

MEMORANDUM OF AGREEMENT

The parties to the Collective Bargaining Agreement (hereinafter referred to as the "CBA") between the Town of Wayland, Massachusetts (hereinafter referred to as the "Town"), AFSCME Local 690 - 1 (hereinafter referred to as the "Union") and Nurse 1 (hereinafter referred to as "Nurse 1") and Nurse 2 (hereinafter referred to as "Nurse 2") hereby agree as follows:

1. Article 15-4 of the CBA sets forth the parameters for a job share with the approval of the Personnel Board.
2. "Nurse 1" and "Nurse 2" agree to share a full-time, 35-hour per week job at Happy Hollow School. The workweek for the school year for each Nurse will be an average of 17.5 hours per week in each two-week pay period.
3. "Nurse 1" and "Nurse 2" agree to develop a work week schedule with approval of the Supervisor/Manager that averages 17.5 hours per week in each two-week pay period.
4. "Nurse 1" and "Nurse 2" will each perform the duties as identified in the Community Health Nurse job description.
5. Paid time off benefits will be earned at 50% of a full-time position.
6. As the average workweek is below 20 hours per week, neither "Nurse 1" nor "Nurse 2" will be eligible for insurance benefits.
7. "Nurse 1" or "Nurse 2" acknowledge that the job share may have retirement implications. Said implications will be determined by Middlesex Retirement.
8. Should either "Nurse 1" or "Nurse 2" leave employment or be separated from employment, or if the job share arrangement shall end at the request of any of the Parties to this Agreement, this Agreement shall become null and void. The remaining nurse may be asked to fill the position on a full-time basis, at the Town's discretion, after consultation with the Union. In no event shall the Town be under any obligation to continue the employment of the remaining Nurse pursuant to a job-share arrangement or on a part-time basis.
9. The Town reserves the right to end the Agreement at any time with such prior notification to "Nurse 1" and "Nurse 2" as is practicable under the circumstances, at least thirty (30) days prior to termination of agreement.
10. This agreement shall be without precedent or prejudice to either the Town or the Union, and shall not be used by either party in any future matters except to enforce the specific terms of this Memorandum of Agreement.

Signed this 16<sup>th</sup> day of July, two thousand and eighteen.

TOWN OF WAYLAND

Dea T. Anderson  
Cathy Chasney  
Mary M. Antos  
Trish J. Jurns  
Deborah

AFSCME LOCAL 690

Julia Sunbunt  
Michelle  
AFSCME 93