

Agreement

between

Town of Halifax

and

Local 1700 (Dispatchers), Massachusetts State Council 93,
American Federation of State, County and Municipal Employees, AFL-CIO

Effective July 1, 2016
Expiring June 30, 2019

PREAMBLE

This agreement entered into by the Town of Halifax, hereinafter referred to as the Employer, and Local 1700, Massachusetts State Council 93, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE I RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining representative for the purpose of establishing salaries, wages, hours, and other conditions of employment for all full time Public Safety Civilian Dispatchers in the Communication Center. All others are excluded.

ARTICLE II MANAGEMENT RIGHTS

Except to the extent that there is contained in this Agreement an express and specific provision to the contrary, all of the authority, power, rights, jurisdiction, responsibility and duties of the Employer under the Laws of the Commonwealth of Massachusetts or the lawful By-Laws of the Town of Halifax are retained and reserved exclusively to the Employer including: To determine the methods and processes of operation: To contract out any work: To determine the

size of and direct the activities of the working force, subject to the provisions of the Fair Labor Standards Act; To establish new job classifications and job duties and to change, reassign, abolish, combine and divide existing job classifications and job duties and functions for just cause; To determine the specifications of jobs; To require from each Employee the efficient utilization of his or her services; To hire, promote, demote, transfer, discipline, suspend and discharge Employees; To relieve Employees from duty for lack of work or other legitimate reasons; And to prescribe and enforce reasonable rules and regulations pertaining to operations and the conduct of Employees.

ARTICLE III

UNION SECURITY

UNION DUES, AGENCY AND INITIATION FEES

Employees shall tender the Initiation Fee (if any) and monthly membership dues by signing the Authorization of Dues form. During the life of this agreement and in accordance with the terms of the forms of authorization of check-off dues hereinafter set forth, an employee may consent in writing to the authorization of the deductions of an agency fee from his/her wages and to the designation of the Union as the recipient thereof.

The Employer agrees to deduct Union Dues or an agency fee levied in accordance with the constitution of the Union from the pay of each employee who executes or has executed such form and remit the aggregate amount to the Treasurer of the Union along with a list of employees who have had said dues deducted. Such remittance shall be made by the 10th day of the succeeding month.

ARTICLE IV
AGENCY FEE

Each employee who elects not to join or maintain membership in the Union shall be required to pay as a condition of employment, beginning thirty days following the commencement of his\her employment, a service fee to the Union in an amount that is proportionately commensurate with the cost of collective bargaining and contract administration, but not to exceed the amount of periodic dues paid by employees who are members of the Union.

This Article shall not become operative as to employees in any bargaining unit certified to the Union until this Agreement has been formally executed, pursuant to a vote of a majority of all employees in that bargaining unit present and voting.

The Union shall reimburse the Employer for any expenses incurred as a result of being ordered to reinstate an employee terminated at the request of the Union for not paying the agency fee. The Union will intervene in and defend any administrative or court litigation concerning the propriety of such termination for failure to pay the agency fee. In such litigation the Employer shall have no obligation to defend the termination.

Disputes between the parties concerning this Article shall be resolved in accordance with the grievance procedure contained in this Agreement. In the event such a dispute is submitted to arbitration, the arbitrator shall have no power or authority to order the Employer to pay such service fee on behalf of any employee. If the arbitrator decides that an employee has failed to pay or authorize the payment of the service fee in accordance with this Article the only remedy shall be the termination of the employment of such employee if the employee continues to refuse to pay or authorize payment of the required service fee after having sufficient time to do so.

ARTICLE V
UNION BUSINESS

ACCESS TO PREMISES - The Employer agrees to permit representatives of the American Federation of State, County and Municipal Employees, AFL-CIO, and/or State Council No. 93, and/or Local 1700 to enter the premises at any time, at the discretion of the Department Head, for individual discussion of working conditions with Employees, provided care is exercised by such representatives that they do not interfere with the performance of duties assigned to the Employees.

