

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF CARVER, MASSACHUSETTS
AND
AFSCME COUNCIL 93 LOCAL 1700

The TOWN OF CARVER (hereinafter "the Town"), and the American Federation of State, County and Municipal Employees, Council 93, Local 1700, Carver DPW employees (hereinafter "the Union"), hereby mutually agree to the following terms and conditions of settlement of the contract negotiations for the successor Collective Bargaining Agreement that will be in effect for a three (3) year period from July 1, 2022 through June 30, 2025.

All terms and provisions of the predecessor Collective Bargaining Agreement that was effective from July 1, 2021 to June 30, 2022 shall, except as modified by the terms of this Memorandum, be extended for a three (3) year period from July 1, 2022 through June 30, 2025.

All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the terms of the successor Agreement unless otherwise provided for in this document.

Unless otherwise specified herein, all modifications of economic and non-economic working conditions will take effect as of the date of ratification of this Agreement. Any written interim agreements that have been entered into by the parties since the ratification of the predecessor Collective Bargaining Agreement and that require the modification of existing contract language shall be incorporated into the new Collective Bargaining Agreement.

1. Article 11 Overtime

Overtime - SNOW REMOVAL/EXTREME WEATHER EVENTS/STATES OF EMERGENCY

All employees engaged in SNOW AND ICE CONTROL/EXTREME WEATHER EVENTS/STATES OF EMERGENCY will receive an additional \$5.00-\$10.00 per hour for each hour worked during overtime hours.

2. Article 17 Vacation

~~Delete: Employees hired after July 1, 2016 will be granted vacation with pay upon the following schedule:~~

- ~~a. After completion of one (1) year of service two (2) weeks of vacation;~~
- ~~b. After completion of seven (7) years of service three (3) weeks of vacation;~~
- ~~c. After completion of fifteen (15) years of service four (4) weeks of vacation;~~
- ~~cl. Employees may carryover up to three (3) weeks' vacation into the next fiscal year. However, all accrued vacation time to be used within that fiscal year. Vacation carryover must be requested and is subject to the written approval of the Operations and Maintenance Director.~~

3. Article 18A Sick Leave

Each employee shall be credited with sick leave with pay at the rate of three quarters ~~(3/4) days~~ one and one-quarter (1 ¼) for each month of service. Sick leave credit will begin the first day of the month in which the employee is employed, the working day of that month. Sick leave shall be accrued to a maximum of ~~ninety (90)~~ one hundred (100) days. Employees will not be charged for days against sick time for days off due to injuries on duty with the Department of Operations and Maintenance.

4. Article 19 Uniforms and Protective Clothing

Town will pay each employee a uniform allowance of ~~\$900.00~~ \$950 in year 1, \$975.00 in year 2 and \$1,000.00 in year 3, to include steel toe safety shoes that must be worn if required by the Department Head

5. Article 23 Health and Welfare

All Unit employees (hired after July 1, 2016) shall contribute equally, an equal share of thirty - five (35%) percent with the town to pay for their health premiums for the town wide health care programs offered by the Board of Selectmen effective July 1, 2022

All Unit employees (hired after July 1, 2016) shall contribute equally, an equal share of ~~thirty five (35)~~ thirty (30%) percent with the town to pay for their health premiums for the town wide health care programs offered by the Board of Selectmen effective July 1, 2023

All Unit employees (hired after July 1, 2016) shall contribute equally, an equal share of ~~thirty (30%)~~ twenty-five (25%) percent with the town to pay for their health premiums for the town wide health care programs offered by the Board of Selectmen effective July 1, 2024

6. Article 25 Classification and Pay Rates

Effective July 1, 2022 - 0% increase

Effective July 1, 2023 - 2% increase

Effective July 1, 2024 - 2% increase

Effective July 1, 2022 employees will be placed on a new wage scale and all employees will be moved to the next higher step within their current grade.

Effective July 1, 2023, step 1 will be deleted and a new step 10 will be added to the wage scale, employees will move to the next higher step

Effective July 1, 2024, step 1 will be deleted and a new step 10 will be added to the wage scale, employees will move to the next higher step

Employees who hold the following licenses and endorsements will receive the highest stipend per fiscal year, which is in the job description of the employee. This stipend will be added to the base pay.

An employee will only be paid the highest stipend that the employee qualifies for and not all stipend categories.

