

Agreement Between

Abington-Rockland Joint Water Works

And

American-Federation of State County and Municipal

Employee, AFL-CIO, State Council 93

JULY 1, 2020 THROUGH JUNE 30, 2023

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Preamble

Agreement entered into by the Abington/Rockland Joint Water Works hereinafter referred to as the Employer, and Local 1700, 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: Stability of Agreement

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 provision 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.

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this agreement.

Either party, however, may at any time, make demands and propose specific amendments to this agreement and the parties may mutually agree on amendments and proposals and the effective date thereof; but neither party shall be obligated to consider or negotiate such proposed demands or amendments, which shall be signed by representatives of the parties duly authorized by the Employer and Union.

The failure of the Employer or the Union to insist in any one or more incidents, upon performance of any or the terms or conditions of this agreement shall not be considered as a waiver or relinquishment of the rights of the Employer or of (he Union to future performance of any such terms or conditions, and the obligations of the Union or of the Employers to such performance shall continue in full force and effect.

Article II: Recognition

The Employer recognizes the Union as the sole and exclusive bargaining agent for the purposes of establishing salaries, rates of pay, hours and other conditions of employment for all Treatment and Distribution Employees, excluding the Manager and the Administrator and all other employees.

Article III: Management Rights

Except as expressly limited by a specific provision of this Agreement, the Union recognizes and agrees that the Abington/Rockland Joint Water works shall continue to have the exclusive right to take any action it deems appropriate in the management of the water works and the direction of the workforce in accordance with its judgment. All inherent management functions and prerogatives which the Employer has not expressly modified or restricted by a specific provision of this Agreement are retained and vested exclusively in the Abington/Rockland Joint Water Works Commission. The right of the Commission to make reasonable rules and regulations for the orderly and efficient operation of the water works shall not be limited. The Commission shall have full authority to establish or change working hours schedules and the assignment of the work tasks, in accordance with the provisions of Article V of this Agreement.

Article IV: Union and Employment Security

4.1 Union dues shall be deducted under the provisions of M.G.L. Chapter 180, Section 17A, of the General Laws. It is agreed that the Employer or Union will notify all newly hired bargaining unit members that they are represented by the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1700.

Each employee in the bargaining unit who has chosen not to be a member of the Union, may pay to the Union, a voluntary agency fee an amount of money equal to the employee's pro rata share of the collective bargaining contract administration and grievance administration costs borne by the Union, as calculated in accordance with M.G.L. Chapter 150E, Section 12. The Union hereby agrees to indemnify the employer and hold it harmless from any and all claims, liabilities or costs which may arise out of the enforcement of this Article.

4.2 The Employer agrees not to discharge or discriminate in any way against employees covered by this Agreement on account of Union membership or lawful Union activity: The Union agrees not to unlawfully Intimidate or coerce any employee unto membership Inco the Union, nor discriminate in any way against non-union members of the Departments, No employee shall be permanently transferred between departments except for good and sufficient reasons and except as approved by the Employer. The Union shall be notified prior to any permanent transfer.

4.3 The length of service or seniority of employees in the bargaining unit shall be from the date of permanent employment.

4.4 When a position covered by this Agreement becomes vacant, and the Employer desires to fill such vacancy, notice of such vacancy shall be posted in a conspicuous place in the various departments listing the pay, duties, qualifications, area and normal work schedule. This notice of

vacancy will remain posted for a period of seven (7) calendar days. Employees who are interested in filling the position may apply for consideration by written notice to the Department Head within the posted seven (7) calendar days. It is the policy of the Employer to fill positions in the unit by the upgrading or promotion of persons presently employed or persons on layoff status. The first consideration of employees for upgrading or promotion shall be made within the employees' department with second consideration of all employees within the unit. Upgrading and promotions, if made, shall be based upon ability and qualifications. When the ability and qualifications of two or more employees are considered relatively equal, seniority shall prevail. Nothing contained herein shall preclude the Employer from hiring qualified applicants from outside the bargaining unit, when no qualified applicant has applied to fill the position.

4.5 A written list of Union stewards and other representatives shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer of any change. In cases of grievances, the steward of the affected department and one Union designated official shall be granted a reasonable period off without loss of pay during working hours to investigate and settle grievances.

