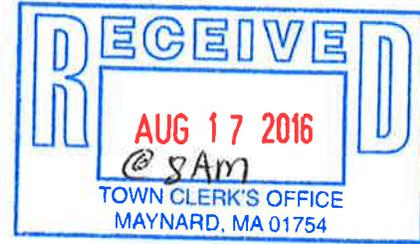


AGREEMENT

Between



TOWN OF MAYNARD, MASSACHUSETTS

and the

MASSACHUSETTS LABORERS' DISTRICT COUNCIL

in behalf of

PUBLIC EMPLOYEES' LOCAL UNION 272

MAYNARD PROFESSIONAL PERSONNEL

of the

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA



JULY 1, 2016 - JUNE 30, 2019

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ARTICLE 1 - PREAMBLE

1.1 AGREEMENT made this 1st day of July, 2016 by and between the Town of Maynard, Massachusetts, hereinafter called "The Employer", and the Massachusetts Laborer's District Council of the Laborers' International Union of North America AFL/CIO, hereinafter called "Union", in behalf of Local Union Number 272 on behalf of employees in the Town of Maynard, Professional Personnel as contained in the certification of the Massachusetts Labor Relations Commission MCR-03-5067.

1.2 DEFINITIONS

- *TOWN* shall mean Board of Selectmen of the Town of Maynard, Massachusetts.
- *UNION STEWARD* shall mean the person authorized in writing by the Union to act on its behalf on day to day matters.
- *TOWN ADMINISTRATOR or its ACTING OR INTERIM TOWN ADMINISTRATOR* shall be the then current Town Administrator of the Town of Maynard.
- *PROFESSIONAL PERSONNEL* shall mean the members of the Union.

ARTICLE 2 - RECOGNITION

2.1 The Town recognizes the Union as the exclusive collective bargaining agent, so certified by the Massachusetts Labor Relations Commission, MCR-03-5067.

2.2 The Town hereby recognizes the Union to be the exclusive representative of those employees of the Town comprising the certified bargaining unit for the purpose of collective bargaining with respect to wages, hours, and conditions of employment.

ARTICLE 3 - MANAGEMENT RIGHTS

Nothing in this Agreement shall be construed in any way to alter, modify, change or limit the authority and jurisdiction of the Board of Selectmen of the Town of Maynard, the Town Administrator or any other person or body exercising lawful authority and jurisdiction under the Constitution or laws of the Commonwealth of Massachusetts, the by-laws of the Town of Maynard.

ARTICLE 4 - AGENCY FEE

All permanent employees who are members of the Union as of July 1st, 2004, and all new permanent employees hired thereafter must contribute, as a condition of employment, an amount equal to an Agency Service Fee to the Union, which shall be commensurate with the cost of collective bargaining and contract administration pursuant to Chapter 150E, Section 12 of the Massachusetts General Laws. No Employee other than permanent full time employees shall be eligible to become a member of the Union.

ARTICLE 5 - PAYROLL DEDUCTION OF UNION DUES

5.1 The Employer agrees to deduct from the wages of each employee who authorizes the Town in writing to do so, such initiation dues and monthly dues as the Union shall designate. Dues are to be taken out weekly. The amount of dues and initiation fee to be deducted shall be the amount identified on the check off authorization. The form to be used shall be subject to the approval of the Town. The form shall clearly designate in writing the procedure by which the employee may withdraw such authorization. _____

ARTICLE 6 - UNION BUSINESS

6.1 Union Steward may consult with the Town Administrator when reasonably convenient to said Town Administrator, on any matters of Union business. The Town Administrator shall arrange for such meeting and be reasonably accessible. _____

ARTICLE 7 - NO DISCRIMINATION

7.1 There shall be no discrimination by the Union or Employer against any employee because of race, creed, color, national origin, age or sex.

