

**MEMORANDUM OF AGREEMENT
BETWEEN THE TOWN OF WINTHROP
AND
AFSCME COUNCIL 93, LOCAL 1666**

March 3, 2020

The Town of Winthrop (“Town”) and AFSCME Council 93, Local 1666 (“Union”) agree to extend their July 1, 2018-June 30, 2019 collective bargaining agreement through June 30, 2022 with the following changes:

1. Article 32: Duration

Amend Section 32.1 to reflect a duration of July 1, 2019 – June 30, 2022.

2. Article 19 and Schedule A: Wages

A. Fiscal Year 2020: Employees in the bargaining unit on the date of ratification of this Memorandum of Agreement shall receive a one-time payment as follows:

(i) Employees who have a CDL license as of the date of ratification receive a one-time payment of one thousand dollars (\$1,000.00);

(ii) Employees who do not have a CDL license as of the date of ratification receive a one-time payment of five hundred dollars (\$500.00).

B. Fiscal Year 2021: The new wage table for fiscal year 2021 shall be effective July 1, 2020 and is appended to this Memorandum of Agreement as Attachment 1.

C. Fiscal Year 2022: Increase the fiscal year 2021 wage table by 1.5%. (The new wage table is appended to this Memorandum of Agreement as Attachment 1.)

3. Article 19.3: Replace Article 19.3 with the following:

“Step advances are effective on the employee’s anniversary date subject to the approval of the department head and the appointing authority. If the employee’s performance evaluation is delayed, the step advancement will be retroactive to the employee’s anniversary date, unless the employee receives an unsatisfactory performance evaluation or does not have the required license or required endorsement for the employee’s position.”

4. Article 27: Heat Day Policy

Amend Section 27.2 by adding “but not limited to” after “such as”. (This addition is for clarification/housekeeping purposes)

5. Article 33: CDL and Specialty License

Replace Article 33 with the following:

33.1: Applicable to all employees except Working Foremen and General Foremen.

The Town will pay each employee, excluding working foremen and general foremen, annually five hundred dollars (\$500.00) for maintaining a CDL license and each other specialty license applicable to the operation of the Department as approved by the Director of Public Works. Maximum reimbursement under this section 33.1 shall be fifteen hundred dollars (\$1,500.00).

33.2: Applicable to Working Foremen and General Foremen.

Effective July 1, 2020, all Working Foremen and all General Foremen will be required to have a tanker endorsement. Employees newly hired or promoted into the position of Working Foreman or General Foreman will have a period of up to six months from date of hire/promotion to obtain the tanker endorsement. Failure to obtain the required tanker endorsement will result in termination or demotion. The Town will pay each Working Foreman and General Foreman annually five hundred dollars (\$500.00) for maintaining a CDL license, five hundred dollars (\$500.00) for the tanker endorsement, and five hundred dollars (\$500.00) for each of two additional specialty licenses applicable to the operation of the Department as approved by the Director of Public Works. Maximum reimbursement under this section 33.2 shall be two thousand dollars (\$2,000.00). Section 33.1 shall not apply to Working Foremen and General Foremen.

33.3 Applicable to all employees.

In order to be paid for Specialty Licenses, the employee must first possess a valid Massachusetts CDL.

33.4 Applicable to all employees.

An employee will reimburse the Town for the cost of training if the employee resigns within three (3) years of the date the Town paid for the cost of the training.

33.5 Applicable to all employees.

At the beginning of each fiscal year, specialty license pay will be paid out for licenses that are current as of July 1 of the respective year. There will be no mid fiscal-year payouts. Proof of licensure falls solely on the employee and requires that a copy of each license be submitted to the Director with a request for approval on or before June 30th.

6. Housekeeping Changes:

- a. Article 2.1 Section A: Replace "Town Custodians" with "Building Maintenance"
- b. Article 2.1 Section C: Add "Highway Superintendent" and "Facilities Manager"
- c. Article 8, Section 8.2: Delete "Town Custodians and"
- d. Article 18.10: Update with the correct incentive schedule
- e. Article 19.2: Add "Buildings and Grounds General Foreman" to WVI
- f. Article 24: Update with the correct longevity schedule
- g. Article 29: Delete in its entirety (obsolete language) and replace with: "This Article 29 intentionally left blank."
- h. Article 33: Update with the correct specialty license payment.
- i. Integrated CBA: The parties agree to produce an integrated collective bargaining agreement.
- j. Delete Schedule B.

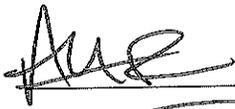
The parties agree that if any civilian union representing employees of the Town of Winthrop, except employees of the Winthrop School Department, receives an across-the-board increase of greater than 1.5% for Fiscal Year 2022, AFSCME Council 93, Local 1666, may reopen this agreement for Fiscal Year 2022. The parties also agree that if the Town of Winthrop agrees to an across-the-board increase of greater than 1.5% prior to reaching impasse or the Joint Labor-Management Committee (JLMC) taking jurisdiction over an impasse with the fire union or police unions in Winthrop, AFSCME Council 93, Local 1666, may reopen this agreement for Fiscal Year 2022.

This Memorandum of Agreement is subject to ratification by the Union membership, approval by the Town Manager and funding by the Town Council.