BULLETIN BOARD - Announcements shall be posted in conspicuous places where Employees enter or leave the premises. Parties to this agreement, both of whom may use the bulletin boards for notices of routine nature, agree that it would be improper to post denunciatory or inflammatory written material on such bulletin boards.

ARTICLE VI
UNION REPRESENTATIVES

A written list of Union stewards and other representatives for each bargaining unit shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer of any changes.

The above shall be granted reasonable time off during working hours to investigate and settle grievances. A steward shall notify his or her immediate supervisor when he or she desires to leave his or her place of work. The supervisor shall not unreasonably deny such request.

The Employer agrees to allow the above mentioned Employee to attend meetings of State and National bodies without pay. It is agreed that time lost due to the above shall be counted as days worked for the purpose of sick and vacation credits.

ARTICLE VII

SICK LEAVE

Each Employee shall be credited with sick leave with pay at the rate of ten hours for each month of service. Sick leave shall be accumulated to a maximum of fourteen hundred forty (1,440) hours.

A Doctor's certificate may be requested after three (3) continuous days of absence.

Employees absent because of industrial accident shall be entitled to convert any unused vacation credit in that year to sick leave.

After being out of work for five (5) days, Employees must have a Physical Examination and provide a physician's certificate verifying ability to return to work before returning to work. At the exclusive discretion of the Employer, the employee may be examined by a physician of the Town's choosing. All physical examinations required by the Town shall be paid for by the Town.

After an employee has been warned that his sick leave has established a pattern of abuse, e.g., taking days off before or after holidays or regular days off, and/or excessive use subsequent abuse may be a basis for more serious discipline.

Each employee covered by this Agreement with at least one year of continuous service for the Employer as a full-time employee for the Communications Department will be allowed sixteen (16) hours of personal leave per year which shall not be deducted from accumulated sick leave, nor accumulated from year to year.

Fifty percent (50%) of all accumulated sick leave shall be paid to Employee's estate in the event of death.

Section One: if a permanent employee covered by this agreement calls in sick on a holiday for which he/she is scheduled to work and receives sick leave as provided above, he/she shall not be paid the additional "Holiday Pay" for that Holiday to which he/she would normally be entitled.

Beginning on July 1, 2013, any employee, who uses no sick leave during the fiscal year shall receive a bonus to be the equivalent of forty (40) hours pay. Any employee who uses no more than eight (8) hours of sick leave during the fiscal year shall receive a bonus to be the equivalent of thirty-two (32) hours of pay. Any employee who uses no more than sixteen (16) hours of sick leave during the fiscal year shall receive a bonus to be the equivalent of twenty-four (24) hours of pay. Any employee who uses no more than twenty-four (24) hours of sick leave during the fiscal year shall receive a bonus to be the equivalent of sixteen (16) hours of pay. Any employee who uses no more than thirty-two (32) hours of sick leave during the fiscal year shall receive a bonus to be the equivalent of eight (8) hours of pay. Said bonus shall be paid in the first payroll of the subsequent fiscal year less usual and customary tax withholdings required by law.

ARTICLE VIII

VACATIONS

The vacation year shall be the period July 1 to June 30, each member shall be credited as of June 30 with the vacation leave with pay as follows.

- A. For less than one (1) year's service as a full-time Dispatcher for the Town of Halifax beginning after July 1, eight hours (8) of vacation for each two (2) calendar months not to exceed forty (40) hours.
- B. After one (1) year of continuous service as a full-time Dispatcher for the Town of Halifax - eighty (80) hours of vacation.
- C. After five (5) years of continuous service as a full-time Dispatcher for the Town of Halifax - one hundred twenty (120) hours of vacation.
- D. After ten (10) years of continuous service as a full-time Dispatcher for the Town of Halifax - one hundred sixty hours of vacation.
- E. After fifteen (15) years of continuous service as a full-time Dispatcher for the Town of Halifax - two hundred (200) hours vacation.