7.2 The Employer and the Union affirm their joint opposition to any discriminatory practices in connection with employment, promotion or training, recognizing that the public interest requires the full utilization of employee skill and ability without regard to consideration of race, creed, color, national original, age or sex.

ARTICLE 8 - APPLICABLE LAW AND REGULATIONS

8.1 It is understood that the provisions of the Agreement shall be subordinate to any present or subsequent federal, state, or municipal law, ordinance or published regulation to the extent that any portion hereof is in conflict therewith and nothing herein shall require the Employer to do anything inconsistent with said law, ordinance, or published regulation under which it may, from time to time, operate or exist, nor anything

inconsistent with the orders or published regulation of any competent government authority have jurisdiction to issue same. The administration of all matters covered by this Agreement is governed by the provisions of any existing or future laws, and Agreement shall at all times be applied subject to such laws.

ARTICLE 9 - SEVERABILITY

9.1 If any provision of this Agreement is held invalid, by a Court or administrative agency of competent jurisdiction, the remainder of this Agreement shall remain in force.

ARTICLE 10 - NO STRIKE OR LOCKOUT

10.1 There shall be no strike or lockout during the term of this Agreement. The Union recognizes that it does not have the right to strike against the Town or to assist or participate in any such strike or impose a duty or obligation to conduct assist, or participate in any strike.

10.2 No employee covered by this Agreement shall engage in, induce, or encourage any strike, work stoppage, slowdown, or withholding of service. The Union agrees that neither it nor any of its officers or agents will call, instigate, authorize, participate in, sanction or ratify any such strike, work stoppage, slowdown or withholding or services.

10.3 Should any employee or group of employees covered by this Agreement engage in any strike, work stoppage, slowdown or withholding of services, the Union shall forthwith disavow any such strike, work stoppage, slowdown or withholding of services and shall refuse to recognize any picket line established in connection herewith. Furthermore, at the request of the Town, the Union shall take all reasonable means to induce such employee or group of employees to terminate the strike, work stoppage, slowdown or withholding of services and to return to work forthwith.

ARTICLE 11 - GRIEVANCE AND ARBITRATION PROCEDURES

11.1 Any matter involving the interpretation or application of this contract may be the subject of a grievance. While nothing in this contract shall contravene or discourage an informal attempt to discuss and settle issues between employee and Town Administrator or designee, it is understood that the grievance procedure shall be utilized only after other methods of informal settlement are unsuccessful. The formal grievance steps are as follows:

Step 1: The aggrieved employee shall submit a written grievance to the Town Administrator or designee within thirty (30) calendar days of occurrence. The grievance shall be signed by the aggrieved employee and his Union representative and shall be dated and shall specify the following:

1. All facts which are pertinent.
2. The section of the contract involved.
3. A summary of the cause of the grievance.
4. Date of delivery of grievance to the Town Administrator or designee.
5. Requested remedy or relief.

Within seven (7) calendar days after the filing, the aggrieved employee's immediate Town Administrator or designee shall arrange for a conference with the aggrieved employee and his Union representative, and other person authorized by said Town Administrator or designee, and the grievance shall be discussed. Within ten (10) calendar days after the discussion or discussions have concluded, the Town Administrator or designee shall provide the employee with a written answer.

Step 2: Any grievance which is unresolved on the completion of Step 1, maybe referred within (30) days, to the Board of Selectmen.

Step 3: Any grievance, which is unresolved on the completion of Step 2, may be referred, within thirty (30) days, to the Massachusetts Department of Labor Relations. Costs associated with a mediation process are to be paid 50-50 by the Town of Maynard and the Union.

11.2 Notwithstanding any other provisions of this Agreement to the contrary, issues subject to retirement Board, Civil Service Commission, or other similar subject matters which have rights of appeal, shall not be the subject of arbitration or conciliation.

ARTICLE 12 - STABILITY OF AGREEMENT

12.1 No agreement, understanding, alteration or variation of the terms or provisions of the Agreement herein contained shall bind the parties hereto unless made and executed in writing by the parties hereto.

