

**ADDENDUM # 15**  
**TO THE VIGO COUNTY**  
**EMPLOYEE AND MANAGEMENT**  
**HANDBOOK DATED OCTOBER 2007**

On July 31, 2012 the collective bargaining contract with International Union of Operating Engineers Local Union #841 ended. Former union employees will now follow the Vigo County Employee and Management Handbook effective August 14, 2012.

In addition, the Highway employees previously in the union will continue operating on eight (8) consecutive hours worked between the hours of 7:30 AM to 4:00 PM, excluding a one half (1/2) hour lunch period. Forty (40) straight time hours Monday through Friday shall constitute a normal week's work.

The designated Superintendent of the Highway will set emergency work and hours. An emergency shall exist when a condition creates danger of injury to the public or property damage, -or- in the event of an emergency due to implement weather or highway incidents.

Highway management will determine which highway employees deserve and meet the "A" classification. By possessing the necessary qualifications, requirements and the willingness to go beyond expectations, an "A" classification highway employee would receive \$.71 more per hour.