

**MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF WATERTOWN  
AND  
WATERTOWN TOWN HALL ASSOCIATES, SEIU, LOCAL 888  
July 1, 2016 to June 30, 2019**

The Town of Watertown and Watertown Town Hall Associates, SEIU, Local 888 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' agreement which expired on June 30, 2016, except as modified by the following:

1. WAGES

Increase base wages as follows:

2.25% - Effective July 1, 2016

2.0% - Effective July 1, 2017

2.0% - Effective July 1, 2018

2. BI-WEEKLY PAY

Effective with the first pay period in August 2017 all employees to be converted to a bi-weekly payroll system. To assist in the transition, the retroactive amounts to be paid to employees under this Agreement will be issued on August 3, 2017 during the first week that the conversion to a bi-weekly payroll system takes place.

3. VACATION

Effective 1/1/17, add new vacation level of 6 weeks (30 days) per year for employees with 25 or more years of service beginning with the first day of the 25<sup>th</sup> year. Does not apply to Dispatchers.

Change "thirty (30) weeks" in Section 1 to "six (6) months".

4. RECOGNITION

The following positions will be removed from the bargaining unit when the incumbent as of 5/25/17 vacates the position or requests to be removed from the unit, whichever occurs sooner:

Assistant Auditor

Assistant Library Director

Assistant Treasurer/Collector

Chief Environmental Health Officer.

The following positions will be added to the bargaining unit effective upon ratification of this Agreement:

Assistant Building Inspector

Senior Planner - Transportation

Code Enforcement Officer

5. ARTICLE 4, SECTION B - SHIFT DIFFERENTIAL

Effective 7/1/17, increase Dispatcher second shift differential to \$1.50 per hour and Dispatcher last half differential to \$2.00 per hour.

6. ARTICLE 13, SECTION 11

Delete last sentence.

7. ARTICLE 16 - INSURANCE

Revise the last sentence of Section B to read as follows:

“The Union shall vote on an appropriate representative to serve on the IAC.”

8. ARTICLE 18 – DISPATCHERS HOURS OF WORK

Revise hours to reflect what Dispatchers are currently working:

Day shift: 7:00am to 3:00pm  
First half: 3:00pm to 11:00pm  
Last half: 11:00pm to 7:00am

9. ARTICLE 25 – LONGEVITY PAY

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

05-09 year level	\$125.00
10-14 year level	\$125.00
15-19 year level	\$150.00
20-24 year level	\$200.00
25-29 year level	\$300.00
30 or more	\$250.00

10. ARTICLE 29 – CLOTHING/UNIFORMS

Effective 7/1/17, revise applicable sections as follows:

- Add ACO/Jr. Health Officer and Parking Enforcement Officer to \$850.00 group.
- Remove current Sealer of Weights and Measures from uniform service and keep in \$850.00 group for uniform allowance. Employee will be responsible for purchasing and maintaining own uniform and keeping it in presentable condition. Uniform items are subject to the prior approval of the DPW Director. When incumbent employee vacates position, position will revert to uniform service and be placed in \$450.00 group with DPW field employees.
- Increase existing shoe allowance by \$50.00
- Town will provide ID badges and a vest bearing the Town seal to all field employees. Employees will be required to wear vest and to have ID badge on their person whenever working in the field.
- Increase uniform allowance for Dispatchers by \$100.00.

11. ARTICLE 23 – OVERTIME

Effective on funding of CBA, include ACO/Jr. Health Officer, Assistant Superintendent of Utilities, Assistant Rink Manager and Assistant Recreation Manager to Section A. In addition, specify that for purposes of calculating 40 hour overtime threshold under Section A, paid vacation leave, sick leave, personal leave, bereavement leave, compensatory time and holiday pay shall be counted toward said 40 hours.

12. ARTICLE 23 – CALLBACKS

Effective on funding, include ACO/Jr. Health Officer in Section D(1) for call backs.

13. ARTICLE 36 – SENIORITY

Add the word “only” after “calculations” in first sentence.

Add new sentence to end of Article as follows: “For all other purposes, seniority shall be based on length of service by job title.”

14. ARTICLE 43 (DURATION)

Adjust dates to reflect (3) year Agreement effective 7/1/16 to 6/30/19.

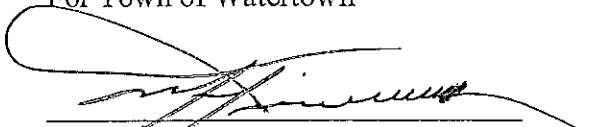
15. ONE TIME BONUS PAYMENT

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.

16. 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.

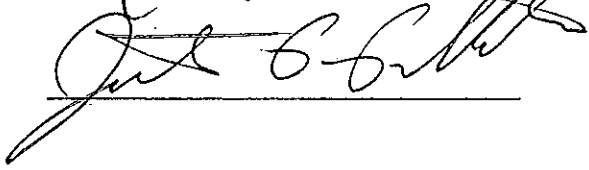
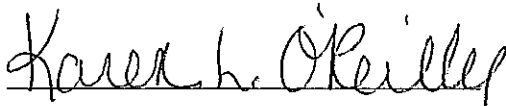
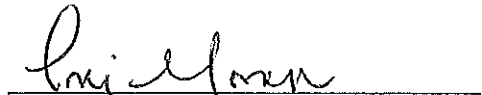
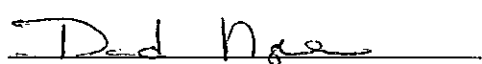
For Town of Watertown



Michael J. Driscoll, Town Manager

Dated: 7-10-2017

For Watertown Town Hall Associates,  
SEIU, Local 888



Dated: 7-10-17