Upon termination of employment the Employees shall receive payment equal to the amount of vacation pay they would have received had the termination not occurred. If the termination is caused by death, such payment shall be made to each Employee's spouse or beneficiary.

Time loss due to sick leave, authorized vacation days, and holiday will be counted as days worked.

Vacations must be taken in the year in which they are due and shall not accumulate from year to year, except that employees may carry over up to forty (40) hours of accrued vacation time from one fiscal year to the following fiscal year where the employee receives prior written approval from the Communications Center Committee or its designee or, if the Committee does not exist, the Board of Selectmen or its designee. All such requests for carry over of vacation

time must be submitted to the Communications Center Committee or its designee or, if the Committee does not exist, the Board of Selectmen or its designee by May 1st in the fiscal year.

ARTICLE IX
MEAL PERIODS

Communication Center Employees shall work an eight (8) hour shift per day. It is agreed that employees are required to remain on duty during their thirty (30) minute meal period. Employees who remain on duty during their thirty (30) minute meal period shall receive a stipend equal to thirty (30) minutes of pay at their regular rate for every day that the above holds true.

Communication Center Employees who work ten (10) consecutive hours or more in a single work day (normal work day being eight (8) hours), will receive a second stipend equal to thirty (30) minutes of pay at time and one-half (1 1/2) their regular rate.

ARTICLE X
FUNERAL LEAVE

In the event of death of the Employee's spouse, child, brother, sister, mother, father, mother-in-law, or father-in-law, the Employee will be granted a leave up to three (3) days with pay. A leave of one (1) day will be granted with pay to attend services for grandparents or step-parents of the Employee. Funeral leave shall not be charged to sick leave or vacation leave and shall not be accumulative.

ARTICLE XI

JURY PAY

The Employer agrees to make up the difference in an Employee's wages between a normal week's wages and compensation received for jury duty, excluding travel allowance.

Employees excused from jury duty for any reason shall report back to work immediately.

COURT TIME

Any Employee requested to remain in Court for four (4) or more hours will be credited with a ten dollar (\$10.00) meal allowance where the court matter results from his/her work as a Town dispatcher.

ARTICLE XII

PAID HOLIDAYS

The following days shall be paid holidays (equal to eight (8) hours of regular pay) for full-time Employees:

New Year's Day	Veteran's Day
Martin Luther King Day	Thanksgiving Day
Third Monday in February	One-Half (1/2) Day
Patriot's Day	before Christmas Day
Memorial Day	Christmas Day
Independence Day	One Half (1/2) Day

Labor Day

before New Year's Day

Columbus Day

Any full-time Employee whose regular day off falls on any of the aforementioned holidays shall be paid for the holiday.

Public Safety Civilian Dispatchers required to work on Thanksgiving Day, Christmas Day and New Year's Day will be paid at a rate of time and one-half (1-1/2) for working the Holiday, plus a days pay for the Holiday.

When a holiday occurs during an Employee's regular scheduled vacation, he or she shall be granted an additional day's vacation.

ARTICLE XIII

HOURS OF WORK AND OVERTIME

The regular work week for full-time Employees shall be forty (40) hours and the regular work day shall be eight (8) hours with each full-time Employee working five (5) days in each calendar week (Sunday through Saturday).

If any Employee who has left his or her place of employment after having completed work on his or her regular shift is called back to work, he or she shall be paid for each hour worked and in no event shall he or she receive pay for less than the equivalent of three (3) hours. In the event the Employee's regular working day starts after he or she is called in and he or she continues to work up to his or her regular starting time, he or she shall be paid for such hours, and in this event there shall be no three (3) hour guarantee.

All Employees shall be scheduled to work on shifts, and each work shift shall have a regular starting and quitting time. At no time shall an employee end his or her shift without being properly relieved by another dispatcher unless authorized by the Chairman of the

Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee.

