

**MEMORANDUM OF AGREEMENT  
FOR A  
SUCCESSOR COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
TOWN OF WATERTOWN  
AND  
TEAMSTERS, LOCAL 25  
(JULY 1, 2016 – JUNE 30, 2019)**

The Town of Watertown and Teamsters, Local 25 hereby agree, subject to appropriation by the Town Council, to a three (3) year collective bargaining agreement effective July 1, 2016 through June 30, 2019 which shall contain the same terms and conditions as the parties' most recent agreement, except as modified by the following:

1. ARTICLE 4, SECTION B (SALARIES)

Increase base wages as follows:

2.25% - Effective July 1, 2016

2.0% - Effective July 1, 2017

2.0% - Effective July 1, 2018

2. WAGE REOPENER

If the Town of Watertown voluntarily agrees to provide any collective bargaining unit under the jurisdiction of the Town Manager a base wage increase covering the period of July 1, 2016 to June 30, 2019 that is greater than the base wage increase provided for under the provisions of this Agreement, the Town agrees to reopen this Agreement upon the Union's request solely for the purpose of discussing the subject of base wages.

3. CDL-A STIPEND

Effective July 1, 2017, a \$500.00 annual stipend will be paid to up to a maximum of ten (10) employees for possessing and maintaining a valid CDL-A license. The stipend shall be paid in July once per year. The parties agree to meet to discuss how to determine which employees will be granted the stipend in the event that more than ten (10) employees become eligible at the same time.

4. ARTICLE 6, SECTION A (OVERTIME)

Effective upon funding of CBA, delete "performing snow and ice duties" from section.

5. VACATION

Effective 1/1/17, add new vacation level of six (6) weeks of vacation per year for employees with 25 or more years of service.

6. ARTICLE 9 (SICK LEAVE BUYBACK)

Effective 7/1/16, increase sick leave buyback cap to \$4,500.00.

7. ARTICLE 22, SECTION A (DUES DEDUCTION)

Replace existing section with Union proposed language.

8. WORK SHOES

Effective 7/1/16, increase allowance by \$25.00.

Effective 7/1/17, increase allowance by \$25.00.

9. ARTICLE 28 (UNIFORMS)

Revise language to allow employee to receive a second sweatshirt in lieu of a jacket.

10. WATER DISTRIBUTION LICENSES

Effective July 1, 2017, an annual stipend will be paid to Water and Sewer Department employees for possessing and maintaining a valid water distribution license. Said stipend shall be paid in July once per year based on the employee's highest license level as follows:

D1	\$500.00
D2	\$750.00
D3	\$1,000.00
D4	\$1,250.00

11. ARTICLE 29 (LONGEVITY)

Effective July 1, 2017, increase longevity amounts as follows:

5-9 year level	\$125.00
10-14 year level	\$125.00
15-19 year level	\$250.00
20-24 year level	\$250.00
25-29 year level	\$400.00
30 or more (new)	\$3,900.00

12. OSHA 10 SAFETY TRAINING CERTIFICATION

For those employees who have not yet received their OSHA 10 Safety Training certification, the Town shall issue a one time payment of \$300.00 to all such employees upon their receipt of said training.

13. ARTICLE 34 (DURATION)

Update section to reflect three (3) year agreement.

14. EVT STIPEND

Effective July 1, 2017, \$1,000.00 annual stipend to be paid to employees in mechanic positions for possessing and maintaining a valid EVT certification. Stipend shall be paid in July once per year and to a maximum of three (3) mechanic positions.

15. TRAINING FUND

Effective upon funding of Agreement, add Training Fund provision as proposed by Union except that provision shall expire and no longer be in effect as of 6/30/19 unless the parties mutually agree to extend the provision beyond said date.

16. BI-WEEKLY PAY

Effective with the first pay period in June 2017, all employees to be converted to a bi-weekly payroll system. To assist in the transition, the retroactive amounts and one time bonus to be paid to employees under this Agreement will be issued during the first week that the conversion to a bi-weekly payroll system takes place.

