

## **Agreement Between the Town of Upton and Supervisor's Union**

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**Teamsters Local #170**

**Department of Public Works Supervisor's  
TOWN OF UPTON | JULY 1, 2024 – JUNE 30, 2027**

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This Agreement entered into by the Town of Upton, hereinafter referred to as the Employer, and Truck Drivers Union, Local #170, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences.

## ARTICLE 1 – RECOGNITION

The Town recognizes the Union as the sole and exclusive bargaining agent for all full-time regular and part-time, Supervisors employed for twenty (20) hours or more per week on a regularly scheduled basis by the Department of Public Works, Water/Wastewater, Highway, and Parks Divisions as set forth on Appendix A attached hereto, as hereinafter described for the purpose of collective bargaining with respect to wages, hours, and other conditions of employment.

The Employer will not aid, promote, or finance any labor group or organization which purports to engage in collective bargaining, or make any agreement with any such group or individual for the purpose of undermining the Union or changing any condition contained in this Agreement.

## ARTICLE 2 - UNION DUES AND INITIATION FEES

Although membership is not mandatory for Department of Public Works Supervisors, benefits gained by the Union are accorded to all employees represented, therefore, all full and part-time employees will be required to pay either Union Dues and Initiation Fees or an Agency Service Fee within thirty (30) days upon becoming a full or part-time Department of Public Works Water/Wastewater or Highway or Parks employee. The Agency Service Fee shall be in an amount equal to Union dues less any amount paid by the Union to its national organization on a per capita basis for Union members and in any event will comply with the regulations of the Massachusetts Labor Relations Commission (G.L.c. 150E, s.12). The Union will not involve the Town in the enforcement of this paragraph and will indemnify and save the Town harmless from any claims arising hereunder.

Payroll deductions will be made for Union Dues and initiation fees, Credit Union, and Agency Service Fees by the Town of Upton. Payments shall be deducted once a month with the written consent of each employee.

The Union shall assist the Town Treasurer by providing pertinent information and data regarding Union members and dues deduction.

The Town shall incur no liability for loss of monies after depositing the same as directed by the Union.

The Union assumes full responsibility for the disposition of money so deducted once it has been mailed to the Treasurer of the Union who will be required to provide such information to the Town Treasurer as required under the M.G.L. c180, Section 17G.

## ARTICLE 3 - MANAGEMENT RIGHTS POLICIES AND WORK RULES

Nothing in this Agreement shall limit the Town in the exercise of its function of efficient management and in the direction and supervision of the Town's business. This includes, but is not limited to, the right to: determine the mission, budget and policy of department and/or Divisions, including adding or eliminating departments and/or Divisions; determine the organization of department and/or Divisions,

including number of employees, work functions and technology and methods of performing them; (establish rules, regulations, policies and procedures to guide the accomplishment of the Town's business) establish new jobs; abolish and change existing jobs; determine the numbers, types and grades of positions assigned to organizational units, work projects or work locations; establish job descriptions for each position; assign work and work to be performed; hire and promote employees; suspend, demote, discharge or take other disciplinary action against employees; transfer, temporarily reassign or detail employees to other shifts or duties for reasons of safety, emergency situations or change in work load; lay off employees due to lack of work or funds; determine standards of proficiency in work skills and physical fitness standards required for each position; establish or modify work schedules and shift schedules, including lunch and break periods, and the number and selection of employees to be assigned.

Management also reserves the right to decide whether, when, and how to exercise its prerogatives, including but not limited to, and by way of example, assignment of work shifts whether or not enumerated in this Agreement. Accordingly, the failure to exercise any right shall not be deemed a waiver. This includes the exercise of all rights, powers, and responsibilities that it has or may hereafter be granted by law, without such exercise is made the subject of a grievance or arbitration proceeding.

The parties agree that each side had a full opportunity during the course of negotiations to bargain over any and all mandatory bargaining subjects, whether or not included in this Agreement. Accordingly, as to any such matter over which the contract is silent, the Town retains the right to make changes.

To require reasonable, non-emergency overtime from employees. It is understood that during emergency or urgent conditions, ALL employees shall be available for work and shall perform whatever tasks are necessary as outlined within the job description or past practices, in order to fulfill the Department of Public Work's needs.

The Town Personnel By-Law shall be incorporated into this Agreement by reference, with regard to those items not addressed in this Agreement.

## ARTICLE 4 - GRIEVANCE PROCEDURE – DISCIPLINE OR DISCHARGE

A grievance is a dispute, which may arise between the parties as to the application, meaning, interpretation or an expressed provision of this Agreement and shall be settled in the following manner. The grievance shall cite which article is alleged to have been violated.