Overtime shall be paid at a time and one-half rate for all hours over forty (40) hours in one week for dispatchers not including any hours paid as sick leave except that any hours worked because of not properly being relieved by another dispatcher unless authorized or any hours required to work by the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee.

In the event an Employee reports to her or his place of work at her or his regular scheduled time and is sent home for lack of work, she or he shall be paid for eight (8) hours at the rate to which she or he would be entitled for her or his shift. Any Employee who is scheduled to work on the night of the changing of the clocks, in the Spring and Fall, shall be paid for the "hours worked."

ARTICLE XIV

CLASSIFICATION PLAN AND PAY RATES

In this Agreement and made part of it shall be established a classification and pay plan for Employees covered by the bargaining unit. It shall list all positions covered by this Agreement by title along with the wages for each position.

ARTICLE XV

PROMOTION TO HIGHER CLASSIFICATION

An Employee promoted to a position in a higher classification or assignment within that class, will receive the rate of pay at the higher classification while serving in such position.

ARTICLE XVI
GROUP INSURANCE PLAN

All Employees in the bargaining unit shall be eligible to participate in the present Group Insurance Plan in accordance with the provisions of said plan in force and effect during the terms of this Agreement for Employees of the Town of Halifax.

ARTICLE XVII
SENIORITY

Seniority shall be defined as continuous years of full-time service as a dispatcher for the Town of Halifax. The principle of seniority shall govern and control in all cases within the bargaining unit work force as to preference in assignments to vacancies, shift work, and choice of vacation periods.

ARTICLE XVIII
VACANCIES

A vacancy is an opening caused by promotion, death, retirement, resignation, transfer, discharge or the availability of new positions.

At least three (3) full-time positions in the Communication Center will exist during the life of this agreement. Should a full-time employee terminate it is agreed that this vacancy will be filled on a full-time basis within forty-five (45) days of the date of termination.

ARTICLE XIX
JOB POSTING AND BIDDING

SECTION 1. When a position covered by this agreement becomes vacant, such vacancy shall be posted in a conspicuous place listing the pay, duties, and qualifications. This notice of vacancy shall remain posted for seven (7) days, Employees interested shall apply in writing within the seven (7) day period. Within thirty (30) days of expiration of the posting period, the Employer will award position to the most senior applicant qualified as determined by the Employer.

The trial and training period for a Dispatcher shall be twelve (12) months at the applicable rate of pay. If at the end of the trial and training period it is determined by the Employer that the Employee is not qualified to perform the work, she or he shall be terminated from the new position and returned to her or his old position and rate.

The above paragraph will not be subject to the arbitration procedure.

SECTION 2. Seniority will be used to determine shift assignments for dispatchers once per year, which shall be effective on July 1 of each year. Shift bids shall be conspicuously posted by the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee. on May 15 of each year and shall include the projected staffing levels for dispatchers for each shift. The deadline for submitting a bid request to the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen

or its designee., with a copy to the Town Administrator, shall be noon on May 22 of each year and all bid requests shall be made in writing. A dispatcher shall be able to file, with the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee., with a copy to the Town Administrator, a letter stating his/her bid shift preferences, that shall be effective until the dispatcher submits another letter canceling his/her previous preferences. Any dispatcher failing to submit a bid request by the deadline shall be assigned, at the sole discretion of the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee., to whatever vacancy remains. The Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee. shall post shift assignments on June 1 of each year. Dispatchers on vacation during the bidding process shall be allowed to submit their request prior to their leaving on vacation. No dispatcher whose shift changes as a result of a bid while he/she is out on IOD or approved medical leave shall begin receiving or lose any assignment differential (night shift differential) associated with his/her new assignment until such time as he/she has actually returns to duty, provided he/she was receiving such differential before the change in shifts. All grievances under this Section shall be subject to the Grievance Procedure, but under no circumstances subject to the final and binding arbitration provisions thereof.

