

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF GROVELAND
AND
TEAMSTERS UNION LOCAL 170
(TOWN OF GROVELAND WATER & SEWER)

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 Water & Sewer 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 XVIII – PAID HOLIDAYS

Section 1 – Add “Juneteenth” as a paid holiday.

ARTICLE XIX – VACATIONS – PERSONAL DAYS

Section 1 – Add: New employees hired after July 1st 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 XXI – CLOTHING ALLOWANCE

Increase the annual clothing allowance from \$600.00 to \$1000.00.

ARTICLE XXII – UNIFORMS AND SAFETY EQUIPMENT

Increase to ten (10) T-shirts and five (5) sweatshirts annually

ARTICLE XXIV – 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. Amend: “Grade 2 Wastewater Collections License” to “Wastewater Collections License or Wastewater Treatment License”

Increase per hour incentive for licenses to \$1.00

Add New Section 4. Longevity Bonus

Effective July 1, 2022 and every year thereafter, 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

ARTICLE XXV – OVERTIME AND CALL-IN PAY

Section 2. Increase guarantee to four (4) hours.

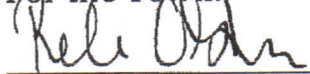
Section 6. Weekend Station Checks: Increase guarantee to four (4) hours.

ARTICLE XXVII – DURATION OF AGREEMENT

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

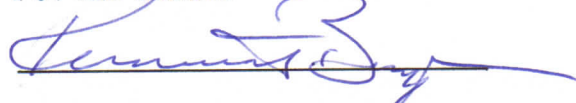
- All increases in employee wages, benefits and other forms of compensation shall be paid retro-active to July 1, 2021.

For the Town:



Rebecca Oldham, Town Administrator

For the Union:



Kenneth Bergen, Business Agent