	7/1/2022	7/1/2023	7/1/2024
Hoisting, 2A, 1C, 4E, 4G -	\$2,000.00	\$2,500.00	\$3,000.00
2A, 4E, 4G	\$1500.00	\$2,000.00	\$2,500.00
Hoisting 2A with 1C, 4E or 4G	\$1,000.00	\$1,500.00	\$2,000.00
Hoisting 2B or CDL Class A	\$500.00	\$1,000.00	\$1,500.00
CDL Class B with air brakes	\$300.00	\$650.00	\$1,000.00
Osha 10	\$750.00	\$775.00	\$800.00

7. Article 25A Longevity

Amounts to be added to base wage.

8. Article 30 Miscellaneous Provisions

Section 5: Effective Date – July 1, 2022 – June 30, 2025

Section 11: Cell Phone : The union members are eligible to receive a reimbursement of ~~forty (\$40.00)~~ fifty (\$50.00) per month for maintaining a personal smart phone or employees can request a yearly reimbursement as long as the bills are submitted by June 15th of each year.

TOWN OF CARVER

Mark F. [Signature]
Sarah B. Hewins
[Signature]

AFSCME COUNCIL 93 LOCAL 1700

[Signature]
[Signature]

[Signature]
 STAFF REP.

Carver Highway 2021

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Foreman/Head Mechanic	27.13	27.67	28.23	28.80	29.37	29.96	30.55	31.17	31.78	32.42	33.08	33.74	34.41	35.10
Assistant Mechanic	26.24	26.77	27.30	27.85	28.41	28.98	29.55	30.15	30.74	31.36	31.99	32.63	33.28	33.95
Heavy Equip Op, Turf	22.10	22.54	22.99	23.45	23.92	24.40	24.89	25.38	25.89	26.41	26.94	27.47	28.03	28.58
Specialist, Maint/Op	20.35	20.96	21.38	21.81	22.24	22.68	23.14	23.60	24.08	24.55	25.05	25.55	26.06	26.58
Truck Driver/Laborer,	19.13	19.51	19.91	20.30	20.71	21.12	21.54	21.98	22.41	22.87	23.32	23.79	24.26	24.75
Assistant Groundskeeper	18.09	18.45	18.85	19.20	19.58	19.98	20.37	20.79	21.20	21.62	22.05	22.49	22.95	23.40

Carver Highway 2022 (old Step 2)

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Foreman/Head Mechanic	\$27.67	\$28.50	\$29.36	\$30.24	\$31.14	\$32.08	\$33.04	\$34.03	\$35.05	\$36.10
Assistant Mechanic	\$26.77	\$27.57	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.93
Heavy Equip Op, Turf	\$22.54	\$23.22	\$23.91	\$24.63	\$25.37	\$26.13	\$26.91	\$27.72	\$28.55	\$29.41
Specialist, Maint/Op	\$20.96	\$21.59	\$22.24	\$22.90	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55	\$27.35
Truck Driver/Laborer,	\$19.51	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$23.99	\$24.71	\$25.46
Assistant Groundskeeper	\$18.45	\$19.00	\$19.57	\$20.16	\$20.77	\$21.39	\$22.03	\$22.69	\$23.37	\$24.07

Carver Highway 2023 (Step 2-2022)

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Foreman/Head Mechanic	\$28.50	\$29.36	\$30.24	\$31.14	\$32.08	\$33.04	\$34.03	\$35.05	\$36.10	\$37.19
Assistant Mechanic	\$27.57	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.92	\$35.97
Heavy Equip Op, Turf	\$23.22	\$23.92	\$24.63	\$25.37	\$26.13	\$26.92	\$27.73	\$28.56	\$29.41	\$30.30
Specialist, Maint/Op	\$21.59	\$22.24	\$22.90	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55	\$27.35	\$28.17
Truck Driver/Laborer,	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.23
Assistant Groundskeeper	\$19.00	\$19.57	\$20.16	\$20.76	\$21.38	\$22.03	\$22.69	\$23.37	\$24.07	\$24.79

Carver Highway 2024 (Step 2-2023)

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Foreman/Head Mechanic	\$29.36	\$30.24	\$31.15	\$32.08	\$33.04	\$34.04	\$35.06	\$36.11	\$37.19	\$38.31
Assistant Mechanic	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.93	\$35.98	\$37.06
Heavy Equip Op, Turf	\$23.92	\$24.64	\$25.38	\$26.14	\$26.92	\$27.73	\$28.56	\$29.42	\$30.30	\$31.21
Specialist, Maint/Op	\$22.24	\$22.91	\$23.60	\$24.31	\$25.03	\$25.79	\$26.56	\$27.36	\$28.18	\$29.02
Truck Driver/Laborer,	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46	\$26.22	\$27.01
Assistant Groundskeeper	\$19.57	\$20.16	\$20.76	\$21.38	\$22.03	\$22.69	\$23.37	\$24.07	\$24.79	\$25.53

+3% between steps