SECTION 3. Effective May 1, 2008, seniority will be used to determine shift assignments for dispatchers twice per year, which shall be effective on July 1 and January 1 of each year. Shift bids shall be conspicuously posted by the Communications Center Committee or, if the Committee does not exist, the

Board of Selectmen or its designee. on May 15 and November 15 of each year and shall include the projected staffing levels for dispatchers for each shift. The deadline for submitting a bid request to the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee., with a copy to the Town Administrator, shall be noon on May 26 and November 26 of each year and all bid requests shall be made in writing. A dispatcher shall be able to file, with the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee, with a copy to the Town Administrator, a letter stating his/her bid shift preferences, that shall be effective until the dispatcher submits another letter canceling his/her previous preferences. Any dispatcher failing to submit a bid request by the deadline shall be assigned, at the sole discretion of the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee., to whatever vacancy remains. The Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee. shall post shift assignments on June 1 and December 1 of each year. Dispatchers on vacation during the bidding process shall be allowed to submit their request prior to their leaving on vacation. No dispatcher whose shift changes as a result of a bid while he/she is out on IOD or approved medical leave shall begin receiving or lose any assignment differential (night shift differential) associated with his/her new assignment until such time as he/she has actually returns to duty, provided he/she was receiving such differential before the change in shifts. All grievances under this Section shall be subject to the Grievance Procedure, but under no circumstances subject to the final and binding arbitration provisions thereof.

ARTICLE XX
DISCRIMINATION AND COERCION

There shall be no discrimination by the Employer against any Employee because of her or his activity or membership in the Union. The Employer further agrees that there will be no discrimination against any member for her or his adherence to any provision of this agreement or her or his refusal to comply with any order which would violate this agreement.

NO DISCRIMINATION - The Parties to this agreement agree that they shall not discriminate against any person because of race, creed, color, religion, sex or age, sexual orientation, or disability and that such person shall receive the full protection of this Agreement.

ARTICLE XXI
GRIEVANCE AND ARBITRATION PROCEDURE

Any grievance or dispute which may arise between the parties concerning an express provision of this Agreement including the application, meaning or interpretation of a specific provision of the Agreement, shall be settled in the following manner:

STEP 1:

The Union steward and/or representative, with or without the aggrieved employee, shall take up the grievance or dispute in writing with the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee., with a copy to the Town Administrator, within ten (10) days, not including Saturdays, Sundays or holidays, of the date of the grievance. The Communications Center Committee or, if the Committee

does not exist, the Board of Selectmen or its designee. shall attempt to adjust the matter and shall respond to the steward within ten (10) days, not including Saturdays, Sundays or holidays.

STEP 2:

If the decision of the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee. is not satisfactory to the Union, it shall be appealed to the Board of Selectmen within ten (10) days, not including Saturdays, Sundays or holidays, of the date of the Committee's or, if the Committee does not exist, the decision of the Board of Selectmen or its designee decision, or date on which said decision is due, whichever first occurs. The Board of Selectmen shall respond to the steward in writing within fifteen (15) days, not including Saturdays, Sundays or holidays.

Grievances involving disciplinary action shall be processed beginning at the second step. If the case reaches arbitration, the arbitrator shall have the power to direct a resolution of the grievance up to and including restoration to the job with all compensation, and privileges that would have been due the Employee.

ARBITRATION PROCEDURE

If the Union is not satisfied with the decision of the Board of Selectmen, the Union shall have the right to request arbitration within thirty (30) days, not including Saturdays, Sundays or holidays, of the date of the response by the Board of Selectmen or date when said response is

due, whichever occurs first. A submission to arbitration must be made in writing within said 30 days to the appropriate agency with a copy to the Selectmen.

The arbitrator in such procedure shall be the American Arbitration Association or the Labor Relations Connection per the agreement of both the Union and the Employer Labor Relations Connection (23 Kiah's Way, East Sandwich, MA 02537), and both the Employer and the Union shall be subject to their procedures, rules and regulations.