4.6 The Employer shall prepare and maintain a list of employees according to seniority dates. The rights of employees under layoff shall mean a reduction in the number of employees in a job title within the bargaining unit because of a lack of work in said job or where a Town meeting fails to vote to provide the necessary funds to perform the work. The following situations shall not constitute a layoff and accordingly shall not be governed by the layoff provisions of this section; 1) A change in the place of performance of the work, from department or work area to another. 2) A change whereby works performed on a shift is to be performed on a different shift or schedule

4.7 An employee's layoff rights shall be processed by the Employer as follows;

- **Step 1:** The least senior employee in the affected job title may displace a less senior employee in the next lowest job title within his own department in which he has proved satisfactory recorded work experience of ninety (90) work days with the Employer or upon notification of his displacement rights, he may exercise the option to apply for any job title in the same or lower salary grade occupied by a less senior employee in another department provided he has had previous satisfactory qualifying experience of at least ninety (90) working days within the last five (5) continuous years of service.
- **Step 2:** The employee may displace the least senior employee in his own or any other department in the laborer classification. An employee must have the ability and qualifications in accordance with Employer standards to perform the work of the displaced employee and an employee may not displace any employee in a job which he had previously been removed for just cause. Any employee affected by the layoff may elect, at any point in the displacement process, not to displace another employee. In such an event, the employee shall be laid off from active employment with recall rights as provided herein. An employee who elects to displace another is reclassified into a job title with the same or lower maximum pay shall receive his present pay or the nearest lower step in his new wage scale, but in no case more than his current pay or the maximum of the new lower wage scale.

4.8 Recall to fill a position to which the employee on a layoff status has rights, shall be in order of seniority notwithstanding other provisions of this Agreement. However, should an employee elect to exercise his rights to retire, he will be removed from the recall list and be terminated. The employee not actively working for the Employer has twenty-four (24) hours to

accept the recall and seventy-two (72) working hours to report, Failure to accept and return within the specified time shall be considered as voluntary termination of employment. Failure to accept immediate recall assignment when actively working for the Employer removes any recall rights. Salary at time of recall will be adjusted to include all interim negotiated adjustments, but accrual of sick leave eligibility, seniority for step increases or other benefits are suspended while not actively employed. Any deviation from this layoff and recall procedure may be made by mutual written agreement between the Employer, the Union and the affected employee.

4.9 The Employer agrees to permit representatives of the American Federation of State, County and Municipal Employees, AFL-CIO and/or Local 1700 to enter the premises at any time for individual discussions 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.

4.10 All information, such as warnings will be invalid and removed from the employees file if similar violation does not occur within two (2) years from the date of issue.

4.11 An employee newly hired into the bargaining unit after the effective date of this Agreement shall serve a probationary period of ninety (90) calendar days. During the employees' probationary period he may be terminated without benefit or recourse to any provisions of this agreement.

4.12 Inoculations as required by law in order to perform the duties of the job will be provided by the Town Health Department at the employer's expense.

4.13 When the employee is requested by the Department Head and agrees to use his/her personal motor vehicle, the Department will pay a mileage allowance equivalent to the IRS rate per mile.

4.14 The Employer shall meet with the Union to discuss any impending layoffs at least thirty (30) days prior to such a layoff. In the event difficulties arise in the scheduling of such a meeting, notice to the Union with at least three (3) available times that the Employer is able to meet within the thirty-day time frame shall constitute compliance with this section.

4.14 The employer and Union shall jointly prepare job descriptions for each of the positions within the bargaining unit. These descriptions shall be maintained by the Employer, the Department Head and the Union and shall be the only descriptions used to fill vacancies in each classification.

4.15 The employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and the Union. The employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

4.16 Neither the Union nor the Employer are involved with, or contribute to, employee pensions. It is the responsibility of each Employee to understand and comply with the requirements/obligations of the Plymouth County Retirement System ("PCRS"), which is an independent body politic. The Employer agrees to deduct the appropriate pension amount due to PCRS and to pay such funds over to PCRS, but the Employer does so without recourse and without representing that it has calculated or approved such sums as paid.

Article V: Hours of Work

Distribution Employees

5.1 The regular hours of employment as far as reasonably possible shall be consecutive, except for interruptions for meal periods. The work week shall consist of five (5), eight (8) hour days, normally Saturday through Friday, inclusive. The normal workday shall consist of eight (8) consecutive hours (exclusive of meal periods) in the twenty-four (24) hour period. Each employee shall be scheduled to work with a regular starting and quitting time. Changes in present established work schedules shall be arranged upon mutual reasonable agreements between the Department Head and the Union.

