not yet settled for 1988. If one examines the base salaries paid the top firefighter classification in 1987 one finds that Oshkosh paid \$2183.00 per month compared to \$2148.00 at Appleton for a \$35.00 per month difference or approximately 1.5% more.

If one assumes that the eventual Oshkosh settlement will be comparable to the average of the comparables, one would presume that such difference would be essentially maintained.

Appleton is in the middle of the Fox Valley group of cities with Green Bay on one side and Neenah, Menasha and Oshkosh on the other. It would seem that said cities are basically in the same labor and bread basket area. It would seem that absent evidence showing some reason Appleton Fire Department employees should be lower than their compatriots, they should be equal. There is no evidence in this record that indicates in any way that Appleton lacks comparability to those named. Under either final offer Appleton firefighters will rank last of the four named. That is a drop of one place from 1987.

The City final offer would serve to widen the spread between Appleton and the other four. I find no justification for a wage increase that would widen the already existing difference.

The evidence shows that the City has assessed a value of .28% to the vacation improvement. The Union contends it costs nothing additional. It is noted from the exhibits that in prior years different amounts were allocated to the vacation improvement costs and charged against the total costs of total package of other units, but that none were as high as the amount charged against the Union in this case.

There is no evidence in the record showing what the vacation benefits are at the comparables. One cannot then evaluate such fringe as to whether the vacation improvement merely brings Appleton to a comparative level as to

vacations or whether it creates a vacation benefit in excess of the comparables so that it properly should be considered as an offset to the wage increase. It would seem that had it created a vacation benefit better than the comparables, the City would have entered evidence to that effect and argued consideration thereof in this case. If it would have left the vacation benefit below that of the comparables, undoubtedly the Union would have entered evidence thereon and argued consideration of the fact. The fact that neither did indicates to me that the vacation benefits at Appleton are probably comparable to those in effect at the comparables. If that be the case the cost of the vacation improvement arguably should not be charged against the wage offer because the improvement only serves to bring the vacation benefits at Appleton up to the level of benefits at the comparables.

The reason this case is difficult is because the final offers of both parties is reasonable and justifiable. One is required to consider each under the statutory factors and the lines of consideration and relative merit must be finely drawn so as to derive a finding that one offer is subject to slight favorability over the other under the application of the statutory factors.

In this case I find the historical fact that the City and its Unions have settled on substantially the same levels of settlements each year to be very relevant and persuasive. That consideration should not be lightly cast aside.

In this case, however I find that the application of other statutory factors to also be very relevant and persuasive.

The cost of living factor favors the Union offer in this case.

Comparison to employees performing similar work at comparable communities also favors the Union offer. It seems to me that there is greater reason that firefighters at the City of Appleton be paid at a rate as closely

comparable to those of other Fox Valley cities to which they are most closely tied with respect to the same basic labor market, bread basket market and economic market than there is reason to widen the wage level difference. I find the factors more favorable to the Union's final offer to be more persuasive in total than are those factors that are more favorable to the City's final offer.

It therefore follows from the above facts and discussion thereon that the undersigned issues the following decision and,

AWARD

The final offer of the Union, along with the stipulations of the parties, and those terms of the predecessor Collective Bargaining Agreement which remain unchanged through the course of bargaining, are to be incorporated into the parties' written Collective Bargaining Agreement for the applicable term thereof.

Dated at Madison, Wisconsin this 24th day of August, 1988.


Robert J. Mueller

FINAL OFFER

City of Appleton

Case 257, No. 39706 MIA-1265

1. Article 13 D.

- a) Change "\$31.69" to "\$38.40"
- b) Change "January 1, 1986" to "January 1, 1989"

2. Article 29 - Term of Agreement

- a) Change "January 1, 1987" to "January 1, 1988"
- b) Change "December 31, 1987" to "December 31, 1989"

3. New Article - Physical Fitness

The Physical Fitness Standards and the assessment there-of, is designed to individually assess the Fire Department's state of physical readiness. The ability of a fire fighter to adequately perform the tasks of this profession, necessitates the possession of strength, endurance, flexibility, and a strong cardiopulmonary system. Any complete physical fitness program should include evaluation and testing to gauge maintenance of these factors at an acceptable level. These Physical Fitness Standards and their testing have been modified by the fitness Committee to be reflective of current N.F.P.A. minimum fitness standards.

Physical Fitness Standards are a "working condition", and therefore are subject to the negotiation process between union and management. Once agreed upon, it shall become the responsibility of the Fire Administration to maintain the integrity of these recommendations. The Fitness Committee and the Training Division will be responsible for the implementation and testing of the Fitness Standards.