12.2 The failure of the Employer or the Union to insist, in any one or more incidents, upon performance of any of the terms or conditions of the Agreement shall not be considered as a waiver or relinquishment of the right of the Employer or of the Union

to future performance of any such term or condition and the obligations of the Union and the Employer to such future performance shall continue in full force and effect.

ARTICLE 13 - PERMANENT VACANCIES

13.1 The vacancy shall be filled on the basis of qualifications and ability. Qualifications will be determined by the Town Administrator, the Board of Assessors, the Council on Aging Board of Directors, or the Library Trustees, depending in which department a vacancy is being filled, or their respective designee in accordance with the current Town Charter.

13.2 The Town, the Board of Assessors, the Council on Aging Board of Directors, or the Library Trustees, depending on the department in which the vacancy is being filled shall be the sole judge of qualifications and ability. Any dispute may be subject to the Grievance and Arbitration Procedure set forth in Article 11.

ARTICLE 14 - WAGES

14.1	Year 1: 7/1/16 – 6/30/17:	1.5% increase
	Year 2: 7/1/17 – 6/30/18:	1.75% increase
	Year 3: 7/1/18 – 6/30/19:	2% increase

14.2 Both parties agree that management will be able to meet with each individual member to revise the employee's job description as needed to accurately reflect the responsibilities and duties of the position. Should duties change during the contract term, the employee may petition the Town Administrator for a salary adjustment; the approval of which cannot be grieved individually or collectively. Minimum wages for employees in this bargaining group will be in accordance with the US Department of Labor's rules governing exempt employee status, 80 FR 38515, as amended.

14.3 The Town and Union agree to conduct a salary survey and job classification study to increase salaries, if appropriate, with each contract renewal.

ARTICLE 15 - HOURS OF WORK AND OVERTIME

15.1 In accordance with the US Department of Labor 29 CFR Part 541 ((FLSA)), as amended, and as specifically defined in Section 13(a)(1), employees of this bargaining group are considered salaried, professional employees and are exempt from overtime payments for work in excess of forty (40) hours per week. An exception is made for

employees, who from time to time, cover scheduled shifts within their department but not during their own regularly scheduled shift. Extra compensation is not warranted for employee time in excess of forty (40) hours per week in the execution of the employee's normal responsibilities as a supervisor except as noted in Article 15.2.

15.2 Employees will work forty (40) hours per week with a schedule appropriate to their assigned department (Town Hall, Library, etc.). Employees in this bargaining unit are expected to attend meetings of their respective boards, Town Meeting(s), and occasional other Town meetings related to their departmental responsibilities. These meetings may occur outside the regular work schedule and are considered part of the employee's responsibilities. Employees, with supervisor permission, shall modify their schedules when expected to attend meetings outside the normally scheduled workday. When this cannot be accommodated, approval may be given to earn compensatory time.

15.3 Any employee required to return to work, after having completed their regular shift and before their next regularly scheduled starting time, will be compensated an hour for hour of work credited as compensatory time to be used in accordance with Town time off policies. Employees shall receive a four (4) hour minimum of compensation time for these returns to work.

ARTICLE 16 - HOLIDAYS

16.1 All permanent full-time and permanent part-time shall receive one day at straight time pay for the following legal holidays:

New Year's Day	Columbus Day
Presidents' Day	Veteran's Day
Patriots' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Labor Day	Martin Luther King Day

16.2 These aforesaid holidays shall be guaranteed whether or not they fall on or are observed on a regularly scheduled work day. It will be hereafter understood that days officially substituted or observed by the Commonwealth of Massachusetts in place of actual holidays, such as Washington's Birthday, Memorial Day, Columbus Day, and Veteran's Day, shall be likewise observed by the Town Employees of Maynard.

