

MEMORANDUM OF AGREEMENT 3 YEAR TERM

July 1, 2018 –June 30, 2021 (FY19-FY21)

This Memorandum of Agreement is entered into this 12th day of December, 2017 by and between the Town and AFL-CIO Local 1395- Hull Highway Department Laborers Union. The purpose of this Memorandum of Agreement is to extend the Collective Bargaining Agreement between the parties, which expires on June 30, 2018.

To the extent that the Collective Bargaining Agreement is not modified by this memorandum, then said Collective Bargaining Agreement shall remain in full force and effect.

NOW THEREFORE, the parties do hereby agree to the following revisions/amendments/modifications to the Collective Bargaining Agreement which expires on June 30, 2018.

1. Article X – Overtime

Proposed language

Effective July 1, 2017, the “Call-Man” (or stand-by-man) shall be guaranteed a payment of not less than five hundred dollars (\$500) per week for the period the employee is on call. Should the employee be entitled to receive any overtime as a result of demands on his “call in” services, a maximum of four (4) hours per call/day/per storm shall diminish the guaranteed amount. Meaning, any call in service four (4) hours or more will only diminish a total of four (4) hours from the guaranteed amount.

However, the This payment is contingent upon the “Call Man” remaining within a 15-minute response time radius during the period he/she is on call and returning pager call within fifteen (15) minutes of receiving page call.

2. Article X1X: Uniforms and Protective Clothing

Schedule of Annual Payments:

FY19:	\$ 900
FY20	\$ 975
FY21	\$1,000

New Prescription Eyewear Benefit:

Effective FY19, the employer agrees to purchase or replace any prescription eyewear that is damaged to a maximum of \$200 once per year. No more than one claim per Fiscal year may be filed by an employee. Request for replacement must be accompanied by a copy of the employee’s prescription, receipt and the damaged eyewear.

3. Article XXII: Wages SEE ATTACHED SCHEDULE

FY19 ~ July 1, 2018	2% increase
FY20 ~ July 1, 2019	2% increase

FY21 ~ July 1, 2020 0% increase

In FY21 the Town agrees to add a Step six (6) to the following classifications: W4, W5 and W6.

In addition, the following employees, if still employed by the Town will be scheduled for W5 Step 5 and 6: Gary Brown, Mark Geddes based on their anniversary dates

Michael Goodwin and Craig Esposito will be moved to Grade W5 steps 1 and 2 based on their anniversary dates

4. Article XXVI: Duration

Duration July 1, 2018- June 30, 2021

SIGNED: May ____, 2018

For the Public Employees' Local 1395

For the Town of Hull ~ May ____, 2018

WAGE SCALE FY19-FY21

	YES	NO
<i>J. P. [Signature]</i>	X	
<i>Al [Signature]</i>	X	
<i>De [Signature]</i>	X	
<i>Chris Gardner</i>	X	
<i>Tom [Signature]</i>	X	
<i>Mike Goodwin</i>	X	
<i>Eid Allstedt</i>	X	
<i>Gary L Brown</i>	X	
<i>Scott Rynka</i>	X	
<i>Craig Esposito</i>	X	
<i>Wally [Signature]</i>	X	
<i>Jack [Signature]</i>	X	

FY19 Plus 2 % 1.02

W4		Step 1	Step 2	Step 3	Step 4	Step 5
Hour	\$	18.84	\$ 19.64	\$ 20.48	\$ 21.29	\$ 22.14
Week	\$	753.67	\$ 785.71	\$ 819.00	\$ 851.46	\$ 885.59
Annual	\$	39,190.62	\$ 40,856.92	\$ 42,588.15	\$ 44,276.09	\$ 46,050.60
Change	\$	768.44	\$ 801.12	\$ 835.06	\$ 868.16	\$ 902.95
		2.0%	2.0%	2.0%	2.0%	2.0%

W5		Step 1	Step 2	Step 3	Step 4	Step 5
Hour	\$	21.29	\$ 22.16	\$ 23.09	\$ 23.98	\$ 24.99
Week	\$	851.46	\$ 886.42	\$ 923.46	\$ 959.25	\$ 999.62
Annual	\$	44,276.09	\$ 46,093.88	\$ 48,019.87	\$ 49,880.94	\$ 51,980.05
Change	\$	868.16	\$ 903.80	\$ 941.57	\$ 978.06	\$ 1,019.22
		2%	2%	2%	2%	2%

W6		Step 1	Step 2	Step 3	Step 4	Step 5
Hour	\$	24.00	\$ 25.04	\$ 26.06	\$ 27.11	\$ 28.21
Week	\$	960.08	\$ 1,001.70	\$ 1,042.48	\$ 1,084.51	\$ 1,128.21
Annual	\$	49,924.22	\$ 52,088.25	\$ 54,209.00	\$ 56,394.67	\$ 58,666.91
Change	\$	978.91	\$ 1,021.34	\$ 1,062.92	\$ 1,105.78	\$ 1,150.33
		2.0%	2.0%	2.0%	2.0%	2.0%

FY20 Plus 2 % 1.02

W4		Step 1	Step 2	Step 3	Step 4	Step 5
Hour	\$	19.22	\$ 20.04	\$ 20.88	\$ 21.71	\$ 22.58
Week	\$	768.74	\$ 801.42	\$ 835.38	\$ 868.49	\$ 903.30
Annual	\$	39,974.43	\$ 41,674.06	\$ 43,439.91	\$ 45,161.62	\$ 46,971.61
Change	\$	783.81	\$ 817.14	\$ 851.76	\$ 885.52	\$ 921.01
		2.0%	2.0%	2.0%	2.0%	2.0%

W5		Step 1	Step 2	Step 3	Step 4	Step 5
Hour	\$	21.71	\$ 22.60	\$ 23.55	\$ 24.46	\$ 25.49
Week	\$	868.49	\$ 904.15	\$ 941.93	\$ 978.43	\$ 1,019.61
Annual	\$	45,161.62	\$ 47,015.76	\$ 48,980.27	\$ 50,878.56	\$ 53,019.65
Change	\$	885.52	\$ 921.88	\$ 960.40	\$ 997.62	\$ 1,039.60
		2.0%	2.0%	2.0%	2.0%	2.0%

W6		Step 1	Step 2	Step 3	Step 4	Step 5
Hour	\$	24.48	\$ 25.54	\$ 26.58	\$ 27.66	\$ 28.77
Week	\$	979.28	\$ 1,021.73	\$ 1,063.33	\$ 1,106.20	\$ 1,150.77
Annual	\$	50,922.70	\$ 53,130.02	\$ 55,293.18	\$ 57,522.57	\$ 59,840.25
Change	\$	998.48	\$ 1,041.77	\$ 1,084.18	\$ 1,127.89	\$ 1,173.34
		2.0%	2.0%	2.0%	2.0%	2.0%

