



**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
TOWN OF TOPSFIELD  
AND THE  
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES  
COUNCIL 93, LOCAL 2905  
HIGHWAY AND WATER UNIT**

**JULY 1, 2017 – JUNE 30, 2020**

Now come the Town of Topsfield ("the Town"), acting by and through its Board of Selectmen ("the Board"), and American Federation of State, County and Municipal Employees ("AFSCME"), Council 93, Local 2905, Highway and Water Employees ("the Union"), acting by and through its Executive Board, which for good and valuable consideration, agree as follows:

WHEREAS, the Town and the Union have been negotiating a collective bargaining agreement to commence on July 1, 2017;

WHEREAS, the Town and the Union bargaining teams, subject to ratification by the Union and the Board, and subject to funding by Town Meeting, have come to terms relative to new agreements between the Town and the Union for the bargaining units represented by the Union;

WHEREAS, the parties have agreed to execute a Memorandum of Agreement pending final ratification, funding and execution of a new agreement; and,

NOW, THEREFORE, the Town and the Union agree as follows:

1. The parties agree to amend Article 21, "Duration," to provide for an agreement effective July 1, 2017 to June 30, 2020.
2. The parties agree to amend Article 15, "Wages," to provide a two percent (2%) increase in the hourly base wages for each year of the contract; and further, that the 2% increase for Year One of the agreement will be retroactively applied as of July 1, 2017.

\$0.25

3. The parties agree to amend Article 15, "Wages" to provide a ~~0.25~~ cent increase to all of the hourly base wages as a market rate adjustment effective for Year One of the agreement and to be retroactively applied to hourly base wages as of January 1, 2018.

\$0.25

4. The parties agree to amend Article 15, "Wages" to provide a ~~0.25~~ cent increase to all the hourly base wages as a market rate adjustment effective in Year Three of the agreement on July 1, 2019.

5. Wage adjustments for the FY18-20 Contract Term will be applied to the hourly base wages as follows:

	Current	7/1/17	1/1/18	7/1/18	7/1/19	7/1/19
	FY17	FY18	FY19	FY20		
Title:	2%	2%	0.25	2%	0.25	2%
Highway Driver Laborer	22.259 8	22.7050	22.9550	23.4141	23.664 1	24.1374
Highway Equipment Operator	23.003 8	23.4639	23.7139	24.1882	24.438 2	24.9269
Highway Mechanic	26.971 9	27.5113	27.7613	28.3166	28.566 6	29.1379
Highway Foreman	27.794 1	28.3450	28.6000	29.1720	29.422 0	30.0104
Water Systems Operator I	24.813 4	25.3097	25.5597	26.0709	26.320 9	26.8473
Water Systems Operator II	27.063 1	27.6044	27.8544	28.4114	28.661 4	29.2347

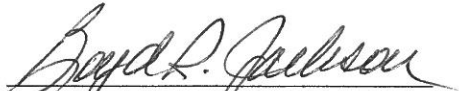
6. The parties agree to add a new section to Article 15, "Biweekly Pay" and agree that all employees will receive their pay on a biweekly basis upon notice from the Town.
7. Beginning in Year Two of the agreement, under Article 16 "Longevity" and Section "Date of Payment" the parties agree to remove the words : "by a separate longevity check during the first pay period in December" to be replaced with the following: "by July 15<sup>th</sup>."
8. Beginning in Year Two of the agreement, under Article 13 "Clothing and Boot Allowance" the parties agree to delete the words "and by a separate clothing and boot allowance check."


9. The parties agree to consolidate the AFSCME Highway and Water Unit with the Parks and Cemeteries Unit in order to establish one single Public Works AFSCME Unit for the Town of Topsfield; And further, the parties agree to continue meetings in order to finalize a consolidated Collective Bargaining Contract to include all AFSCME represented employees of the Water, Highway and Parks and Cemeteries Departments.


Except as specifically modified by this Memorandum, the provisions of the contract between the parties for the period ending June 30, 2017, shall continue in full force and effect. The Union and the Town agree that the financial terms of this agreement are subject to the appropriation of funds.

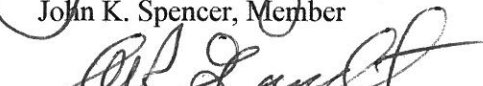
Agreed on this 23rd day of April, 2018:

TOWN OF TOPSFIELD  
BOARD OF SELECTMEN

  
Boyd R. Jackson, Chairman

  
Mark B. Lyons, Clerk

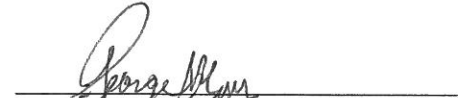
  
John K. Spencer, Member


  
A. Richard Gandt, Member

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Laura J. Powers, Member

Date: 4-23-18

AFSCME COUNCIL 93, LOCAL 2905  
HIGHWAY & WATER UNIT

  
George Merry, Union Steward

  
Travis Fontaine, Union Steward

  
Eric McKenna, Labor Representative

Date: 4/23/18