The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall be requested to issue her or his decision within thirty (30) days, not including Saturdays, Sundays or holidays, of the conclusion of the testimony and argument or the filing of written briefs where briefs are submitted to the arbitrator.

The expense for the arbitrator's services and proceedings shall be borne equally between the Employer and the Union.

If either party desires a verbatim record of the proceedings, it may cause such a record to be made provided it pays for the record.

Notwithstanding the provisions of this Agreement, an arbitrator shall have no authority to render a decision which concerns:

- a. a matter not involving an express and specific provision of this agreement;
- b. the discipline of a probationary employee;
- c. the exercise of the Employer's management rights;
- d. any matter that is expressly excluded from arbitration under other provisions of this Agreement.

ARTICLE XXII
APPLICABLE LAWS

The Employer and the Union shall recognize and adhere to all Federal, and State Labor Laws, and Rules and Regulations, relative to Seniority, Promotions, Transfers, Discharges, Removals and Suspensions.

The Union further reserves the right to represent Employees under any such established procedure. Any Employee not covered by any statute relative to the above matters shall have recourse to the grievance procedure contained herein.

ARTICLE XXIII
INCENTIVE INCREASES

Any full-time Employee may become eligible and qualify for an incentive pay increase for the successful completion of certain education programs in the following manner:

- A. The Educational Program must be recommended by the Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee and approved by the Board of Selectmen prior to the start of the program. Said recommendation shall be in writing, with a copy to the Board of Selectmen and shall include a detailed description of the course and reasons why it should be considered for an incentive increase.

- B. Upon successful completion or receipt of grades of each approved program, the Employee must submit within fourteen (14) days an application in writing to the Communications Center Committee or, if the Committee does not exist, the

Board of Selectmen or its designee for an incentive increase. Said application shall include documentation of the successful completion of the course, with the marks attained in the course.

- C. The Communications Center Committee or, if the Committee does not exist, the Board of Selectmen or its designee must present the application to the Board of Selectmen.
- D. Approval for the incentive increase must be by vote taken at a meeting of the Board of Selectmen.
- E. No incentive increase may be granted unless there are adequate funds available in the Department Budget to cover the cost of such increase.
- F. No Employee shall receive more than two (2) 1% incentive increases in any calendar year.
- G. Items A, B, and F may be waived in unusual circumstances, by a unanimous vote of the three (3) parties involved as outlined in Item D.

The incentive increase is to be 1% of the Employee's base salary for each educational program approved. Each Employee who successfully qualified for an incentive increase shall have the incentive increase added to her or his regular salary rate throughout her or his tenure as a Town Employee.

Any approved incentive increase shall become effective on the first day of the month following completion of the particular approved Educational Program.

The word completion, in this section, shall mean the date of the last scheduled class of an approved program.

ARTICLE XXIV
CONTINUITY OF OPERATIONS

The Union agrees that no Employee shall engage in, induce or encourage and strike (whether sympathetic, general or any other kind) walkout, work stoppage, sit-down, withholding of services, boycott (whether primary or secondary), picketing, demonstration at the Employer's premises, or any other direct interference with Employer's operations. The Employer agrees not to conduct a lockout.

ARTICLE XXV
DURATION

This Agreement shall be in full force and effect from July 1, 2016 to and including June 30, 2019, and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least 180 days prior to the date of expiration.

Where no such cancellation or termination notice is served and the parties desire to continue said Agreement, but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other notice at least 180 days prior to July 1, of any subsequent contract year, advising that such party desires to retain or change terms or conditions of such Agreement.

The Agreement shall remain in full force and effect until such terms and revisions have been agreed upon.