**Step 1.** The employee shall take up the grievance in writing with the Director of Public Works within ten (10) working days of the occurrence, incident or when the employee should have reasonably known or had knowledge of the incident or the employee should have reasonably known (whichever is first), which gave rise to the grievance, who shall attempt to resolve this matter, consistent with his authority. The Director of Public Works shall respond to the grievance in writing within ten (10) working days from the time that the grievance was discussed with employee.

**Step 2.** If the grievance is not settled in Step 1, it shall be presented, in writing, to the Director of Public Works within ten (10) working days after the immediate supervisor's response is due.

The Director of Public Works shall respond to the employee in writing within ten (10) working days.

**Step 3.** In the event the grievance has not been settled by the action of the Director of Public Works, then it shall be presented in writing by the alleged grieved employee to the Town Manager within ten (10) working days after the response of the Director of Public Works is due. The Town Manager shall respond in writing within ten (10) working days or as soon as reasonably possible unless extended in writing by both parties.

**Step 4.** If the grievance is still unsettled, the Union may, within fifteen (15) working days after the reply of the Town Manager is due, by written notice to the Town Manager, request arbitration.

The parties may by mutual agreement agree to extend the time limits in the above procedures.

The services of the **State Board of Conciliation and Arbitration** shall be utilized for the purposes of arbitration of disputes over the interpretation or application of the terms of this Agreement as provided in Section 8, Chapter 150E, and General Laws of the Commonwealth of Massachusetts, as amended. The arbitrator shall be requested to issue his/her decision within thirty (30) calendar days after the conclusion of testimony and argument.

The expense, if any, for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record made.

The decision of the arbitrator shall be final and binding on both parties and appealed only pursuant to M.G.L. c.150C. The Arbitrator shall have no authority or jurisdiction to add to, delete from, alter, amend, or modify this Agreement.

Discipline or Discharge:

The Town shall have the right at any time to adopt reasonable rules and regulations. All employees shall be subject to such rules and regulations. In enforcing such rules and regulations, the Town has the right to discharge, discipline or suspend for cause only.

The form of discipline may include the following:

Step 1. Oral warning reduced to writing from Director of Public Works to employee with Steward present, as requested by the member.

Step 2. Written warning from Director of Public Works to employee with copy to Steward, Town Manager, and Union Business Representative.

Step 3. Suspension with written notice routing as in (2) above.

Step 4. Discharge in writing as in (2) above.

The parties recognize that the gravity of any individual incident may require immediate action at any level in appropriate cases. The cause provisions of this Article may apply only to regular full-time and part-time employees.

## ARTICLE 5 – SENIORITY

For the purpose of this Agreement, seniority shall be defined, as the length of continuous uninterrupted full-time service within each department, within the Town of the employee in the bargaining unit shall determine the seniority of the Supervisor. A seniority list shall be posted by the Town annually, and a copy sent to the Union.

Seniority shall be accrued by an employee after six (6) months probationary period at which time seniority shall be retroactive to the first day of employment with the Town.

Seniority shall govern or control within each department, in all cases of decrease or increase of the working force, as well as preference in choice of vacation period. Regular full-time and part-time Supervisors who are laid off will be placed on the recall list for one (1) year provided they maintain the qualifications to do the job as established by the Town. Supervisors will be on six (6) month probation in order to allow an opportunity to renew the necessary licenses for the job. Upon being recalled, a Supervisor shall have fourteen (14) calendar days to accept re-employment.

## ARTICLE 6 - HOURS OF WORK

The regular hours of work each day shall be consecutive except for interruptions for lunch periods.

The workweek for DPW, Water/Wastewater, Highway and Parks Supervisors shall consist of five (5) consecutive eight (8) hour days Monday thru Friday. Part-time work shall be defined as an employee who works "Weekly" more than twenty (20) hours but less than forty (40) consecutively for fifty-two (52) weeks per year.

1. A Supervisor called back to work shall receive, a minimum of four (4) hours pay at one and one-half (1½) time the Supervisor's base hourly rate.
2. Any Supervisor ordered to attend any Special meeting shall receive, a minimum of four (4) hours pay at one and one-half (1½) times the employee's base hourly rate.
3. A one-hour stipend at time & one half for on call coverage outside of normal working hours in order to handle incoming phone calls from police, fire, and or tree warden regarding emergencies and making outgoing phone calls to employees, contractors and vendors dispatching them to handle the necessary work, to resolve the emergency condition.

