

**COMMONWEALTH OF MASSACHUSETTS  
BEFORE THE  
JOINT LABOR-MANAGEMENT COMMITTEE**

**DOCKET NO. JLM-21-8988**

TOWN OF WAYLAND

and

INTERNATIONAL ASSOCIATION  
OF FIREFIGHTERS, LOCAL 1978

**STIPULATED AWARD**

1. The existing Collective Bargaining Agreement shall remain in full force and effect except to the extent specifically modified by this Stipulated Award.
2. The Parties agree to amend Article 12.4, Private Details to reflect the following: Increase from \$55 to \$60 on Sundays and Holidays to be effective upon ratification and funding.
3. The Parties agree to amend Article 22.2 Uniform to reflect the following: Strike October and April and replace with “last pay period of Sept and March.”
4. Housekeeping. The Parties agree to amend App. C, Educational Incentive Schedule to reflect the following: Delete the paragraph referencing Debra Durant, Andrew Holland, and Robert Knox as they have all retired.
5. The Parties agree to amend Wages and Duration as follows:

This is a 3-year Contract, effective July 1, 2020, with the following across-the-board base wage increases:

July 1, 2020,	2.0%
July 1, 2021,	2.0 %
July 1, 2022,	2.5%

Effective July 1, 2020, the Parties agree to add a 15-year wage step that is 3.0% above the current step 4 as shown in Appendix B, and a 25-year wage step that is 3.0% above the 15-year step. For purposes of this provision, years are based upon a time with the Wayland Fire Department.

6. Effective July 1, 2020, the Parties agree to the following EMT/Paramedic Pay increases:

EMT - \$2,750; \$3,000; \$3,250

Paramedic - \$9,450; \$10,450; \$11,450

All retroactive pay increases are to be paid to members of the bargaining unit as of the date of ratification only.

7. The Parties agree to amend Article 10. 2d to provide that compensatory time may only be awarded with the approval of the Fire Chief. Compensatory time will be limited to no more than two (2) days carried simultaneously and must be used in the fiscal year in which it is accrued.
8. The Parties agree to amend Article 9.1.b as follows: For firefighters hired after 12/15/17, vacation shall accrue on July 1 of every fiscal year. Delete the semi-annual accrual. Add the following language: In the event, a firefighter terminates employment prior to the end of the fiscal year, the firefighter's accrued vacation will be prorated according to the schedule and the prorated amount will be included in the firefighter's last paycheck. Any firefighter hired after the start shall accrue vacation for the fiscal year prorated rounded to the highest whole number.
9. The Parties agree to amend Article 12.1 to add the following: If a firefighter is called back, on a call-back subsequent to the second call-back, the firefighter is ineligible for additional call-back pay until the end of the minimum time period for the first call-back. The additional time for the second or following call back shall not accrue until the end of the first call back at which time. (No overlaps of call-back pay.)
10. The Parties agree to amend Article 9.1.b.1. to add the following: Lateral hires who were employed full-time in a municipal fire department shall accrue vacation leave based on their seniority including prior full-time municipal fire department service.

/s/John W. Hanson

Arbitrator

April 14, 2023