16.3 Whenever any holiday listed above falls on a Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above fall on a Sunday, the succeeding Monday shall be observed as the holiday.

16.4 Employees will be allowed to leave work at 12 noon. the last workday before Christmas except when Christmas falls on a Monday. Christmas is defined as December 25th. Members of this bargaining unit may take an additional four (4) hours of floating holiday time between the day before Thanksgiving and New Year's Eve. This time does not accrue if not used during that period.

ARTICLE 17 - VACATION LEAVE

17.1 All permanent full-time and permanent part-time employees shall be entitled to vacation benefits that will be awarded on July 1st of each year. Vacation time is awarded in full at the start of the Town's fiscal year for the convenience of scheduling time off. It accrues monthly and employees will receive a pro-rated amount of vacation time upon being hired until the next June 30th. Similarly, when employees terminate employment, for any reason, annual vacation time is pro-rated from the immediate past July 1st to the date of termination. Partial months of hire and termination will be pro-rated weekly with hours rounded to the next highest whole number. Employees who have used more vacation time than accrued before separating from Town employment, for any reason, will have the difference deducted from any final sums owed to the employee at time of termination.

17.2 The Town Administrator has the discretion to award vacation time at hiring based on candidate experience and qualifications as a bargaining tool to attract a candidate. New hires will receive no less than eighty (80) hours of vacation time as their starting rate and all employees shall receive forty (40) additional hours after every five full years of continuous employment up to a maximum of two hundred and forty 240 hours.

17.3 On or before May 31st of each year, employees may request of the Town Administrator, to carry forward to the next fiscal year, up to forty (40) hours of accrued vacation time. The Town Administrator will not unreasonably withhold this permission but the time must be used by the September 30th following the request. If not approved, the Town will pay out the unused time in the last pay period of the fiscal year in which the time is earned.

ARTICLE 18 - SICK LEAVE

Sick leave is a privilege, not a right, and shall be payable only in cases of bona fide illness or non-work connected accident. If the Town suspects sick leave abuse, the Town may send an employee to a Town doctor at the Town's expense. Abuse of sick time will expose the employee to disciplinary sanction including possible termination with cause.

18.1 All permanent full-time and permanent part-time employees shall accumulate sick leave at a rate of ninety-six (96) hours per year (8 hours per month). This accrual rate will be pro-rated for employees working fewer than 40 hours per week. The pro-ration formula is:

Weekly scheduled hours / 40 * 8 (round to nearest half hour) = employee monthly sick hours accrual.

18.2 The Employer may require any employee returning to work after a sick leave to submit to a physical examination or produce a doctor's certificate attesting to the employee's illness, condition and fitness to return to work after three (3) consecutive days of missed work.

18.3 For any employee hired before July 1, 2004, the Town agrees to buy back fifty (50%) percent of the accumulated sick time of an individual who leaves the employment of the Town for any reason other than termination for cause. For the purpose of this provision, sick leave accumulation is limited to 1440 hours and the maximum buy back is 720 hours.

For any employee hired on or after July 1, 2004, the Town agrees to buy back twenty (20%) percent of the accumulated sick time of an individual who leaves the employment of the Town due to retirement or layoff. For the purpose of this provision, sick leave accumulation is limited to 1440 hours and the maximum buyback is 288 hours.

Any employee hired on or after July 1, 2014, is not eligible to receive sick leave buy back upon termination of employment for any reason.

Sick leave buy-back shall be at the rate of pay at time of termination of employment.

18.4 Annual Sick Leave Buyback Incentive

Employees with more than 400 hours of accumulated sick time will be permitted to exchange up to 40 hours of sick time for pay at the then current rate of pay for the

employee. To exercise this option, the employee shall give notice to the Town Administrator by the December 1st prior to the fiscal year in which he/she desires his/her desire to exchange a specified number of accumulated sick time hours in exchange for additional pay.