Agreed to by the bargaining teams on this 3rd day of March 2020:

For the Town of Winthrop

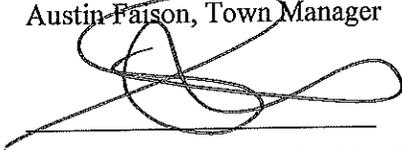
For AFSCME Council 93, Local 1666



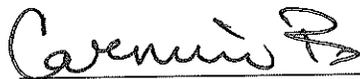
Austin Faison, Town Manager



Sean Cronin, Business Representative



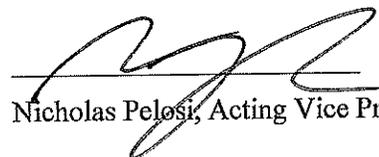
Steve Calla, Director of Public Works



Carmine Bordonaro, President



Stacy Calla, Human Resources Director



Nicholas Pelosi, Acting Vice President

Attachment 1
 Memorandum of Agreement
 Between the Town of Winthrop and
 AFSCME Council 93, Local 1666
 3-Mar-20

FY21 Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
W-1	Annual	35679.90	36989.06	38298.21	39607.36	40916.51	42225.66	43534.82	44333.50
	Bi Weekly	1372.30	1422.66	1473.01	1523.36	1573.71	1624.06	1674.42	1705.13
	Hourly	17.15	17.78	18.41	19.04	19.67	20.30	20.93	21.31
W-2	Annual	37484.10	38718.82	39953.54	41188.26	42422.99	43657.71	44892.43	45631.81
	Bi Weekly	1441.70	1489.19	1536.67	1584.16	1631.65	1679.14	1726.63	1755.07
	Hourly	18.02	18.61	19.21	19.80	20.40	20.99	21.58	21.94
W-3	Annual	39074.46	40299.93	41525.40	42750.86	43976.33	45201.80	46427.26	47155.30
	Bi Weekly	1502.86	1550.00	1597.13	1644.26	1691.40	1738.53	1785.66	1813.67
	Hourly	18.79	19.37	19.96	20.55	21.14	21.73	22.32	22.67
W-4	Annual	40317.68	41537.63	42757.59	43977.54	45197.50	46417.45	47637.41	48358.13
	Bi Weekly	1550.68	1597.60	1644.52	1691.44	1738.37	1785.29	1832.21	1859.93
	Hourly	19.38	19.97	20.56	21.14	21.73	22.32	22.90	23.25
W-5	Annual	42826.37	44080.78	45335.19	46589.61	47844.02	49098.43	50352.85	51090.28
	Bi Weekly	1647.17	1695.41	1743.66	1791.91	1840.15	1888.40	1936.65	1965.01
	Hourly	20.59	21.19	21.80	22.40	23.00	23.61	24.21	24.56
W-6	Annual	49054.10	50269.13	51484.16	52699.19	53914.22	55129.26	56344.29	57042.09
	Bi Weekly	1886.70	1933.43	1980.16	2026.89	2073.62	2120.36	2167.09	2193.93
	Hourly	23.58	24.17	24.75	25.34	25.92	26.50	27.09	27.42

FY22 Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
W-1	Annual	36215.10	37543.89	38872.68	40201.47	41530.26	42859.05	44187.84	44998.50
	Bi Weekly	1392.89	1444.00	1495.10	1546.21	1597.32	1648.42	1699.53	1730.71
	Hourly	17.41	18.05	18.69	19.33	19.97	20.61	21.24	21.63
W-2	Annual	38046.36	39299.60	40552.84	41806.09	43059.33	44312.57	45565.82	46316.29
	Bi Weekly	1463.32	1511.52	1559.72	1607.93	1656.13	1704.33	1752.53	1781.40
	Hourly	18.29	18.89	19.50	20.10	20.70	21.30	21.91	22.27
W-3	Annual	39660.58	40904.43	42148.28	43392.13	44635.98	45879.82	47123.67	47862.63
	Bi Weekly	1525.41	1573.25	1621.09	1668.93	1716.77	1764.61	1812.45	1840.87
	Hourly	19.07	19.67	20.26	20.86	21.46	22.06	22.66	23.01
W-4	Annual	40922.45	42160.70	43398.95	44637.21	45875.46	47113.72	48351.97	49083.50
	Bi Weekly	1573.94	1621.57	1669.19	1716.82	1764.44	1812.07	1859.69	1887.83
	Hourly	19.67	20.27	20.86	21.46	22.06	22.65	23.25	23.60
W-5	Annual	43468.76	44741.99	46015.22	47288.45	48561.68	49834.91	51108.14	51856.64
	Bi Weekly	1671.88	1720.85	1769.82	1818.79	1867.76	1916.73	1965.70	1994.49
	Hourly	20.90	21.51	22.12	22.73	23.35	23.96	24.57	24.93
W-6	Annual	49789.91	51023.16	52256.42	53489.68	54722.94	55956.19	57189.45	57897.72
	Bi Weekly	1915.00	1962.43	2009.86	2057.30	2104.73	2152.16	2199.59	2226.84
	Hourly	23.94	24.53	25.12	25.72	26.31	26.90	27.49	27.84