

**MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF WATERTOWN  
AND  
WATERTOWN TOWN HALL ASSOCIATES, SEIU, LOCAL 888  
July 1, 2010 to June 30, 2013**

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, 2010 through June 30, 2013 which shall contain the same terms and conditions as the parties' agreement which expired on June 30, 2010, except as modified by the following:

1. ARTICLE 4, SECTION A (WAGES)

Increase base wages as follows:

0% - Effective July 1, 2010

2.5% - Effective July 1, 2011

2.5% - Effective July 1, 2012

2. ARTICLE 43 (DURATION)

Adjust dates to reflect (3) year Agreement effective 7/1/10 to 6/30/13.

3. 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, 2009 to June 30, 2013 that is greater than the base wage increases provided for under the provisions of this Agreement and the parties' 2009-2010 Agreement, the Town agrees to reopen this Agreement upon the Union's request solely for the purpose of discussing the subject of base wages.

4. ARTICLE 2, SECTION C (GRIEVANCE PROCEDURE)

Change seven (7) work days to fourteen (14) work days for Personnel Director step.

5. ASSISTANT RECREATION DIRECTOR

Incorporate terms of MOA into CBA.

6. ARTICLE 29, SECTION A (UNIFORM ALLOWANCE)

For DPW Supervisors only:

Effective July 1, 2012, replace annual uniform allowance with uniform service with cleaning, but provide annual allowance of \$450.00 for boots and foul weather gear. 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, depending on the season. In addition, the Town will provide one (1) winter weight coat and one (1) hooded lined sweatshirt each year. (The coat and sweatshirt will not be part of the cleaning service, however.) A lightweight jacket will also be provided as part of the uniform service itself. During the winter months, half of the allotment of pants to be provided by the Town will be lined.

Six (6) months after the implementation of this provision, the parties agree to meet to discuss the uniform service and any issues, problems or concerns they may have with the uniform service. 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 any decisions regarding same.

7. ARTICLE 27 (EDUCATION REIMBURSEMENT)  
Effective July 1, 2012, change "\$500.00" to "\$750.00" and "\$1,750.00" to "\$2,500.00" in first paragraph.
8. ARTICLE 31 (UNION OFFICERS AND REPRESENTATIVES)  
Add sentence indicating that Town will provide the Union with a list of any new hires into the bargaining unit.
9. ARTICLE 4, SECTION B (SHIFT DIFFERENTIAL)  
Effective July 1, 2012, increase dispatcher shift differentials to \$1.25 for second shift and \$1.75 for third shift.
10. ARTICLE 24 (MEAL ALLOWANCE)  
Effective July 1, 2012, increase meal allowance to \$9.00.
11. ARTICLE 31 (UNION OFFICERS AND REPRESENTATIVES)  
Revise second paragraph to read as follows:  
"Not more than five (5) of the officers and representatives of the Union shall be allowed time off from their regular duties for the purpose of attending and participating in collective bargaining meetings without loss of pay. Not more than one (1) of the officers and representatives of the Union shall be allowed time off from their regular duties for the purpose of investigating and attending grievance and arbitration hearings without loss of pay."
12. ARTICLE 38, SECTION A (MEDICAL REIMBURSEMENT)  
Effective July 1, 2012, revise Section A to read as follows:  
"Section A. Computer  
The Town shall reimburse those employees who have a computer assigned to them for a single pair of prescription glasses provided that the employees currently wear bifocal or progressive lenses and their optometrist prescribes single-lens glasses for computer work. This reimbursement shall not exceed \$150.00 every two (2) years per employee."
13. ARTICLE 25 (LONGEVITY)  
Effective July 1, 2012, increase existing longevity levels by the following amounts:  
5-9 years: \$150.00  
10-14 years: \$100.00  
15-19 years: \$150.00  
20-24 years: \$200.00  
25-29 years: \$250.00  
30+ years: \$300.00

14. ARTICLE 25 (LONGEVITY)

Effective January 1, 2013, pay longevity on annual basis in January in a separate check.

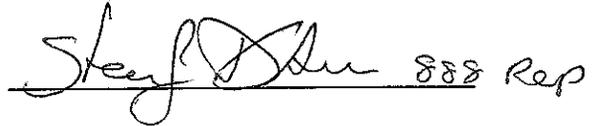
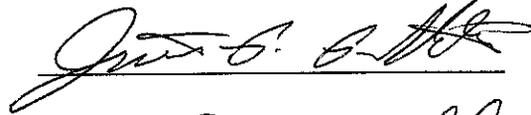
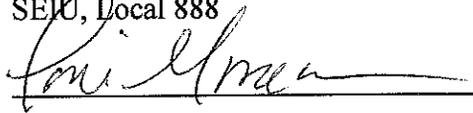
For Town of Watertown



Michael J. Driscoll, Town Manager

Dated: 3/26/2012

For Watertown Town Hall Associates,  
SEIU, Local 888



888 Rep



President

Dated: 3/22/12

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