

**MEMORANDUM OF AGREEMENT ("MOA")
BETWEEN
THE TOWN OF WAYLAND
AND
AFSCME LOCAL 690 - 2**

June 16, 2017

The Town of Wayland ("Town") and AFSCME Local 690 – 2 ("Union") agree that their collective bargaining agreement in effect from July 1, 2014 through June 30, 2017 shall remain in full force and effect except as modified herein:

Deletions are noted as strikethroughs; additions appear in bold type.

ARTICLE 8 - INCREASES WITHIN CLASSIFICATIONS

The parties agree to institute an new performance evaluation form, a copy of which is attached to this MOA.

ARTICLE 10 - COMPENSATION

10-1. ...

There will be base hourly rate increases as follows:

Effective July 1, 2014 2017	1.0% 2.00%
Effective July 1, 2015 2018	1.5% 2.25%
Effective July 1, 2016 2019	2.0% 2.25%

10-2. ... Dispatchers regularly assigned to the evening shift shall receive a shift differential of ~~4.5%~~ **5.0%**. Dispatchers regularly assigned to the night shift shall receive a shift differential of ~~5.5%~~ **6.0%**. ...

10-4. Employees will be paid on a bi-weekly basis. All employees will receive their pay via direct deposit. **Pay advices will be distributed electronically to employees.**

ARTICLE 11 – OVERTIME

~~**11-7.** By letter dated September 1, 2010 the Union and the Town agreed on a trial comp time arrangement for the Department Assistant in the COA. Said agreement is extended until June 30,~~

~~2012. The parties shall meet no later than December 31, 2011 to review the effectiveness of the comp time alternative.~~

ARTICLE 18 - ANNUAL LEAVE

18-9. Add:

Newly hired employees shall receive Personal Leave in accord with the following schedule:

Employees in pay status on January 1st of each calendar year, or hired between January 1st and March 31st, shall receive 2 personal days.

Employees hired between April 1st and June 30th, shall receive 1.5 personal days.

Employees hired between July 1st and September 30th, shall receive 1 personal day.

Employees hired between October 1st and December 31st, shall not receive any personal days.

The probationary period shall not apply to the use of Personal Days.

ARTICLE 19 - SICK LEAVE

19-9. Bargaining unit members may, at their option, authorize the transfer of up to 4 ~~2~~ sick leave days per contract year to another bargaining unit member

ARTICLE 26 - GROUP INSURANCE

26-2.

- b. The Town offers the health plans and contribution rates as identified in the Section 19 Agreement between the Town of Wayland and the Wayland School and Town unions dated September 26, 2016, effective January 1, 2017 and continuing through June 30, 2019. The Section 19 Agreement may be amended as agreed upon by the parties to the Agreement.**

Effective July 1, 2019, unless superseded by a subsequent agreement, the Town's premium contribution towards the Benchmark Plans shall be 74% for individual plans and 64% for family plans. The Town's contribution towards a PPO or POS plan shall be 50%.

~~The Town offers the following health insurance plans, and the Town's contribution rates to health insurance premiums is as follows:~~

	<u>Individual</u>	<u>Family</u>
Harvard Pilgrim (RSP)	74.0%	64.0%
Network Blue NE Options (RSP)	74.0%	64.0%
Tufts Navigator (RSP)	74.0%	64.0%
Fallon Direct (RSP)	74.0%	64.0%
Fallen Select (RSP)	74.0%	64.0%
Harvard Pilgrim PPO	50.0%	50.0%

ARTICLE 29 - CHECK OFF AND AGENCY SERVICE FEES

Add:

29-5. Upon written authorization from an employee, the Town agrees to deduct from an employee's wages a PEOPLE Program deduction as a flat dollar amount, equal amongst all voluntary union participants, which falls into a regular payroll cycle. Said employee authorization may be revoked at any time by providing both the Town and Union written notice. The Town will remit said deductions to the Union. The Town is under no obligation provide the Union with itemized statements for the PEOPLE Program deductions.

ARTICLE 35 - DURATION OF AGREEMENT

35-1. This Agreement shall be in full force and effect from July 1, ~~2017~~ ~~2014~~ to and including June 30, ~~2020~~ ~~2017~~, and shall continue from year to year thereafter.

Either party may serve upon the other a written notice at least 60 days prior to June 30, ~~2020~~ ~~2014~~, or April 1 of any subsequent contract year, advising that such party desires to revise or change terms or conditions of such Agreement. This Agreement shall remain in full force and effect until such changes and revisions have been agreed upon.

APPENDIX C

HEALTH INSURANCE INCENTIVE WAIVER PROGRAM GUIDELINES

July 1, ~~2013~~ ~~2016~~ – June 30, ~~2016~~ ~~2019~~

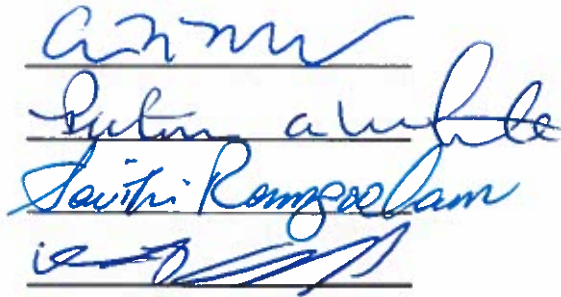
Agreed to this 21st day of June 2017.

FOR THE TOWN:



A handwritten signature in blue ink, appearing to be 'J. B. B.', written over a horizontal line. Below the line are two more empty horizontal lines.

FOR THE UNION:



Handwritten text in blue ink over a horizontal line. The text reads 'a2m' on the first line, 'Sutun awhle' on the second line, 'Saviti Rongaelam' on the third line, and a signature on the fourth line. Below the fourth line are two more empty horizontal lines.