- 1. Effective one year from the date of the arbitrator's decision, all employees shall be required to maintain a fitness level of "III" or better, in accordance with the agreed upon Fitness Standards. (Exhibit C)
- 2. All employees will be tested for fitness levels semi-annually, spring and fall, except that those who fall below the "III" level shall be tested monthly until they reach and maintain a "III" level.
- 3. Employees whose fitness level falls below the "III" level must show progress toward the "III" level in their monthly testing, and must reach the "III" level within one year.
- 4. Employees may be subject to progressive discipline for failure to comply with "3" above. Such discipline shall not exceed the following schedule:

- a) During the first 12 months after an employee tests at less than "III", no discipline more severe than a written warning shall be administered.
- b) If the employee does not test at least at the "III" level at the end of the subsequent six month period, he shall be subject to a suspension not to exceed one working day.
- c) If the employee does not test at least at the "III" level at the end of the subsequent six month period, he shall be subject to a suspension not to exceed ten working days.
- d) If the employee still does not test at least at the "III" level at the end of the next six month period, he shall be subject to discharge.
- e) An employee who has been disciplined for failure to attain "III" or better, and later tests at less than "III", shall be placed into the above schedule based on the time period during which he originally tested at less than "III", offset by the time period during which he subsequently tested at "III" or better.

5. Nothing contained herein shall be construed as a waiver of any employee's rights under State Statutes 62.13 or Article 23 or this agreement.

6. Any employee who is certified by a physician as being unable to perform any of the aspects of this program, due to a temporary physical condition, shall be excused from the testing process until he is able to participate fully.

4. Add Exhibit "C" (attached)

5. Exhibit A -

a) Increase all steps of all classifications by 2.8%, effective December 20, 1987.

b) Increase all steps of all classifications by 3.5%, effective December 19, 1988.

W. F. Bell
2/17/88

EXHIBIT C

CARDIOVASCULAR ENDURANCE

1.5 MILE RUN

Under 30		30 - 39		40 - 49		50+		
TIME	SCORE	TIME	SCORE	TIME	SCORE	TIME	SCORE	
9:45	100	10:30	100	11:00	100	11:30	100	I
10:00	98	10:45	98	11:15	98	11:45	98	
10:15	96	11:00	96	11:30	96	12:00	96	
10:30	94	11:15	94	11:45	94	12:15	94	
10:45	92	11:30	92	12:00	92	12:30	92	
11:00	90	11:45	90	12:15	90	12:45	90	II
11:15	88	12:00	88	12:30	88	13:00	88	
11:30	86	12:15	86	12:45	86	13:15	86	
11:45	84	12:30	84	13:00	84	13:30	84	
12:00	82	12:45	82	13:15	82	13:45	82	
12:15	80	13:00	80	13:30	80	14:00	80	III
12:30	78	13:15	78	13:45	78	14:15	78	
12:45	76	13:30	76	14:00	76	14:30	76	
*13:00	74	13:45	74	14:15	74	14:45	74	
13:15	72	14:00	72	14:30	72	15:00	72	
13:30	70	14:15	70	14:45	70	15:15	70	IV
13:45	68	14:30	68	15:00	68	15:30	68	
14:00	66	14:45	66	15:15	66	15:45	66	
14:15	64	15:00	64	15:30	64	16:00	64	
14:30	62	15:15	62	15:45	62	16:15	62	

*-Denotes N.F.P.A. Standard Time

David F. Bell
2/17/88

CARDIOVASCULAR ENDURANCE
3 MILE WALK

Under 30		30 - 39		40 - 49		50+		
<u>TIME</u>	<u>SCORE</u>	<u>TIME</u>	<u>SCORE</u>	<u>TIME</u>	<u>SCORE</u>	<u>TIME</u>	<u>SCORE</u>	
28:15	100	30:30	100	32:00	100	33:30	100	<i>I</i>
29:00	98	31:15	98	32:45	98	34:15	98	
29:45	96	32:00	96	33:30	96	35:00	96	
30:30	94	32:45	94	34:15	94	35:45	94	
31:15	92	33:30	92	35:00	92	36:30	92	
32:00	90	34:15	90	35:45	90	37:15	90	<i>II</i>
32:45	88	35:00	88	36:30	88	38:00	88	
33:30	86	35:45	86	37:15	86	38:45	86	
34:15	84	36:30	84	38:00	84	39:30	84	
35:00	82	37:15	82	38:45	82	40:15	82	
35:45	80	*38:00	80	39:30	80	41:00	80	<i>III</i>
36:30	78	38:45	78	40:15	78	41:45	78	
37:15	76	39:30	76	41:00	76	42:30	76	
*38:00	74	40:15	74	41:45	74	43:15	74	
38:45	72	41:00	72	42:30	72	44:00	72	
39:30	70	41:45	70	43:15	70	44:45	70	<i>IV</i>
40:15	68	42:30	68	44:00	68	45:30	68	
41:00	66	43:15	66	44:45	66	46:15	66	
41:45	64	44:00	64	45:30	64	47:00	64	
42:30	62	44:45	62	46:15	62	47:45	62	