## ARTICLE 7 - JOB POSTING AND BIDDING

When a position covered by this Agreement becomes vacant, such vacancy shall be posted in the department except when a Supervisor is qualified for promotion in a manner consistent with the Town of Upton's Personnel By-Laws. The position shall be awarded to the most reasonably qualified candidate whether due to an internal or external posting, consistent with the Town of Upton's Personnel By-Laws in a conspicuous place listing the pay, duties, shift, and qualifications. This notice of vacancy shall remain posted for seven (7) calendar days. Successful qualified internal D.P.W. Supervisors will be awarded the position over external applicants. Qualified external applicants, if successful, shall be given a six (6) month probationary period in the new position at the applicable rate.

## ARTICLE 8 – OVERTIME

Supervisors covered by this Agreement shall be paid overtime at the rate of one and one-half (1 ½) times the regular rate of pay for work in excess of forty (40) hours in one (1) week.

Any Supervisor called back to work after having completed his or her assigned work and left his or her place of employment, and before his or her next regularly scheduled starting time, shall be paid at the rate of one and one-half (1 ½) times the regular base hourly rate of pay for all hours worked on recall, provided, however, for the first (1<sup>st</sup>) such period of recall only, the employee shall be entitled to a minimum of four (4) hours' pay at time and one-half (1½) unless the time blends with the start of the employee's shift. After completion of his/her sixteenth (16th) consecutive hour of work on a single shift without interruption, an employee shall be entitled to double time: two (2) times his/her usual hourly rate of pay from the commencement of his/her seventeenth (17th) consecutive hour until the conclusion of the uninterrupted work shift or until his/her regularly scheduled shift resumes, whichever comes first. Should work continue beyond said regular shift, the employee shall resume double time (two (2) times his/her usual hourly rate of pay). The Supervisor so contacted by the DPW Director must report promptly to his/her location unless a reasonable basis exists as to why the Supervisor cannot report.

Supervisors shall receive double (2X) time their regular base hourly rate of pay for all hours worked on Sundays. Supervisors who work overtime on a call-back, or who are called in to work on a scheduled day off, shall be guaranteed a minimum of four (4) hours pay at one and one-half (1 ½) times the regular base hourly rate, except when the call-back time blends with the start of the Supervisor's regular shift, i.e., there will be no "pyramiding" of overtime.

In the event that it becomes necessary to utilize Supervisor's from other departments within the Town for work in a particular department, then the Supervisor from the department, which normally does not perform such work, shall be released first as the workload lessens, unless public safety concerns as determined by the DPW Director or his/her assign.

The Employer may keep records in each department's time book of the overtime work, including refusals of overtime work. In case of a grievance involving such records, they shall be subject to examination by the Union representative or the shop steward, with a person designated by the Employer.

Except in emergencies, as determined by the Director of Public Works as defined in M.G.L. Chapter 39, Section 23A, overtime work shall be voluntary. Except that, if a Director of Public Works is unable to fill his requirements, he shall be allowed to go outside the bargaining unit for additional manpower. There shall be no discrimination against any employee who declines to work voluntary overtime.

An employee who is out sick is NOT AVAILABLE for any overtime until he reports back to work on his next regular work shift, EXCEPT under conditions of urgency as declared by the Director of Public Works. An employee who is out for ONE vacation day IS AVAILABLE for any overtime after 3:30 p.m. of that day. This includes Personal Days and Compensatory Time days. An employee who takes one or more week vacation or a compensatory week IS ELIGIBLE for overtime during such week only after the Division Head has exhausted the entire rotation list of the Division.

Compensable Time: In lieu of overtime pay, employees shall have the option of banking up to forty (40) hours a year to be used as compensatory time. The overtime rate shall dictate the accrual rate of compensatory time. (Example: One hour of overtime paid at two times (2X) the employee's hourly rate of pay shall equate to two (2) hours of compensable time). Any unused compensable time at the end of the year shall be paid out to the employee at his/her regular hourly rate of pay upon the approval of the Director of Public Works.

## ARTICLE 9 - UNION REPRESENTATIVES

A written list of union stewards, (not more than one (1) from any department), shall be furnished timely to the Employer immediately after their designation and the Union shall notify the Employer in writing timely of any change.

The above shall be granted reasonable time off by the Director of Public Works, during regularly scheduled working hours, to investigate and to settle grievances.

## ARTICLE 10 - MEAL PERIODS

All Supervisors shall be granted a meal period of one-half (1/2) hour duration unpaid during each eight-hour work shift.

## ARTICLE 11 - REST PERIODS

All employees' work schedules shall provide for a fifteen (15) minute rest period during each one-half (1/2) shift, in the AM. The rest period shall be scheduled at the middle of each one-half (1/2) shift, in the PM whenever this is feasible.