ARTICLE XXVI

LONGEVITY

Longevity compensation shall be issued on the anniversary date in each and every year thereafter according to the following schedule:

Upon completion of:

10 through 14 years of full-time service	\$150.00/year
15 through 19 years of full-time service	\$250.00/year
20 through 24 years of full-time service	\$500.00/year
25 through 29 years of full-time service	\$750.00/year
30 years of full-time service & thereafter	\$1,000.00/year

Part-time service may be considered in accumulating full-time years (a year to be 2088 hours worked).

ARTICLE XXVII

EDUCATIONAL MEETINGS

Management may require that Dispatchers attend meetings for educational and informative purposes. Any full-time Employee who is required to attend such meetings shall be paid for time worked for with a minimum of two (2) additional hours of pay.

ARTICLE XXVIII

E-911 CERTIFICATION

All Dispatchers must be E-911 certified to operate the Communications Center when E-911 is implemented. Any Dispatcher who fails to pass testing for certification in E-911 will be terminated.

WAGE SCHEDULE

Effective July 1, 2016, the following hourly wage schedule shall be in effect for employees covered by this Agreement:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Communications Worker:						
Full-Time*	\$18.39	\$18.86	\$19.34	\$19.83	\$20.34	\$20.86

*Beginning on July 1, 2016, there shall be a shift differential for Communications Workers working 4:00 p.m. to 12:00 midnight and 12:00 midnight to 8:00 a.m. of \$1.25 per hour.

Beginning on July 1, 2008, all employees not on maximum shall advance to the next higher step of the new classification and pay scale upon completion of each year's service (anniversary date) until reaching Step 5.

Beginning on July 1, 2008, all employees who have completed ten (10) years of continuous full-time service as a Dispatcher for the Town of Halifax shall be paid 5% more than the hourly wage shown on Step 5.

Beginning on July 1, 2008, all employees regular assigned to work from 4:00 p.m. to 12:00 midnight and 12:00 midnight to 8:00 a.m. shall have the shift differential pay added to their base pay with this shift differential included in determining the employees' hourly overtime rates, sick leave and vacation time.

Beginning on July 1, 2016, all employees shall receive an annual Emergency Medical Dispatch Stipend of \$1,000 to be added to their base pay on an hourly basis. This amount has been incorporated into the base pay rate shown above and there will no longer be a separate stipend as of June 30, 2016.

If the Town negotiates a general wage increase with any bargaining unit except for bargaining units representing employees at the Halifax Elementary School, for the year beginning July 1, 2016, July 1, 2017 or July 1, 2018 or if the Town Meeting approves a general wage increase for employees under the Wage and Personnel By-Law for the year beginning July 1, 2016, July 1, 2017 or July 1, 2018, then the Union shall have the right to reopen this agreement for the limited purpose of negotiating a wage increase as listed in the Wage Schedule to be effective on July 1, 2016, July 1, 2017 or July 1, 2018, respectively.

The Union may reopen this agreement for the limited purpose of negotiating a wage increase as listed in the Wage Schedule to be effective July 1, 2017 and/or July 1, 2018. Should the Union choose to reopen for this limited purpose, it shall provide written notice to the Board of Selectmen on or before March 1, 2017 for negotiations for the year beginning July 1, 2017 and on or before March 1, 2018 for negotiations for the year beginning July 1, 2018. Failure to provide such notice shall result in the existing salary to continue through the next fiscal year only.

This agreement entered into this ____ day of _____, two thousand sixteen.

FOR THE TOWN OF HALIFAX

FOR AFSCME, AFL-CIO
COUNCIL 93, LOCAL 1700

Date: _____

Date: _____

Side letter between the Town of Halifax Local 1700 (Dispatchers), Massachusetts State Council 93, American Federation of State, County and Municipal Employees, AFL-CIO

The Town of Halifax and Local 1700 (Dispatchers) agree that either or both parties can re-open the contract for the purpose of negotiating a severance package for the members of the Union if the Town decides to cease operating an emergency dispatch/911 center in the Town of Halifax.