

**MEMORANDUM OF AGREEMENT
BETWEEN
TOWN OF WATERTOWN
AND
WATERTOWN TOWN HALL ASSOCIATES, SEIU, LOCAL 888
July 1, 2019 to June 30, 2022**

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, 2019 through June 30, 2022 which shall contain the same terms and conditions as the parties' agreement which expired on June 30, 2019, except as modified by the following:

1. **WAGES**

Increase base wages as follows:

2.25% - Effective July 1, 2019

2.0% - Effective July 1, 2020

2.0% - Effective July 1, 2021

2. **ARTICLE 1, SECTION A(2) (RECOGNITION)**

Effective on funding of CBA, remove Assistant Library Director from bargaining unit.

Effective on funding of CBA, add Building Inspector and Assistant Town Assessor to the list of positions that will be removed from the bargaining unit when the incumbent as of 11/3/20 vacates the position or requests to be removed from the unit, whichever occurs sooner.

3. **ARTICLE 4, SECTION D (WAGES)**

Direct deposit slips to be sent exclusively via Town email address or other email address of employee's choice.

4. **ARTICLE 6, SECTION E (NEW) (SICK LEAVE)**

Insert new Section E to read as follows:

"Any sick leave of a duration of more than three (3) consecutive work shifts or when the total number of sick leave incidences exceeds seven (7) for the fiscal year, if the Town Manager or his designee so requests, shall be substantiated by a doctor's certificate at the employee's expense prior to the payment of sick leave. For purposes of this section, a sick leave incidence shall be defined as the use of sick leave for one (1) or more consecutive work days."

5. **ARTICLE 8, SICK LEAVE BUY BACK**

Effective upon funding of CBA, increase sick leave buyback maximum to five thousand (\$5,000) dollars.

6. **ARTICLE 14 (PERSONAL LEAVE)**

Revise language to allow probationary employees to receive one (1) personal day upon hire and to receive a second personal day after six (6) months.

7. **ARTICLE 17, SECTION A (HOURS OF WORK)**

Insert new sentence at end of Section A to read as follows:

"If the Library is closed due to weather, custodians assigned to the Library shall work their regular shifts for that day nonetheless."


8. ARTICLE 20 (AGENCY FEE)
Delete Article in its entirety.
9. ARTICLE 21, SECTIONS A and B (PERSONNEL ORDINANCE)
Delete sections A and B.
10. ARTICLE 22, SECTION C (GENERAL)
Delete Section C.
11. ARTICLE 24, MEAL ALLOWANCE
Effective on funding of CBA, increase meal allowance to \$12.00.
12. ARTICLE 25, LONGEVITY PAY
Effective 7/1/20, increase all longevity levels by \$50.00.
13. ARTICLE 29, CLOTHING ALLOWANCE
Effective 7/1/20, increase all current shoe and uniform amounts by \$25.00.
Effective 7/1/21, increase all current shoe and uniform amounts by \$25.00.
14. ARTICLE 37 (WEATHER CONDITIONS)
Clarify that first paragraph of Article only applies to DPW employees.
15. ARTICLE 42 (COPE)
Change "285" to "888".
16. ARTICLE 43 (DURATION)
Update section to reflect term of agreement.
17. GENERAL
Replace he/him/his and she/her pronoun references with "employee" in CBA where appropriate.

Non-CBA Items:

1. RETROACTIVITY
Only individuals who were members of the bargaining unit at the time of the Union's ratification of this Agreement or who retired during the term covered by the CBA shall be eligible to receive any retroactive amounts or benefits that are to be paid or issued under this Agreement.
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, 2019 to June 30, 2022 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.

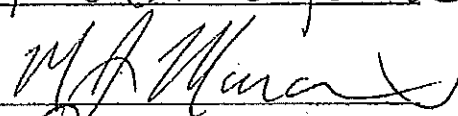
For Town of Watertown

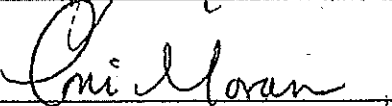

Michael J. Driscoll, Town Manager

Dated: 4/20/2021

For Watertown Town Hall Associates,
SEIU, Local 888


SEIU 888


M.A. Moran


Sean J. Jany

Dated: 4/19/2021

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