18.5 Employees electing to join the Town Sick Bank, at their own option, permanently relinquish rights to Article 18.4.

ARTICLE 19- WORKERS COMPENSATION

19.1 An employee who by reason of an industrial accident receives statutory compensation may receive from any unused accrued sick leave the amount necessary to make up the employee's regular week's compensation. This shall be in accordance with MGL Chapter 152, Section 69, as amended.

19.2 An employee, who by reason of an industrial accident is unable to perform his/her duties, will be paid for the first twenty days of said disability, at his/her normal rate of pay. Said payment will not be charged to any sick leave, personal leave, vacation leave or any other accrued leave of the employee. If said employee receives compensation at any time for said days he/she shall reimburse the Town for said payment.

19.3 Upon return to work for at least three consecutive months from an on-duty injury, an employee will then receive credit for sick leave and vacation leave pursuant to then-current policies for the work related absence. In no event will an employee receive credit for more than twelve consecutive months of any work related absence. An employee who is absent because of an on duty injury and returns to work for less than three full months and is then absent again one or more times because of the prior, will not be eligible to accrue sick leave or vacation leave as set forth above for more than a total of twelve months for all such absences.

ARTICLE 20 - BEREAVEMENT LEAVE

Employees shall be paid for regular scheduled time lost due to a death of an employee's father/step-father, mother/step-mother, child/step-child, wife, husband, brother, sister, grandmother, grandfather, father-in-law, mother-in-law, granddaughter, grandson, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece, nephew and spouse's grandparent occurring between the date of death and the date of the funeral or memorial service up to a maximum of five days. For special circumstances

owing to transportation requirements, the department head may extend bereavement time beyond the date of the funeral. Employees can petition the Town Administrator to use bereavement leave for the loss of relations not listed above.

ARTICLE 21 - MILITARY, JURY DUTY AND LEAVE OF ABSENCE

21.1 Military Duty: Time off for military duty will be paid in accordance with M.G.L. Chapter 33, Section 59. Any such military pay will require to be supported by documentation deemed acceptable by the Town. Such documentation, by way of example, and without limitation, may include Military Orders and Military Pay Records.

21.2 Jury Duty: If an employee is called to Jury Duty, he shall be paid compensation in accordance with the M.G.L., Chapter 234, Section 1B, as existing at such time.

21.3 Leave of Absence: Leave of Absence may be granted to any employees by the Town Administrator with the concurrence of the Board of Selectmen. Any employee wishing a leave of absence must notify the Town Administrator in writing twenty-one (21) calendar days prior to the start of requested leave. The Town Administrator shall respond to the employee in writing within seven (7) calendar days of the receipt of the request. It is understood by both parties that emergency conditions may preempt the normal process outlined herein.

21.4 Maternity Leave: In compliance with Massachusetts General Laws, Chapter 149, Section 105D, or up to twelve (12) weeks, whichever is greater.

ARTICLE 22 - PERSONAL LEAVE

22.1 Employees shall receive on July 1st, thirty-two (32) hours of personal time per year, pro-rated for employees with part-time schedules.

22.2 The personal days shall not be divided up into parts of smaller than four (4) hours.

22.3 An employee must be employed three (3) months before earning personal leave.

22.4 Personal days may not be carried over to subsequent years.

ARTICLE 23 - PERSONNEL FILES

23.1 Each employee will have the access to his/her own personnel record in the department files, upon request to the Town Administrator.

ARTICLE 24 - MEDICAL INSURANCE

24.1a The Town shall contract for group health insurance plan for its employees on the same basis as to other Town employees. The Town of Maynard shall pay seventy-five (75) percent of the cost of said plan, and shall deduct twenty-five (25) percent of the cost of said plan from employee's wages.

24.1b Health Insurance Buyout Option Effective July 1, 2014, or upon the signing of this Agreement, whichever comes first, eligibility for the health plan opt-out stipend is available to any employee who has been continuously on the Town's health insurance since July 1, 2012. Employees hired since July 1, 2012 must be on the Town's health insurance for at least twenty-four (24) consecutive months prior to applying for the opt-out provision.

