

AGREEMENT BETWEEN
ABINGTON/ROCKLAND JOINT
BOARD OF WATER COMMISSIONERS

AND

THE ABINGTON/ROCKLAND JOINT WATER WORKS
OFFICE CLERICAL WORKERS

Debra Newcomb
Bobbie Jo Eckstrom
Marianne Pappaceno

ARTICLE 1 – STABILITY OF AGREEMENT

- 1.0 If any of the provisions of this AGREEMENT shall in any manner conflict with any Federal Law or Statute, or Statutes of the Commonwealth of Massachusetts, such provisions shall be considered null and void and shall not be binding on the parties hereto, and in such event; the remaining provisions of this AGREEMENT shall remain in full force and effect.

ARTICLE 2 - HOURS OF WORK AND WORK WEEK

- 2.0 The work week shall consist of thirty five (35) hours per week. The normal work day shall consist of seven (7) consecutive hours (exclusive of meal periods).

ARTICLE 3 – SALARY

- 3.0 The Office Clerks shall be paid in accordance with the following wage schedule:

Position		7/01/20	7/01/21	7/01/22
Office Clerk	Hired	\$ 19.54	\$ 21.54	\$ 23.79
	90 Days	\$ 20.22	\$ 22.22	\$ 24.47
	Step 1	\$ 20.38	\$ 22.38	\$ 24.63
	Step 2	\$ 20.63	\$ 22.63	\$ 24.88
	Step 3	\$ 20.90	\$ 22.90	\$ 25.15
	Step 4	\$ 21.78	\$ 23.78	\$ 26.03
	Step 5	\$ 22.16	\$ 24.16	\$ 26.41
Step 6	\$ 27.55	\$ 28.30	\$ 29.30	

Staff Administering the Utility Cloud Software Program shall receive \$2,000.00 annually. Payments of \$1,000.00 shall be made on or around July 15th and \$1,000.00 on or around December 15th.

ARTICLE 4 – SICK LEAVE

- 4.0 The Office Clerks will receive one (1.00) day of sick leave with pay for each month of continuous service (12 days per year) provided such leave is caused by sickness, injury or exposure to contagious disease. Unlimited accumulation of unused sick leave days.
- 4.1 Effective for all employees hired prior to July 1, 2011, the Office Clerks shall be compensated in cash for all unused sick leave up to a maximum of one hundred and thirty-five days when they are permanently separated from employment with the Abington/Rockland Joint Water Works by retirement or death. In the event of the death of the Office Clerk, payment shall be made to their designated beneficiary or estate. Employees hired after July, 2011 will not be entitled to any sick leave buy back. If in the future Debra Newcomb should transfer to a full time employee her official date of hire will be deemed to be prior July 1, 2011
- 4.2 Sick leave is authorized by the Department Head. If an Office Clerk is absent three (3) days or more, chargeable sick leave, a statement from her physician may be required; the statement to give the nature of the illness and the expected duration. Such statement may be required at the discretion of the Department Head.
- 4.3 The Board may require a medical examination of an Office Clerk on sick leave. This examination shall be at the expense of the Abington/Rockland Joint Water Works and by a physician appointed by the Board unless otherwise waived by the Board.
- 4.4 All unused, accumulated sick leave shall be kept to a laid-off Office Clerks credit, and in the event of a rehire, shall be restored to the Office Clerk.
- 4.5 If an Office Clerk did not utilize any sick leave in the period from July 1 through June 30 of the previous year, three (3) additional days of personal time shall be granted to the Office Clerk and must be taken during the next calendar year.

ARTICLE 5 – VACATION

- 5.0 The Office Clerks shall receive paid vacation annually depending on the years of service in accordance with the following schedule.

<u>Continued Service with the Employer:</u>	<u>Vacation Allowed</u>
32 weeks to 4 years	2 weeks (10 working days)
4 years to 8 years	3 weeks (15 working days)
8 years to 18 years	4 weeks (20 working days)
18 years to 25 years	5 weeks (25 working days) plus 1 day per year for the 21 st thru the 25 th year.
Over 25 years	6 weeks (30 working days)

Five Vacation Days may be carried over to the next fiscal year with the restriction that they are utilized in the next fiscal year.

At no time will there be more than five carried over days on the books.

- 5.1 In the event of termination of this AGREEMENT by either party, the Office Clerks shall receive a lump sum payment in lieu of any earned vacation leave not yet taken.

ARTICLE 6 – HOLIDAYS

- 6.0 The Office Clerks shall receive the following paid holidays if employed at the time the holiday occurs:

NEW YEARS DAY	LABOR DAY
MARTIN LUTHER KING DAY	COLUMBUS DAY
PRESIDENTS DAY	VETERANS DAY
PATRIOTS DAY	THANKSGIVING DAY
MEMORIAL DAY	CHRISTMAS DAY
INDEPENDENCE DAY	

When Christmas Day falls on a Tuesday, Wednesday, Thursday, Friday or Saturday, employees shall receive the day off on Christmas Eve.