17. ARTICLE 6, SECTION H (OVERTIME)

During the winter season, any staff member that refuses three (3) offers for overtime from the snow and ice call list, shall be removed from the snow and ice call list and placed in their proper position on the seniority call list. This shall not apply to employees who utilized sick time in the previous 24 hours or had a previously scheduled vacation or personal day.

18. ARTICLE 28 (UNIFORMS)

Revise to read as follows:

The following will be the dress code for all Union members.

- Work pants issued by the Department through purchase or uniform service outlined below only (no denim, dungarees, jeans, sweatpants etc.)
- Work shirts issued by the Department through purchase or uniform service outlined below only.
- In the months of May, June, July, August & September navy blue shorts are acceptable; however, the shorts must be no less than 2 inches above the knee. Furthermore, jersey or sweatshirt material is not acceptable.
- In certain circumstances, as determined by the Superintendent, T-shirts issued by the Superintendent may be acceptable, however, collars and sleeves must not be altered.

All employees, except those specifically exempted by the Superintendent, must wear work boots as determined by the Superintendent. The Superintendent will determine standards for outerwear, after receiving input from the Union.

Effective July 1, 2012, the annual uniform allowance was replaced with a uniform service with cleaning, but the Town will provide an annual allowance of \$450.00 for boots and foul weather gear which is to be paid in the month of July. In connection with the uniform, the Town will provide each employee with eleven (11) long sleeve/short sleeve shirts and eleven (11) pairs of pants/shorts. A lightweight jacket will also be provided as part of the uniform service itself.

The clothes provided through the uniform service are under the care and custody of the individual employee. If items from this service are missing or destroyed, the employee shall notify the Department as soon as possible.

In addition, the Town will provide one winter weight coat and one hooded lined sweatshirt each year and five (5) pairs of lined winter pants (The winter coat, sweatshirt and five lined pants will not be part of the cleaning service, however).

The parties agree that the Town shall have the ultimate say regarding the uniform service, but that it will consider the Union's input when making decisions regarding the same.

It is expressly understood that if an employee leaves the employment of the Town prior to the issuance of the allowance, he/she will not be entitled to the payment.

It is expressly understood that an employee on extended leave of absence or injury leave is not entitled to the allowance, except that if an employee works any part of the six month period from January through June, or July through December, he/she shall receive the full payment. No payment shall be pro-rated.

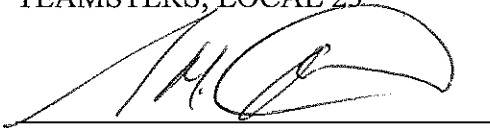
19. ONE TIME BONUS PAYMENT

Effective upon funding of this Agreement, a one time bonus payment of \$350.00 shall be provided to each employee that will be paid at the same time that retroactive amounts are paid.

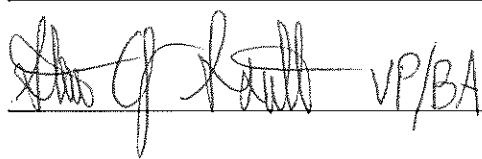
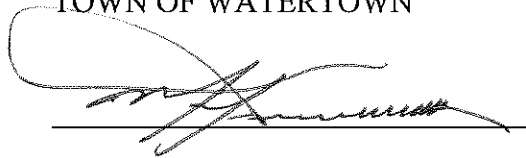
20. RETROACTIVITY

Only individuals who were members of the bargaining unit at the time of ratification of the successor collective bargaining agreement or who retired during the period covered by the agreement shall be eligible to receive bonus payment and any retroactive amounts to be paid under this Agreement.

TEAMSTERS, LOCAL 25



TOWN OF WATERTOWN



Dated: \_\_\_\_\_

Dated: 5/2/2017