Employees applying for the opt-out provision will receive \$1500.00 per fiscal year if opting out of an individual plan and \$3000.00 per fiscal year if opting out of a family plan. To qualify, an employee must provide proof, annually, that they have insurance coverage from another source. Employee's may re-join the health insurance program during open enrollment or due to a qualifying event (refer to Town insurance provider and IRS regulations regarding what constitutes a qualifying event) but will not be eligible for the stipend if they are carrying the Town's health insurance during any part of a fiscal year.

Family members who are both employees but are otherwise eligible for the opt-out provision may do so at the \$1500.00 per year rate.

Members of this Union already receiving the 'opt-out' benefit may continue on the plan as described above without re-enrolling for the two (2) year period.

24.2 Life Insurance: The amount of life insurance coverage presently offered each employee, for which 50% of the premium cost is borne by the Town and 50% is borne by the employee, shall be increased to a maximum available coverage amount of \$10,000.

24.3 The Town shall establish a Cafeteria Plan of the type authorized by Chapter 697, Section 132 of the Acts of 1987 for the single purpose of enabling employees to pay their share of the premium for their health insurance with pre-tax earnings.

24.4 Eye Glass and Dental Replacement: The Town will pay for the repair of glasses and dental plates when broken on the job.

ARTICLE 25 – EXTREMES OF WEATHER

When heat is excessive and temperature within the building reaches ninety (90) degrees (Fahrenheit) or when there is a failure in the heating system and the temperature within the building is below sixty-four (64) degrees (Fahrenheit), or when there is a snow emergency the Town Administrator or equivalent will make recommendations for personnel to go home or will make other suitable arrangements to remedy the situation. The Town Administrator or equivalent shall determine if external weather conditions necessitate closure of the Town Building and that personnel are relieved of duty at no loss of pay. Should an employee be on a scheduled day off said employee may be reinstated the time off used at the discretion of the Town Administrator or equivalent. Should an employee be deemed essential personnel, said employee shall be credited with compensatory time.

ARTICLE 26 – MAINTENANCE OF PROFESSIONAL CERTIFICATION

26.1 The Employer will reimburse the Employee for Federal and State licensing fees for licenses required for the Employee's job duties.

26.2 The Employer will pay for the Employee's cost of fees, tuition, and materials for training and continuing education classes and seminars required to maintain licensing and certification required for the Employee's job duties. Requests for payment are to be submitted for approval by the Town Administrator at least thirty (30) days prior to the class or seminar.

26.3 Upon approval of the Town Administrator, a stipend of \$750.00 will be paid annually to an employee who maintains a job-related certification. Employees holding certifications *required* for a position will receive an annual stipend of \$1250.00.

In Fiscal Year 2018 each stipend will increase by \$250, to \$1000 and \$1500, respectively.

Stipends will be paid in the first payroll in December upon verification that the certification is current.

ARTICLE 27 – MISCELLANEOUS

27.1 Mileage Reimbursement: Any member of the bargaining unit who is required to use his/her personal automobile on authorized Town business shall be compensated consistent with IRS Guidelines in effect at the time of travel.

27.2 Whenever someone is hired or promoted to a position covered by this unit, there shall commence a three (3) month probationary period, during which time the employee may be terminated without cause or demoted to his/her old position. New or promoted employees subject to this probationary period shall undergo a performance review with their Appointing Authority prior to the end of their three (3) month probationary period. The probationary period can be extended another three (3) months by the Appointing Authority if more time is needed to determine whether the employee is performing satisfactorily.