## ARTICLE 12 – HOLIDAYS

The following fourteen (13 ½) days shall be considered to be paid legal holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veteran's Day
Patriot's Day	Thanksgiving Day
Memorial Day	the Day after Thanksgiving
Independence Day	Christmas Eve ½ Day
Juneteenth	Christmas Day

Holiday pay shall be eight (8) hours pay at straight time rate. If a holiday occurs within a Supervisors vacation period, he shall receive an additional day's vacation with pay, or the Supervisor can choose to receive an additional day's pay.

Whenever any of the holidays listed above falls on a Saturday or on a Supervisor's scheduled day off, the preceding Friday or the nearest scheduled workday for that Supervisor shall be observed as the holiday.

When one of the foregoing holidays falls on a Sunday, the holiday will be observed the following Monday. When one of the foregoing falls on a Saturday, the holiday will be observed on the preceding Friday.

A Supervisor must be in full pay status on the preceding and following scheduled workday of the holiday in order to qualify for overtime holiday pay.

Whenever it is practical without impairing the performance of any essential service in a Town Division or project, Supervisors should be excused from all duty during a legal holiday without loss of pay.

Supervisors will be paid double (2X) time for the hours worked on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day in addition to his/her regular pay for the day.

## ARTICLE 13 – VACATIONS

Whenever possible, priority of selection of vacation period shall be based upon length of full-time service in the Division of the Town: that is, the principle of seniority with regard to vacations shall apply as long as it does not impair the efficiency of the department and shall be subject to the final approval of the Director of Public Works. It is the intent of this paragraph that the efficiency of the Division be unimpaired by vacations and nothing in this paragraph shall be construed as limiting the discretion of the Director of Public Works in setting up the schedule of vacations.

All selections for vacation periods shall be submitted on or before thirty (30) days prior to the start of the fiscal year, and all vacations shall be taken in the fiscal year. However, this limitation may be waived by the Director of Public Works or the Town Manager.

All accrued unused vacation time shall be paid to any employee whose employment by the town ceases.

Regular full-time Supervisors who have been in continuous full-time service to the Town shall be entitled to a vacation according to the following schedule:

During the first year of employment, vacation time is earned on an accrual basis. The accrual rate for that first year of employment is shown in the table below. First year employee's vacation hours are calculated using the following formula.

\*(Regular Hours Worked) times (Accrual Rate Factor) equals Vacation Hours

Thereafter, employees shall receive all his/her vacation time at the beginning of each fiscal year and shall not be on an accrual basis.

Years of Service	Accrual Rate Factor	FT Hours	Vacation
Less than one	.0192	2080	40 Hours
One but less than five	N/A	N/A	80 Hours
Five but less than ten	N/A	N/A	120 Hours
Ten but less than fifteen	N/A	N/A	160 Hours
Fifteen to twenty	N/A	N/A	200 Hours

For each year after 20 years, employees shall receive 1 additional vacation day per year of service to a maximum of 30 days per year.

Employees are allowed to carry over up to thirty-days (30) of vacation into the following fiscal year with the recommendation of the Director of Public Works and approval of the Hiring Authority. The Director of Public Works should manage this situation to ensure the time is used within a reasonable time frame. Supervisors will be allowed to take vacations or other time, in day or half (1/2) day increments with short notice if approved by the DPW Director. A Supervisor will not be allowed to use vacation until it is earned.

If the Town decides to change between an anniversary or fiscal year system for sick leave and/or vacation accrual and credit, it will give the Union notice and will pro-rate all such accruals for affected Supervisors.

The existing practice for the carryover and accrual of vacation time that was in place in the prior contract shall still apply to the Supervisors who were employed as of the date this contract was signed. The carryover and accrual factors contained in this section will apply to new hires only.

New employees with previous specific and relevant department experience may receive vacation credits determined upon their years of experience and upon the recommendation of the hiring authority and human resources, with final approval by the Town Manager.

## ARTICLE 14 - SICK LEAVE

Each Supervisor shall be credited with sick leave with pay at the rate of one (1) day for each month of paid service. Sick leave credit will begin the first (1<sup>st</sup>) day of the month in which the employee is employed. Unused sick leave shall accumulate from year to year to a maximum accumulation of one hundred (100) days.

Probationary Supervisors will accrue sick time but will not be allowed to use this benefit until their probationary period is over. An absence by the result of an illness during the probationary period shall be considered a leave without pay. A physician's certificate shall be required upon return to work. Any accumulated sick leave which Supervisors covered by this Agreement have credited to them on the effective date of this Agreement shall be retained by said employees.

Supervisors shall notify the DPW Director of their inability to report for duty at/or prior to the beginning of a workday. Any Supervisor who is absent from work by reason of illness for more than three (3) consecutive days may be required to submit to the Director of Public Works a Physician's Certificate certifying the illness, which was diagnosed, the prognosis and the estimated time that the Supervisor can return to full time duty.