ARTICLE 7 – BEREAVEMENT LEAVE

- 7.0 The Office Clerks shall receive leave without loss of pay in the event of a death in the Office Clerks immediate family. Such leave shall be up to five (5) days. The immediate family shall include the spouse, child, father, mother, mother-in-law, father-in-law, sister, brother, grandchild, grandparent, step-parent and step-child. In the event that an aunt, uncle, daughter-in-law, son-in-law, brother-in-law, or sister-in-law shall die, the Office Clerks shall be granted up to one (1) day of leave after the date of death without loss of pay. In special circumstances, leave (bereavement and or personal earned leave) may be extended/granted at the discretion of the Department Head.

ARTICLE 8- OTHER LEAVE

- 8.0 The Office Clerks shall receive Four (4) days of paid personal leave, said days to be taken subject to the approval of the respective Department Head.

An employee may be granted one (1) personal day per annum without loss of pay. Such personal day must be utilized on the day after Thanksgiving. Employees that are required to work the day after Thanksgiving will receive a Compensation Day.

Compensation Days shall not carry over or accrue from year to year.

- 8.1 The Office Clerks shall receive compensatory time off from work at time and one-half to the number of hours worked on Joint Water Works business at time other than the normal work week subject to the approval of the respective Department Head.

ARTICLE 9 – INSURANCE

- 9.0 The Office Clerks shall receive health and life insurance benefits at the same rate as other Joint Water Works employees.

ARTICLE 10 – LONGEVITY

- 10.0 The Office Clerks shall, upon attaining five (5) to ten (10) years of continuous service shall be paid a longevity benefit of Two Hundred Fifty Dollars (\$250.00) per year, in a lump sum payment. Upon attaining ten (10) to fifteen (15) years of consecutive employment, be paid Five Hundred Fifty Dollars (\$550.00) per year in a lump sum payment. Upon attaining fifteen (15) to twenty (20) years of consecutive employment, the Office Clerks shall be paid a longevity benefit of Eight Hundred Fifty Dollars (\$850.00) per year in a lump sum payment. Upon attaining twenty (20) to twenty-five (25) years of consecutive employment, the Office Clerks shall be paid a longevity benefit of One Thousand Two Hundred Dollars (\$1,200.00). Office Clerks attaining twenty-five (25) years or more of consecutive employment shall be paid One Thousand Five Hundred Dollars (\$1,500.00) per year in a lump sum payment. Payment under this paragraph shall not be added to base pay for the purpose of computing any other pay benefit. The eligibility date for computation of years of service shall begin with the date of service (hire date) and payment made on or around December 15th.

ARTICLE 11 – PAY PRACTICES

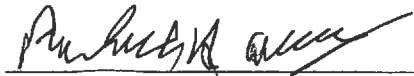
- 11.0 In each succeeding year of this contract, the Office Clerks shall receive the same base salary as stated in the above contract, plus increases in at least as large a hourly rate as received by all other employees of the Joint Water Works who are members of the AFSCME Union Local 1700 in each said year. The Office Clerks shall in addition, receive all other benefits including without limitation sick days, vacation days, and any other benefits to same extent of other employees of the Joint Water Works who are members of the AFSCME Union Local 1700.

ARTICLE 12 – DURATION

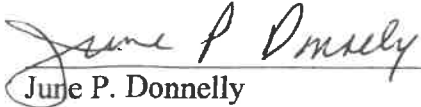
- 12.0 This AGREEMENT SHALL be effective July 1, 2020 and continue in full force and effective to and including June 30, 2022 and from year to year thereafter unless modified or terminated as hereinafter provided.
- 12.1 This contract may be reopened for negotiations.

AGREED to this 1st day of December, 2020 by the following parties.

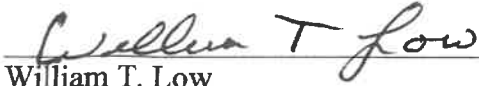
FOR THE ABINGTON/ROCKLAND JOINT
BOARD OF WATER COMMISSIONERS



Richard D. Muncey - Chairman



June P. Donnelly

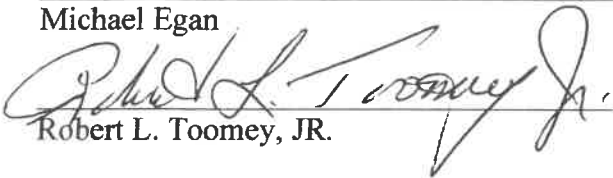


William T. Low



Robert Corvi, JR.

Michael Egan



Robert L. Toomey, JR.

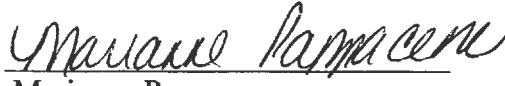
OFFICE CLERICAL



Debra Newcomb



Bobbie Jo Eckstrom



Marianne Pappaceno