*-Denotes N.F.P.A. Standard Time

CARDIOVASCULAR ENDURANCE

BICYCLE 4-MILE

Under 30		30 - 39		40 - 49		50+		
TIME	SCORE	TIME	SCORE	TIME	SCORE	TIME	SCORE	
8:58	100	9:40	100	10:08	100	10:36	100	<i>I</i>
9:12	98	9:54	98	10:22	98	10:50	98	
9:26	96	10:08	96	10:36	96	11:04	96	
9:40	94	10:22	94	10:50	94	11:18	94	
9:54	92	10:36	92	11:04	92	11:32	92	
10:08	90	10:50	90	11:18	90	11:46	90	<i>II</i>
10:22	88	11:04	88	11:32	88	12:00	88	
10:36	86	11:18	86	11:46	86	12:14	86	
10:50	84	11:32	84	12:00	84	12:28	84	
11:04	82	11:46	82	12:14	82	12:42	82	
11:18	80	12:00	80	12:28	80	12:56	80	<i>III</i>
11:32	78	12:14	78	12:42	78	13:10	78	
11:46	76	12:28	76	12:56	76	13:24	76	
*12:00	74	12:42	74	13:10	74	13:38	74	
12:14	72	12:56	72	13:24	72	13:52	72	
12:28	70	13:10	70	13:38	70	14:06	70	<i>IV</i>
12:42	68	13:24	68	13:52	68	14:20	68	
12:56	66	13:38	66	14:06	66	14:34	66	
13:10	64	13:52	64	14:20	64	14:48	64	
13:24	62	14:06	62	14:34	62	15:02	62	

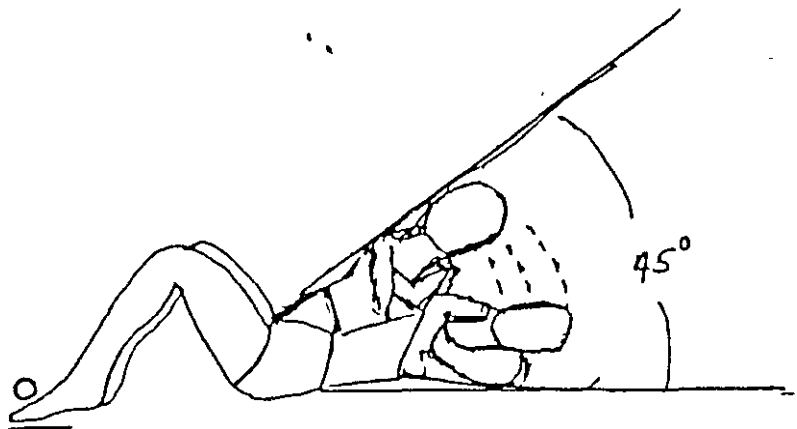
*-Denotes N.F.P.A. Standard Time

SIT-UPS

Under 30		30 - 39		40 - 49		50+																																																																																																																												
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36	76	29	76	25	76	22	76																																																																																																																											
35	74	28	74	24	74	21	74																																																																																																																											
34	72	27	72	23	72	20	72		33	70	26	70	22	70	19	70	IV	32	68	25	68	21	68	18	68	31	66	24	66	20	66	17	66	30	64	23	64	19	64	16	64	29	62	22	62	18	62	15	62																																																																																	
33	70	26	70	22	70	19	70	IV																																																																																																																										
32	68	25	68	21	68	18	68																																																																																																																											
31	66	24	66	20	66	17	66																																																																																																																											
30	64	23	64	19	64	16	64																																																																																																																											
29	62	22	62	18	62	15	62																																																																																																																											

METHOD:

1. Feet restrained
2. Bent knees
3. Hands across chest
4. Raise upper torso to a 45° angle
5. Continuous motion
6. Shoulder blades must touch the floor each time