Should an employee utilize five (5) sick days or less in any given contractual year, said employee shall be awarded one (1) additional personal day for the following contractual year.

Upon retirement, an employee who has accumulated eighty (80) or more sick days will be allowed to seek a sick leave payout equal to no more than twenty-five days. In the event of death of the employee such buyback shall be paid to the employees' estate.

In case of absence due to an industrial accident, the Supervisor may choose to use sick leave on a pro-rated basis to make up the difference between his regular wages and the amount from worker's compensation. This provision shall be subject to the limitations set forth in M.G.L. c152 Section 69.

The Town and the Union agree that the maintenance of good health and physical fitness are important to the successful performance of all duties and functions of the employees. Employees may be required to complete an annual physical examination at the sole expense of the Town, during the employees normal working hours, and only for reasons related to this article. Employees are expected to be at work on a regular, continuing, and consistent basis. An excessive or unusual amount of absence from work is contrary to the employer's attendance expectations and requirements. An employee who demonstrates a pattern of sick use during separate times out for personal illness from the department in a year, shall be considered to be excessively absent, and in addition, any employee who uses all of his annual sick leave in any year, except for major illness or surgery, shall also be considered to be excessively absent.

If the amount of leave credit has been or is about to be exhausted, an employee may make application for advanced sick leave. Such application shall be made through the Town Manager, who is authorized to grant such advanced sick leave it may determine to be equitable after reviewing all circumstances including the employee's attendance and performance record prior to conditions supporting his request for advanced sick leave.

An employee, in order to be eligible to use sick leave, must notify the Division Head on or before the start of the first day of any absence for which he/she intends to use sick leave, with an estimate of the time the employee expects to return to work. The absent employee who is claiming sick leave is expected to keep the Department Head informed of the progress of the sickness, injury, or disability.

#### **A: Long Term Sick Pay**

Any Supervisor, when disabled by an accident or injury occurring outside of his or her employment is entitled to short-term disability insurance provided by the Town. The Supervisor will be responsible for paying income taxes on the premium for his/her insurance. The Supervisor will be required to provide medical documentation including diagnosis, prognosis and possible return to work date signed by a medical doctor. The specifics of the plan are:

1. During the first fifteen (15) calendar days of disability the Supervisor will utilize his/her accumulated sick time.
2. After Step 1 the Supervisor will be paid by the insurance company for up to 166 more calendar days. The Supervisor will receive seventy percent (70%) of his/her weekly pay up to \$1,000 per week on a tax-free basis. The Supervisor will be responsible for paying to the Town his/her share of any weekly deductions normally taken out of their pay.
3. The Town offers a Long-Term Disability policy, which is 100% employee paid, provided a minimum number of employees participate as determined by the Insurance Company.

#### **B: Workman's Compensation**

Any Supervisor, when disabled by an accident or injury arising out of his or her employment, is entitled to file for benefits under Workman's Compensation.

Any injury must be immediately reported to the superintendent, supervisor or DPW Director.

The report of injury shall be completed in triplicate and one (1) copy shall be retained in the Supervisor's personnel file, one copy given to the Supervisor and one (1) copy forwarded to the Workman's Compensation agent for said Town of Upton as soon as practicable.

## ARTICLE 15 - BEREAVEMENT/PERSONAL LEAVE

### A. BEREAVEMENT LEAVE

In the event of a death in the Supervisor's immediate family, i.e. mother, father, sister, brother, spouse, son, daughter, mother-in-law, father-in-law, it is recognized that the employee may need time off to attend the funeral services. The Town will pay the Supervisor up to three (3) days leave, at his/her regular straight time pay for eight (8) hours per day for such days of absence. This bereavement time off will be within the time of death and to the time of internment.

In the event of a death of a Supervisor's grandparent, it is recognized that the employee may need time off to attend the funeral services. The Town will pay the employee one (1) day of pay at their regular rate of pay for eight (8) hours.

### B. PERSONAL LEAVE

Application for such personal leave must be given to the Director of Public Works at least forty-eight (48) hours in advance of the date of such leave, a maximum of three (3) days with pay may be granted, except in an emergency, where no prior notification shall be needed. The approval of the hiring authority is required of the granting of same but no request for personal leave shall be unreasonably withheld. The personal leave days hereunder shall be non-cumulative.

One (1) unused personal day shall be paid out at the end of each contractual year."

## ARTICLE 16 - JURY PAY

The Employer agrees to make up the difference in a Supervisor's wages in accordance with M.G.L. 234A and shall be paid regular wages for the first three (3) days, or part thereof at the Supervisor's regular straight time rate.

