

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the Town of Raynham (Town) and the Raynham Employees Union, Highway Department Unit (Union).

Whereas, the Town and the Union are parties to a collective bargaining agreement for the period July 1, 2017 through June 30, 2019; and

Whereas, the Town and the Union have, pursuant to M.G.L. Chapter 150E, negotiated the terms of a successor agreement for the period July 1, 2019 through June 30, 2022.

Now, therefore, the parties agree as follows:

1. The Collective Bargaining Agreement in effect for the period July 1, 2017 through June 30, 2019 be continued for the period July 1, 2019 through June 30, 2022, except as amended herein.
2. **Article III, Classification and Wages:** Amend the Appendices as follows:
  - Effective July 1, 2019, replace the existing salary schedule with the following schedule:

Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Years	0-3	4-6	7-9	10-14	15-19	20+
General Foreman	\$30.00	\$30.90	\$31.83	\$33.43	\$35.09	\$37.19
Highway Dpt. Working Foreman	\$27.00	\$27.81	\$28.64	\$30.08	\$31.58	\$33.48
Solid Waste Foreman	\$27.00	\$27.81	\$28.64	\$30.08	\$31.58	\$33.48
Lead Mechanic/Shop Foreman	\$27.36	\$28.18	\$29.03	\$30.48	\$32.00	\$33.92
Heavy Motor Equipment Optr.	\$24.85	\$25.72	\$26.52	\$27.68	\$29.07	\$30.81
Light Equipment Operator	\$24.00	\$24.72	\$25.46	\$26.73	\$28.07	\$29.76
Truck Driver	\$23.50	\$24.21	\$24.93	\$26.18	\$27.49	\$29.14
Laborer/Attendant	\$19.00	\$19.57	\$20.16	\$21.16	\$22.22	\$23.56

- Effective July 1, 2020, there will be no adjustment to the new schedule;
- Effective July 1, 2021, increase the Appendices by one percent (1%).

3. **Article IX, Overtime:** Amend **Emergency Overtime** as follows:

After 14 consecutive hours of work **for all relevant events that last longer than 14 hours in duration**, however, employees will be permitted, at their request and scheduled by the Highway Superintendent on a rotating basis, to take a three (3) hour rest break without loss of compensation if said break is taken during emergency working hours and not at the end of an event or shift. It is agreed and

understood that if the break occurs during non-working hours, the employee will not be compensated.

4. **Article XI, Health and Welfare:** Amend by adding the following new paragraph to the Insurance Opt-out language:

*Employees who are receiving the opt-out stipend and resign or retire prior to the payment date of the stipend will have the stipend prorated according to the months worked in that fiscal year.*

5. The Town shall have the ability, from time to time and when circumstances dictate, hire an applicant with similar experience for a posted position, (for example: an applicant from a different municipality) and credit the applicant's experience when determining the step placement on date of hire. This shall not be the chosen method of hire and shall only be used if there is no other reasonable alternative or qualified applicant. Step placement shall not change established provisions of the CBA for seniority, vacation, or sick time incentive. This is for a salary adjustment only. Employee will be credited for actual years of service with the Town of Raynham Highway Department based on date of hire.

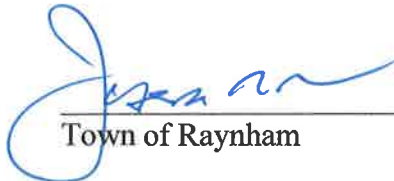
6. **Article XXI, Miscellaneous:**


7. A) Effective July 1, 2021, the hourly rate for any member of the bargaining unit who has received a HE-2A or 4G Hoisting Engineer's licenses from the Commonwealth of Massachusetts Department of Public Safety will be increased by fifteen cents (\$0.15).

B) Amend paragraph 2 last sentence to read: After every 14 consecutive hours of work for all relevant events that last 14 hours or longer in duration, the Highway Department employee will be paid a \$30.00 stipend as compensation.

**Duration of the Contract:** Amend to provide that the duration will be from July 1, 2019 to June 30, 2022.

Wherefore, the parties, by their duly-authorized representatives, have caused this Memorandum of Agreement to be executed this 5 day of July 2019.

  
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Town of Raynham

  
\_\_\_\_\_  
Raynham Employees Union,  
Highway Department Unit