27.3 Tuition Reimbursement: The Town will provide tuition reimbursement for up to \$1200.00 annually with the following stipulations:

- Written approval of the Town Administrator or Assistant Town Administrator prior to enrolling in the course;
- Provide the Town Administrator or Assistant Town Administrator with the name and location of the educational institution where the course will be taken;
- Demonstrate to the Town Administrator or Assistant Town Administrator the relevance of the course in relation to the Department Head's current job responsibilities or future development needs;
- Attain a grade of C (or it's numeric equivalent) or better; and that the course not be part of a requirement for certification in the Professional Personnel current job title.

27.4 Insurance Advisory: Local 272 will be represented on the Insurance Advisory Committee as long as the Advisory Committee is in existence.**27.5 Federal Family Medical Leave Act:** The Town will include reference to and acknowledgement of the Federal Family Leave Act with specific reference to the Small Necessities Act.

ARTICLE 28 - DURATION OF AGREEMENT

28.1 The provisions of this Agreement will be effective July 1, 2016 and will continue in full force and effect through June 30, 2019, and shall be automatically renewed from year to year thereafter, unless, at least four (4) months prior to the expiration date, either party notifies the other in writing by certified mail, return receipt requested, or its desire to renegotiate the Agreement. An updated and signed Agreement will be made available to the Massachusetts Laborers' District Council no later than thirty (30) days after the execution of a Memorandum of Agreement.

ARTICLE 29 – EXECUTION

IN WITNESS WHEREOF, the parties hereto have executed this Agreement
this

1st day of July 16 2016.

Town of Maynard
by the Board of Selectmen

[Signature]

[Signature]

[Signature]

[Signature]

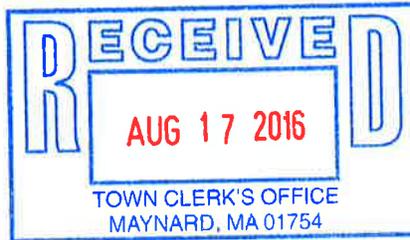
Massachusetts Laborers'
District Council & Local Union 272

[Signature]

[Signature]

[Signature]

[Signature]



Attest: A True Copy

[Signature]
Town Clerk

**Town of Maynard and LIUNA Local 272 Professional Personnel Union
Side Letter regarding the schedule of work of
Richard Asmann, Building Commissioner.**

Mr. Richard Asmann, the Building Commissioner, has been granted permission to complete his assigned 37.5 hour work week, on a four day, Monday – Thursday, schedule. His precise hours of work are arranged as appropriate to his office and with the agreement of his supervisor.

This agreement is between this employee and the Town and not with the position of Building Commissioner. The Town agrees to this schedule modification, for this employee, at this time. Any request to permanently change the schedule on the part of the Town or the employee will be subject to bargaining.

When Mr. Asmann is no longer employed by the Town or is in a position no longer represented by this or subsequent collective bargaining agreements, this side letter will be removed from the agreement.

LIUNA Professional Rate Table

With 1.5% annual COLA 1.015 1.0175 1.02
 FY16 FY17 FY18 FY19

Assessor	\$ 87,622	\$ 88,936	\$ 90,493	\$ 92,303
Building Comm	\$ 65,539	\$ 67,022	\$ 68,695	\$ 70,569
COA Dir	\$ 70,315	\$ 71,869	\$ 73,627	\$ 75,600
Comm Sup	\$ 56,537	\$ 58,635	\$ 60,286	\$ 62,117
Conservation	\$ 58,297	\$ 59,500	\$ 61,041	\$ 62,762
Library Dir	\$ 78,513	\$ 79,941	\$ 81,590	\$ 83,471
Town Clerk	\$ 66,987	\$ 68,292	\$ 69,787	\$ 71,483
Treas/Collect	\$ 79,465	\$ 82,407	\$ 84,724	\$ 87,294
New Base Total	\$ 563,275	\$ 576,602	\$ 590,243	\$ 605,598

Each position is eligible for a professional development stipend of between \$750 - \$2000 depending on the specific requirements of the certification and the year of the contract.

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