## ARTICLE 17 - LEAVES OF ABSENCE

After one (1) year of continuous service, the Town Manager for the Town of Upton and in its sole discretion may grant leaves of absence but shall be without compensation. Leaves of absence of over thirty (30) days' duration shall be considered a break in employment and on return to work the Supervisor shall have the status of a new Supervisor unless an extension of leave beyond thirty (30) days has been authorized by the Town Manager in advance. The decision of the Town is not subject to the grievance procedure.

Supervisors on an unpaid leave of absence shall not be eligible to receive holiday, vacation, sick leave, personal or bereavement leave pay during the period of unpaid leave of absence. If the Supervisor fails to return to full duty after the leave expires, it shall be a voluntary resignation effective the last day of the unpaid leave.

## ARTICLE 18 - MILITARY LEAVE

The Town Manager or his or her designee will grant up to forty (40) days per federal fiscal year of military leave with pay per M.G.L. Chapter 33 sec. 59.

## ARTICLE 19 - UNIFORMS AND PROTECTIVE CLOTHING

- A. If any Supervisor is required to wear protective clothing, or any type of protective device as a condition of employment as now provided, such protective clothing, foul weather gear or protective device shall be furnished by the Employer to the Supervisor; the cost of maintaining such items in proper working condition shall be paid by the Employer.

All protective clothing shall remain at the DPW Garage or the Wastewater Treatment Plant when not in use during the workday.

Each full-time employee shall be provided beginning July 1, 2015, annually a clothing allowance of \$700.00. The Supervisor must submit timely receipts for clothing purchases, which will be used as a basis for reimbursement for the full cost of the purchase up to the amount allowed. Timeliness is considered within thirty (30) days of the purchase by the employee. This allowance is not retroactive.

The Employer agrees to provide all materials, equipment, tools and the licenses required to perform the duties assigned to the Supervisors by this Agreement.

## ARTICLE 20 - NO STRIKES/LOCKOUTS

It is understood and agreed that the services performed by the DPW Employees are essential to public health, safety, and welfare. Therefore, the Union agrees on behalf of itself and its members, that it will not authorize, instigate, aid condone, or engage in any strike, work stoppage or other action at any time, including upon termination of this Agreement, which will interrupt or interfere with the said service performed by the Town of Upton. No employees shall cause or take part in any strike, work stoppage, slowdown, or other action, which will interrupt or interfere with the operation of the Town. In the event of a violation of this section, the Union, with concurrence of Management, agrees to take positive affirmative steps with the DPW Employees concerned, and to hold meetings to bring about an immediate resumption of normal work. Should there be a violation of this section, there shall be no discussion or negotiations regarding the difference or dispute during the existence of such violation or before normal work has been resumed. The Town agrees that it will not lock out DPW Employees nor will it do anything to provoke interruptions of or prevent such continuity of performance, insofar as such performance is required in the normal and usual operation of Town services.

## ARTICLE 21 - HEALTH AND WELFARE

It is agreed that should any mandated changes occur in Federal or State statutes affecting health and welfare plans, this Agreement will be immediately reopened, at either party's request for negotiations on this subject, with any changes to be included in the next contract.

## ARTICLE 22 – NONDISCRIMINATION CLAUSE

The parties to this Agreement agree that they shall not discriminate against members of the bargaining unit because of race, color, creed, religion, nationality, age, sex, marital status, political affiliation, Union membership or activity on behalf of the Union; nor shall the parties to this Agreement discriminate in regards to employment or conditions of employment or discriminate against any employee who has given testimony or taken part in any grievance procedures, or other hearings, negotiations or conferences for, or on behalf of, the Union. It is further agreed that neither party will foster or otherwise encourage any discrimination, and that they will mutually work toward a resolution of any discriminatory practices, if any, which are brought to their attention.

Nothing shall abridge the right of any duly authorized representatives of the Union from lawfully presenting the views of the Union to the public on issues which the welfare of its members, which would not include DPW operations or deployment. Nothing shall abridge the right of any duly authorized representative of the Select Board from lawfully presenting the views of management to the public on issues affecting management. Allegations of violations of this Article shall be processed only to the appropriate agency, i.e. complaints to the Massachusetts Labor Relations Commission or the Commission Against Discrimination (or court), where violations of the statute are involved.

## ARTICLE 23 - CLASSIFICATION PLAN AND PAY RATES

In this Agreement and made part of it as Appendix A, shall be established a classification and pay plan. It shall list all positions covered by this Agreement by title, job description, along with the wages for each position.