UPPER BODY STRENGTH

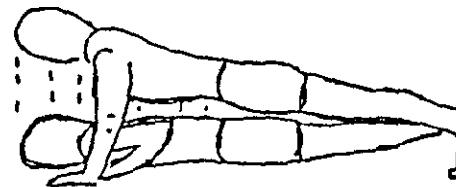
PUSH UPS

Under 30		30 - 39		40 - 49		50+		
REPS	SCORE	REPS	SCORE	REPS	SCORE	REPS	SCORE	
38	100	32	100	28	100	25	100	I
37	98	31	98	27	98	24	98	
36	96	30	96	26	96	23	96	
35	94	29	94	25	94	22	94	
34	92	28	92	24	92	21	92	
33	90	27	90	23	90	20	90	II
32	88	26	88	22	88	19	88	
31	86	25	86	21	86	18	86	
30	84	24	84	20	84	17	84	
29	82	23	82	19	82	16	82	
28	80	22	80	18	80	15	80	III
27	78	21	78	17	78	14	78	
26	76	20	76	16	76	13	76	
25	74	19	74	15	74	12	74	
24	72	18	72	14	72	11	72	
23	70	17	70	13	70	10	70	IV
22	68	16	68	12	68	9	68	
21	66	15	66	11	66	8	66	
20	64	14	64	10	64	7	64	
19	62	13	62	9	62	6	62	

ALTERNATE TEST IN LIEU OF PUSH-UPS:

BENCH PRESS (½ of body weight)

Scoring same as push-ups



METHODS:

Push-ups:

1. Hands shoulder width apart
2. Straight body
3. Nose or chin touch the floor and then raise to the locked elbow position
4. Continuous motion

Bench press:

1. Bar raised to almost locked elbow position
2. Bar lowered to touch chest
3. Continuous motion
4. Body weight to the nearest 10 lbs.
(i.e.: 185 lbs. x .5 = 92.5 press 90 lbs.)

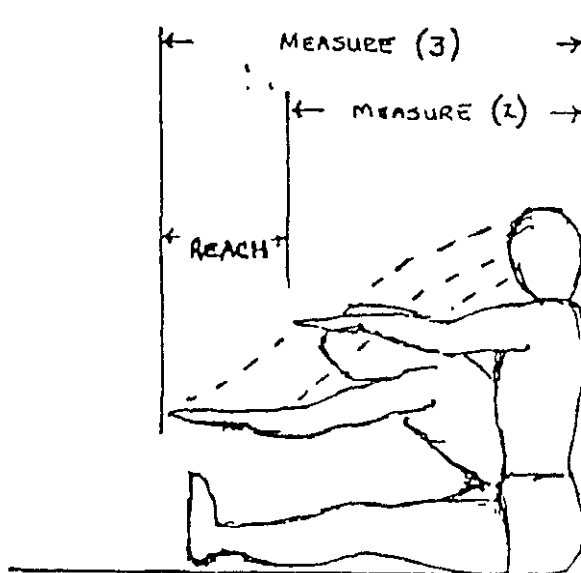


FLEXIBILITY
TRUNK FLEXION

<u>DISTANCE COVERED</u>	<u>SCORE</u>	
25	100	I
24	98	
23	96	
22	94	
21	90	II
20	88	
19	86	
18	84	
17	80	III
16	78	
15	76	
14	74	
13	70	IV
12	68	
11	66	
10	64	
9	62	

METHOD:

1. Sitting position, back against the wall
2. Arms extended out in front of you (take measurement)
3. Stretch as far as you can to toes or beyond
(Take measurement)
4. Three attempts for best score
5. Each stretch is held for three seconds.



POINT RANGE FOR VARIOUS FITNESS LEVEL CATAGORIES

<u>Under</u> <u>30</u>	<u>30 - 39</u>	<u>40 - 49</u>	<u>50+</u>
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MALE

91.5 to 100	91.5 to 100	91 to 100	91 to 100
80.5 to 91.4	80.5 to 91.4	79 to 90.9	79 to 90.9
71.4 to 80.4 74.0	70 to 80.4	67.5 to 78.9	67.5 to 78.9
Below 71.4 74.0	Below 70	Below 67.5	Below 67.5

I
II
III
IV

FEMALE

83.5 to 100	83.5 to 100	83 to 100	83 to 100
72.5 to 83.4	72.5 to 83.4	71 to 82.9	71 to 82.9
63.4 to 72.4	62 to 72.4	59.5 to 70.9	59.5 to 70.9
Below 63.4	Below 62	Below 59.5	Below 59.5

I
II
III
IV

Appendix "B"

James Blair
Captain Air Flight - Dec 257

1. Concord article 29 - Term of agreement, to be
come effective January 1, 1988, and remain
in effect to and including December 31, 1989.
2. To change exhibit A to reflect a 3.5% increase
across the board, for 1988 effective December
20, 1987.

3. The employer to pay the increases in the
cost of insurance premium referred in
article 13.2. for 1988 and 1989. Such
amount shall be stated in a dollar amount
and will represent employer's maximum
responsibility.

4. To change exhibit A, to reflect a 3.5% increase
across the board, for 1989, effective December
19, 1988.

5. All increases for 1988 will be retroactive to
December 20, 1987.

Edward Underlight
Chairman, Bargaining Committee