

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**THE TOWN OF GROVELAND**  
**AND**  
**TEAMSTERS UNION LOCAL 170**  
**(TOWN OF GROVELAND HIGHWAY)**

The Town of Groveland (the "Town") and Teamsters Union Local 170 (the "Union" or "Local 170") hereby agree, pending ratification by the Town of Groveland Board of Selectmen and the Teamsters Union Local 170 Town of Groveland Highway Department members, on a successor Collective Bargaining Agreement which shall be effective and retroactive to July 1, 2021, unless otherwise specified, and shall carry forward all of the provisions of the most recently expired Agreement except as modified by the following:

**ARTICLE VI – PAYROLL DEDUCTIONS OF UNION DUES AND ASSESSMENTS**

Delete second paragraph and replace with the following:

**D.R.I.V.E.**

**DEMOCRAT REPUBLICAN INDEPENDENT VOTER EDUCATION**  
**STATE OF MASSACHUSETTS**

The Employer agrees to deduct from the paycheck of all employees who submit authorization cards and are covered by this Agreement voluntary contributions to D.R.I.V.E. D.R.I.V.E. shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage.

On a monthly basis the Employer will transmit the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's social security number and the amount deducted from the employee's paycheck to the Local 170 Drive Fund. No such authorization shall

be recognized if in violation of State and Federal law. No deductions shall be made which is prohibited by applicable law.

**ARTICLE XVI - WORK WEEK - WORK SCHEDULE**

Section 1 - Add: Summer Hours:

For the period of Memorial Day through the Friday preceding Labor Day, the workweek shall consist of five (5) consecutive eight (8) hour days, Monday to Friday, 6:00 A.M. to 2:00 P.M.

**ARTICLE XVII - PAID HOLIDAYS**

Section 1 - Add "Juneteenth" as a paid holiday.

**ARTICLE XVIII - VACATIONS - PERSONAL DAYS**

Section 1 - Add: New employees hired after July 1<sup>st</sup> shall receive prorated vacation based on the number of days between his/her date of hire and the start of the following fiscal year.

**ARTICLE XX - SICK LEAVE AND BEREAVEMENT**

Section 4 - Add to list of immediate family members: Step-mother, step-father, step-sister, step-brother, and step-child.

**ARTICLE XXII - CLASSIFICATION - WAGE RATES**

Section 1. Annual percentage increase for all classifications as follows:

<u>July 1, 2021</u>	<u>July 1, 2022</u>	<u>July 1, 2023</u>
2% Increase	2% Increase	2% Increase

Section 2. Increase per hour incentive for licenses to \$1.00

Section 3. Increase cell-phone stipend to twenty-five dollars (\$25).

Add: The monthly cell-phone stipend shall be paid on a semi-annual basis in a separate check in the last pay period of December and the last pay period of June.

Add New Section 4. Longevity Bonus

Effective July 1, 2022, an annual bonus shall be paid by December 10th of each year based on the employee's number of years of service.



After Completing:	<u>10 Years</u>	<u>15 Years</u>	<u>20 Years</u>
	\$600	\$900	\$1300

Add New Section 5. In the absence of the Foreman, the most senior employee shall assume the duties of the Foreman and shall be paid the Foreman rate of pay for all hours during the shift(s) in which those duties are performed.

**ARTICLE XXIII - OVERTIME AND CALL-IN PAY**

- A. Each employee who is designated as the "On-Call Employee" shall be paid a stipend of \$250.00 per on-call period. The "on-call period" shall be seven (7) consecutive days. The On-Call Employee shall be readily available for work twenty-four (24) hours per day for the On-Call period. The designation of the On-Call Employee shall be done on a rotating basis.
- B. Should an additional employee(s) be required to assist and/or supplement the on-call employee who has been called in, the selection of said employee(s) shall be made on a rotating basis.

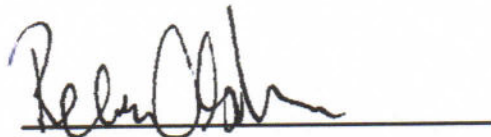
**ARTICLE XXV - DURATION OF AGREEMENT**

July 1, 2021 through and including June 30, 2024.

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- All increases in employee wages, benefits and other forms of compensation shall be paid retro-active to July 1, 2021.

For the Town:



Rebecca Oldham, Town Administrator

For the Union:



Kenneth Bergen, Business Agent