## ARTICLE 24 - MISCELLANEOUS PROVISIONS

1. BULLETIN BOARD - Announcements shall be posted in conspicuous places where employees enter or leave the premises. Parties to this Agreement, both of whom may use the bulletin boards for notices of routine nature, agree it would be improper to post denunciatory or inflammatory written material on such bulletin boards. All such notices must be signed and dated by an officer of either the Union or the Employer.
2. Should any provisions of this Agreement be found to be in violation of any Federal or State law or civil service rule, by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, and any benefit, privilege or working condition existing prior to this Agreement not specifically covered by this Agreement, shall remain in full force and effect and if proper notice is given by either party as to the desirability of amending, modifying or changing such benefit, privilege or working condition, it shall be subject to negotiation between the parties.
3. Access to Premises - the Employer agrees to permit representatives of the Teamsters Union Local #170 to enter the premises during normal business hours for individual discussion of working conditions with employees, provided care is exercised by such representatives that they do not interfere with the performance of duties assigned to the Supervisors and provided they notify the Director of Public Works in advance.

4. No one outside the bargaining unit shall perform work normally done by those Supervisors within the bargaining unit, except that the Town may contract for work or services outside the scope of the bargaining agreement or as it has been done in the past.
5. Conformity to Law - Saving Clause - If any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law and any substitute action shall be subject to appropriate consultation and negotiation with the Union.
6. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions of this Agreement shall continue in effect.
7. If a Supervisor loses his/her required driver's license (CDL, etc.) the DPW Director may, but need not, permit such individual to work if, in such Director's discretion, and/or with the approval of the Town Manager, there is work available for which said individual is qualified. This may be for such duration, as the Director deems appropriate. If the temporary work is in a lower classification, such lower pay grade will apply.
8. The Town will pay the license renewal fee of Supervisors for any and all licenses required by the Town to include CDL Class B, Hydraulic Operator's license and all Water and Wastewater License renewals and upgrades issued by the Commonwealth of Massachusetts. Should a Supervisor qualify for a commercial driver's license (**CDL**) or a Hydraulic Operator's license, the Town will incur the expense. The Town will also incur the expense for any continuing education for water and wastewater employees required for total contact hours.
9. In the first payroll period of each November, all bargaining unit employees shall receive an annual payment of \$200.00 for preparations for snow plowing operations.
10. Technological Monitoring/Adjustment Compensation: Whenever the Water/Wastewater System Supervisor remotely accesses the monitoring/correction system during off duty hours, he/she will receive a minimum of one (1) hour of pay at one and one-half (1 ½) times his/her regular rate of pay for said monitoring adjustments.
11. OTHER POST EMPLOYMENT BENEFITS: New employees hired into this bargaining unit after January 1, 2019, will contribute 2% of their base salary and longevity to the Town's Other Post-Employment Benefits Trust Fund.
12. If any licenses required and/or reimbursed by the Town are revoked, expired, suspended, or restricted in any way, the Employee shall notify the Director of Public Works prior to reporting to their next scheduled work shift.
13. Payroll will be administered via electronic deposit and with paperless statements only.
14. Each employee of the bargaining unit shall receive a \$50.00 per month stipend for use of their personal cell phones for Town business. This stipend shall be paid in increments of twice per year, half on December 31st and half on June 30th.

## ARTICLE 25 - EFFECTIVE DATE, TERMINATION DATE AND OTHER

1. **EFFECTIVE DATE**: This Agreement shall be effective as of July 1, 2024. The execution of this Agreement by the authorized representatives of the Union and the Employer shall confirm the effective date hereof to be as of July 1. The salary section of this agreement shall be effective as of July 1, 2024, and apply only to those on the payroll as of the date of signing. All monetary value/costs of this agreement are conditional upon Town Meeting approval/funding appropriation.
2. **TERMINATION**: This Agreement will remain in effect until June 30, 2027. Or at such time as a new agreement is reached whichever is later. At the end of that fiscal year, either party may terminate this Agreement provided such termination is transmitted through the registered U.S. mails, to the responsible signatories, or their elected replacements, to this Agreement. In no case may a termination notice be sent less than thirty (30) days prior to the termination date herein agreed.

## ARTICLE 26 - PERSONNEL FILE

**Personnel Records**: A copy of any written statement or report which is of positive or critical or unsatisfactory nature concerning a Supervisor, made by a member of management or a designated supervisor, which is to be retained by the Employer in the Supervisor's personal file, shall be shown to the Supervisor, who shall certify and date in writing that he/she has read it. If the Supervisor refuses to sign such a statement, the Director or other person in whose presence the Supervisor read the statement or report, shall certify and date in writing that the employee refused to sign the statement acknowledging this fact. If the Supervisor is not available, (due to illness or absence), at the time the statement or report is prepared, the member of management or supervisor shall file with the statement or report the reason for not showing the statement or report to the Supervisor at the time of the filing, but the Supervisor shall be given the opportunity to read the report as soon as he/she is available thereafter.

