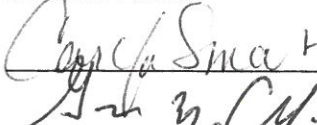



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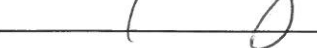
Town of Townsend
AFSCME Council 93 Highway and Water Negotiations
Tentative Agreement
January 17, 2016

1. Article 9a- Increase probationary period to twelve (12) months.
2. Article 17- Cap vacation at five (5) weeks for new employees .
3. Article 18- Delete this section on incentive days for non-use of sick time.
4. Article 27- Delete¹
5. Article 29 (C)- \$1 per hour for temporary assignment after 5 business days and only at the approval of the Superintendent.
6. Wages: FY17 2.5%, FY18 2%, FY19 2%
7. Vacation- front 1 day per year between years 15 and 20
8. On-Call Pay (withdrawn)
9. Longevity- add \$100 per step
10. \$1000 Winter Operations Payment for all bargaining unit members-
 - a. Attending All Winter Storm Event Calls between November 15 and April 15
 - i. with a deduction of \$100 per event missed unless on an authorized leave.
11. Add a step in the grievance and arbitration for resolution at the Town Administrator level.
12. Article 16- Change name of Washington's Birthday Holiday to the correct President's Day.

FOR THE TOWN







FOR THE UNION

¹ with understanding that:

1. beginning in FY18 the percentage split will become 75%-25%, and
2. in FY19 the plan will reflect MIIA HMO BLUE NE Benchmark Equivalent Plan per attached sheet subject to the following: employees to be reimbursed for the increase in copays that they are required to pay for - Inpatient Hospital Admission, Ambulatory Day/Outpatient Surgical Day, Emergency Room, MRI, CT PET scans and Nuclear Imaging.