

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
TOWN OF DEDHAM  
AND THE  
AMERICAN FEDERATION OF  
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,  
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,  
DEDHAM CIVILIAN DISPATCH EMPLOYEES**

Oct. 19, 2021

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Dedham Civilian Dispatch Employees ("the Union") and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement expiring June 30, 2021 ("the Previous Agreement");

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

1. Article 11, Wages: Effective July 1, 2021, a new salary schedule shall be prepared and inserted into the Successor Agreement reflecting the removal of steps 1 and 2 and the addition of steps 6 and 7, resulting in the existing step 3 becoming the new step 1. Steps 6 and step 7 will have the same percentages in between steps as the FY21 salary schedule. A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2021, 2% effective July 1, 2022 and 2% effective July 1, 2023.

2. Article 12, Hours of Work: Effective July 1, 2021 employees will receive a 6% shift differential if they work the 4:00 pm – Midnight or the Midnight – 8AM shift. This shift differential does not apply to overtime shifts.

3. Article 14, Vacations: Replace the existing wording in Article 14 with the wording listed below:

All regular, full-time employees of the Town are entitled to periods of vacation with pay. Vacation entitlement for individuals will be computed from the original date of hire provided such service has been continuous, without interruption except by authorization of the Town Manager. The Vacation Year shall be the same as the fiscal year of the Town, from July 1 through June 30 of the following year. Employees may carry over a maximum of five (5) vacation days into the following fiscal year. Compensation in lieu of vacation will not be approved. It is the responsibility of the Department Head to ensure that vacations are taken within the "Vacation Year." Vacation entitlements shall be based on the following table:

<u>Years of Service</u>	<u>Vacation Allowed</u>
6 months through 5 years	2 weeks
Over 5 years to 10 years	3 weeks
Over 10 years to 19 years	4 weeks
Over 19 years or more	5 weeks

Vacation entitlement shall be determined as of July 1 of each year. If an employee's anniversary date in a given fiscal year would put that employee into a new accrual level, the employee shall be entitled to that accrual as of the start of that fiscal year. New employees hired on the first through the fifteenth of any month will receive one day's entitlement for that

month; no entitlement for the month will be received if a new employee is hired on the sixteenth through the thirty-first of any month.

All employees must enter their time off in the system provided by the Town.

Upon retirement, termination or death of an employee an unused accrued vacation leave will be paid to the employee or beneficiary (or estate) as the circumstances dictate.

4. Article 16, Holidays: Juneteenth shall be added to the list of paid legal holidays in this Article.

5. Article 17, Sick Leave: Increase the amount of sick leave buy back to \$55.00 per day for the first 100 days and \$60 per day from 101 to 200 days. Upon retirement or death, all full-time employees having accumulated fifty (50) sick days will be paid \$55.00 per day to a maximum of 100 days beyond the accumulated fifty (50) days or a maximum of five thousand five hundred dollars (\$5,500) and \$60.00 per day to a maximum of 100 days beyond the accumulated one hundred and fifty (150) days or a maximum of six thousand dollars (\$6,000).

<u>Sick days</u>	<u>Sick Leave Buy Back</u>
50 sick days	\$0
150 sick days	100 days @ \$55 per day = \$5,500
250 sick days	100 days @ \$60 per day = \$6,000

6. Article 20, Bereavement: Remove sister and brother from receiving two (2) bereavement days and bereavement for a sister and/or brother will continue to receive three (3) bereavement days. Add niece and nephew to the bereavement category for one (1) bereavement day.

7. Article 25, Safety: Increase the cleaning allowance from four hundred and fifty dollars (\$450) to eight hundred and fifty dollars (\$850) and combine the clothing stipend with the

shoe allowance for a combined payment of six hundred and twenty-five dollars (\$625).


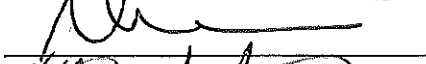

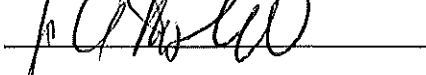

Delete the following sentence from Article 25. ~~Employees required to wear safety shoes will receive \$125.00 for the purchase of work boots.~~

8. Article 31, Effect of Agreement: Replace Effect of Agreement with a new Article called "Professional Development." The parties agree that ongoing professional development for employees in the dispatching profession is important. Employees will be given the opportunity to voluntarily participate in off-site classes for the development of knowledge and skills in their field up to thirty (30) hours per fiscal year. Classes shall be approved in advance by the Fire Chief and are paid at the employee's overtime rate of one and one-half their regular rate of pay.

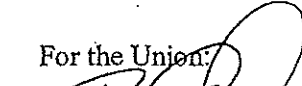

9. Article 31, Duration of Agreement: Change the Duration of Agreement from Article 31 to Article 32.

10. This Memorandum of Agreement shall be considered off-the-record until ratified by the Union's membership and the Board of Selectmen and, as applicable, funded by Town Meeting. The bargaining teams shall sponsor and support such ratification. Failing such ratification and/or funding by Town Meeting, this Memorandum of Agreement shall be deemed null and void and both parties will be free to return to their prior bargaining positions.

For the Town:

  
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For the Union:

  
  
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