The Employer reserves the right, to take any action in the Town's interest, based solely on such statement or report unless it appears in the file that, in accordance with the above procedure, the Supervisor read or had the opportunity to read the statement or report, provided, however, that such record may be retained in the file and may be considered in any subsequent action if the record then shows that the employee has read the report.

The Supervisor shall be permitted to make a written rebuttal or explanation as to any such report and the Supervisor's written statement shall be filed with the related record. The Supervisor's rebuttal shall not be so filed if it contains critical remarks about any other individual or individuals.

## ARTICLE 27 - AMERICANS WITH DISABILITIES ACT

As of July of 1992, all provisions of this Agreement must conform to the requirements of the Americans with Disabilities Act. The parties have attempted to assure that no part of this Agreement will result in unlawful discrimination. In keeping with the recommendation of the Report of the House Committee on Education and Labor (Report No. 101-485), the Employer shall take positive action necessary to comply with the Act, notwithstanding any discriminatory past practice or provision of this Agreement not in

compliance with the Act, which, if maintained or enforced, could subject both the Employer and the Union to the penalty provisions of the ADA.

## ARTICLE 28 - LIFE INSURANCE

Term Life Insurance in the amount of \$20,000.00 for eligible employees is included as part of the Town's Benefit Plan.

## ARTICLE 29 - MEDICAL PLANS

Regular full-time employees may voluntarily enroll in the Town's Group Medical Plan, which consists of a Health Maintenance Organization Plan and a Preferred Provider Plan (Indemnity). Starting July 1, 2012 the Town will pay sixty (60%) percent of the health insurance premium, and the Supervisors will pay forty (40%) percent of the health insurance premium for the Indemnity Plan. The contribution rates for the Health Maintenance Organization plan will remain at seventy-five (75%) by the Town and twenty-five (25%) by the Supervisor.

Supervisors in part-time positions, who work at least twenty (20) hours regularly per week each week of the year, are also eligible for the Town's group medical plan.

## ARTICLE 30 – LONGEVITY

Each full-time employee covered by the provisions of this Agreement shall receive a longevity payment to be paid in a lump sum during the next full pay period following July 1<sup>st</sup> of each year, such payment to be based on the number of consecutive years of full-time service to the Town in positions covered by this bargaining unit, in accordance with the following schedule.

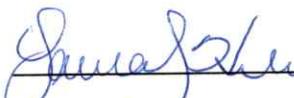
5 years of service	\$ 500.00
10 years of service	\$ 600.00
15 years of service	\$ 700.00
20 years of service	\$ 800.00
25 years of service	\$ 900.00
30 years of service	\$ 1000.00

For purposes of this Article, consecutive years of service shall mean the length of an employee's uninterrupted service in years in the employ of the Town of Upton and in positions included within the bargaining unit. Unpaid, approved leaves of absence shall not be considered as breaks in said consecutive years of service; however, only years, months or days spent on paid leaves of absence shall be included in the computation of consecutive years of service.

This Agreement signed this 15<sup>th</sup> day of October, 2024.

TOWN OF UPTON

SELECT BOARD



Laura Hebb, Chair



Maureen Dwinnell, Member



Brett A. Simas, Member

TEAMSTERS UNION LOCAL 170



Kenneth Bergen, Business Agent



John Johnson, Steward

## APENDIX A WAGES

FY 25 Pay Rates Effective July 1, 2024 to June 30, 2025						
COLA 1.5%	FY 25	Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Parks & Highway						
Supervisor	\$39.71	\$41.00	\$42.01	\$43.04	\$44.09	\$45.17
Parks / Highway Supervisor	\$43.87	\$45.30	\$46.41	\$47.54	\$48.71	\$49.90
Water/Waste Water Supervisor	\$43.87	\$45.30	\$46.41	\$47.54	\$48.71	\$49.90
FY 26 Pay Rates Effective July 1, 2025 to June 30, 2026						
COLA 2%		Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Parks & Highway						
Supervisor		\$41.82	\$42.85	\$43.90	\$44.97	\$46.07
Parks / Highway Supervisor		\$46.20	\$47.33	\$48.49	\$49.68	\$50.90
Water/Waste Water Supervisor		\$46.20	\$47.33	\$48.49	\$49.68	\$50.90
FY 27 Pay Rates Effective July 1, 2026 to June 30, 2027						
COLA 2%		Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Parks & Highway						
Supervisor		\$42.66	\$43.70	\$44.77	\$45.87	\$47.00
Parks / Highway Supervisor		\$47.13	\$48.28	\$49.46	\$50.68	\$51.92
Water/Waste Water Supervisor		\$47.13	\$48.28	\$49.46	\$50.68	\$51.92