

**MEMORANDUM OF AGREEMENT
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TOWN OF WATERTOWN
AND
AFSCME, COUNCIL 93
(LIBRARY UNION)**

The Town of Watertown and the American Federation of State, County and Municipal Employees, Council 93 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) BASE WAGE INCREASES

Increase base wages as follows:

2.0% - Effective July 1, 2016

1.75% - Effective July 1, 2017

2.0% - Effective July 1, 2018

2) ARTICLE 13, SECTION 1 (HOLIDAYS)

Add language to CBA to reflect that the Library hours of operation the day after Christmas are 1:00pm to 6:00pm.

3) ARTICLE 13, SECTION 6 (NEW) (HOLIDAYS)

Insert new section to read as follows:

When the Library is closed on Easter Sunday, employees who would have been scheduled to work that day will have their hours rescheduled to another day that falls within the same pay period as determined by the Library Director.

4) ARTICLE 15, SECTION A(1) (SICK LEAVE)

Add the following language to the end of subsection 1:

"Note: For purposes of calculation, a person who ends work before the 16th of the month does not earn sick leave credit for that month; a person who ends work on or after the 16th of the month is entitled to a full month's credit toward sick leave."

5) ARTICLE 27, SECTION A (WORK WEEK)

Add the following new paragraph to the end of current section:

"All employees hired after the date of execution of the Memorandum of Agreement that resulted in this Collective Bargaining Agreement shall be required to work a fixed schedule as determined by the Library Director which may include Saturdays and/or Sundays. In the event that an employee wishes to swap days with a fixed schedule employee, said swaps may be permitted with the approval of the Library Director. In the event that the swapping employee leaves his/her position with the Town, the swapped day shall revert back to the

6) ARTICLE 27, SECTION B (OVERTIME)

Delete last two sentences of section.

7) ARTICLE 36, SECTION A (WEATHER)

Replace "62 F" with "58 F" throughout section.

8) ARTICLE 36, SECTION C (WEATHER)

Revise Section C to read as follows:

"In the event that the Watertown Public Schools are closed due to inclement weather, the usual minimum notice requirements for employee time off requests shall not apply and vacation time may be utilized in one (1) hour increments on such days. In the event that Town Hall closes due to inclement weather, employees, without loss of pay, shall not be required to work."

9) ARTICLE 40 (DURATION)

Update article to reflect three (3) year agreement effective July 1, 2016 to June 30, 2019.

10) SALARY ADJUSTMENTS

To address the current external salary comparability issue, the following salary adjustments will be made effective July 1, 2017 prior to the July 1, 2017 base wage increase:

- Community Engagement Specialist – reclassify as a Grade 2 position and place incumbent at Step 1.
- Clerical - \$0.50/hour adjustment to Step 10 of pay grade.
- Librarians - \$0.52/hour adjustment to Step 1 of pay grade and maintain current distance between steps.
- Department Heads - \$0.62/hour adjustment to Step 1 of pay grade and maintain current distance between steps.

11) 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 any retroactive amounts to be paid under said agreement.

12) NON-CBA PROVISION

The parties agree to begin to integrate the terms of this Agreement into the CBA within sixty (60) days of the funding of this Agreement.

For the Town of Watertown

For AFSCME, Council 93



Michael J. Driscoll, Town Manager

Dated: 12/01/2016

Ein Ni 11/23/16
President

[Signature] 11/23/16
Secretary

[Signature] 11/23/16
TREASURER

Pauli Stern 11/29/16
Vice President

Dated: _____

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