



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

PARKS AND CEMETERIES 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, Parks and Cemeteries 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.

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

1. The parties agree to amend Article 25, "Duration," to provide for an agreement effective July 1, 2017 to June 30, 2020.
2. The parties agree to amend Article 24, "Wages and Salary Schedule," to provide a two percent (2%) increase in the hourly base wages for each year of the contract; and further, 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 24, "Wages and Salary Schedule" to provide a ~~0.25-cent~~ increase to all the hourly base wages as a market rate adjustment effective for Year One of the agreement to be retroactively applied to hourly base wages as of January 1, 2018.

\$ 0.25

4. The parties agree to amend Article 24, "Wages and Salary Schedule" 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:

	7/1/17	1/1/18	7/1/18	7/1/19	7/1/19
<u>Equipment Operator:</u>	<u>20.7971</u>	<u>21.0471</u>	<u>21.4680</u>	<u>21.7180</u>	<u>22.1524</u>
<u>Asst. Supt/Equipment Operator:</u>	<u>23.7498</u>	<u>23.9998</u>	<u>24.4798</u>	<u>24.7298</u>	<u>25.2244</u>

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 15 "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 15th."
8. Beginning in Year Two of the agreement, under Article 17 "Uniforms, 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 Parks and Cemeteries Unit with the Highway and Water 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:

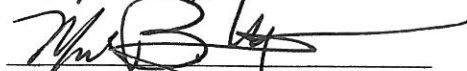
TOWN OF TOPSFIELD

AFSCME COUNCIL 93, LOCAL 2905

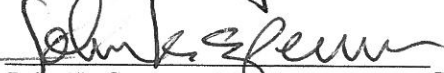
BOARD OF SELECTMEN



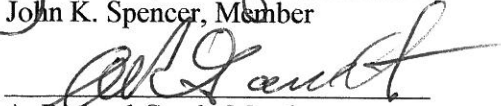
Boyd K. Jackson, Chairman



Mark B. Lyons, Clerk



John K. Spencer, Member

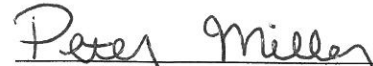


A. Richard Gandt, Member

Laura J. Powers, Member

Date: 4-23-18

PARKS AND CEMETERIES UNIT



Peter Miller, Union Steward



Eric McKenna, Labor Representative

Date: 4/23/18