

**MEMORANDUM OF AGREEMENT
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TOWN OF WATERTOWN
AND
AFSCME, COUNCIL 93
(LIBRARY UNION)**

The Town of Watertown and the American Federation of State, County and Municipal Employees, Council 93 hereby agree, subject to appropriation by the Town Council, to a three (3) year collective bargaining agreement effective July 1, 2019 through June 30, 2022 which shall contain the same terms and conditions as the parties' most recent agreement, except as modified by the following:

1) BASE WAGE INCREASES

Increase base wages as follows:

2.0% - Effective July 1, 2019

2.0% - Effective July 1, 2020

2.0% - Effective July 1, 2021

2) ARTICLE 13, SECTION 4 (HOLIDAYS)

Revise Section to reflect that the Library hours of operation the day after Christmas will be 1:00pm to 7:00pm.

3) ARTICLE 30 (TRANSPORTATION EXPENSE)

Add new Section to be labeled "Section 2" which provides as follows:

"The Town agrees to enroll in the MBTA Corporate Pass Program subject to the MBTA's requirements and eligibility criteria for the program."

4) ARTICLE 40 (DURATION)

Update article to reflect three (3) year agreement effective July 1, 2019 to June 30, 2022.

5) ARTICLE 41 (PAYROLL)

Add new sentence to end of Article to read as follows:

"All employees will be sent their direct deposit paystubs via their Town email address or other email address of their choice."

6) SALARY ADJUSTMENTS

To address the current external salary comparability issue, the following salary adjustments will be made effective July 1, 2019 prior to the July 1, 2019 base wage increase:

- Grade 1 scale - \$0.10/hour adjustment to Step 1 of pay grade and maintain current distance between steps.
- Grade 2 scale - \$0.40/hour adjustment to Step 1 of pay grade and maintain current distance between steps.

- Grade 3 scale - \$0.40/hour adjustment to Step 1 of pay grade and maintain current distance between steps.

7) RETROACTIVITY

Only individuals who were members of the bargaining unit at the time of ratification of the successor collective bargaining agreement or who retired during the period covered by the agreement shall be eligible to receive any retroactive amounts to be paid under said agreement.

8) GENERAL

Change pronouns to gender neutral references where applicable.

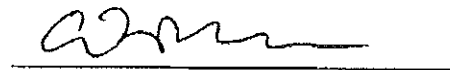
For the Town of Watertown



Michael J. Driscoll, Town Manager

Dated: 9/5/2019

For AFSCME, Council 93



Dated: 8/23/19

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