Treatment Employees

5.2 The regular hours of employment, as far as reasonably possible, shall be consecutive, except for interruptions for lunch periods. Incidental hours of split assignment necessary to meet the operational requirements of the water works will be a management function.

5.3 The normal workday shall consist of eight (8) hours (exclusive of lunch periods) in the twenty-four (24) hour period. The work week shall consist of five (5), eight (8) hour days or four (4), ten (10) hour days, as scheduled, Saturday through Friday. The Commission will establish weekly and daily schedules of work hours in accordance with the needs of the water works. Whenever possible, two (2) weeks advance notice of changes to work schedules shall be given employee's and shall be posted.

5.4 Employees covered by the terms of this Agreement may be permitted to substitute or exchange time with other employees when assigned and approved by the Superintendent. No overtime pay or payment of any kind shall be paid to any employee for such substitute or exchange time.

5.5 All employees shall be granted an unpaid meal period, the length of which shall be determined by the Department Head, with a minimum of one-half (1/2) hour for each eight (8) hour shift, and a maximum of one (1) hour for each eight (8) hour shift.

5.6 **Treatment & Distribution:** In the event any full time employee reports to his place of work at his regular scheduled time and is sent home for lack of work, he shall be paid for eight (8) hours at the rate to which he would be entitled for his shift.

Article VI: Overtime & On Call Status

6.1 Effective with the execution of this Agreement, overtime pay at the rate of one and one-half (1+1/2) times the employee's regular straight time hourly rate shall be paid for work performed in excess of 40 hours in any work week or beyond eight (8) hours in any one day; to those employees assigned and regularly working a weekly schedule of five (5), eight (8) hour days or beyond ten (10) hours in any one day: to those employees assigned and regularly working a weekly schedule of four (4), ten (10) hour days. There shall be no duplication or pyramiding of overtime payments.

6.2 A shift differential of \$1.00/hr. will be added to the earned pay for the hours worked during the second and third treatment shifts. Shift I - 6:00 a.m. thru 2:00 p.m., Shift II - 2:00 p.m. thru 10.00 p.m., and Shift III - 10:00 p.m. thru 6:00 a.m. the next morning. A differential of \$1.00/hr will be added to the earned pay for any overtime earnings for distribution shifts.

6.3 The Employer will distribute overtime opportunities in an equitable manner consistent with past practices, with the objective of having employees in the department having as small a variation in overtime at the end of the contract term, as is reasonable under all the circumstances. An employee refusing overtime opportunities will be recorded the amount equal to overtime hours worked by his replacements. Employees added to the overtime list after the list has been

established will be credited with the average aggregate number of overtime hours then worked. There shall be no duplication or pyramiding of overtime payments.

6.4 Employees who are called back to perform unscheduled work after having completed his assigned work and left his place of employment shall be paid at the rate of time and one-half (1 1/2) his regular straight time hourly rate for such unscheduled work, but shall receive no less than four (4) hours pay. Employees may choose to be compensated with paid time off within the guidelines set forth under Article IX Section 7.

6.5 There may be occasions when unscheduled or emergency work requires specialized skill or a particular license that the next eligible employee on the overtime list may not possess. In that event, the Employer may exercise its discretion to select the appropriate employee to perform that work. In the event this practice creates an inequitable distribution of overtime, as provided for in Paragraph 6.3, Employer agrees to make an equitable adjustment in non-specialized assignments going forward to ensure that equitable distribution is maintained

6.6 Employees who work on Thanksgiving Day, Christmas Day or Independence Day shall be paid two times their regular rate of pay for hours worked on the holiday. This is in addition to the paid holiday.

6.7 Employer and Union understand and agree that much of the work referenced in Section 6 occurs after hours, and Employer therefore relies on an emergency phone to insure appropriate response times. All employees shall be required, as a condition of their employment, to carry the emergency phone during non-regular hours of work. This obligation shall be distributed within each department on an equal, rotating basis, for a period of one working week at a time, to ensure an equitable burdening regarding this obligation. Compensation for carrying the emergency phone shall be paid in the amount of \$200/wk for FY 21. Effective July 1, 2021

compensation shall be paid in the amount of \$225/wk for FY 22; and effective July 1, 2022 compensation shall be paid in the amount of \$250/wk for FY 23.

Article VII: Licensure & Stipends

7.1 All licenses and required TCH's, for licensed Employees will be paid for by the Employer.

7.2 The Employer agrees to pay full cost of tuition, books, mileage and meals for educational courses taken by the employee at the direct order of the Department Head. Such courses shall be scheduled on off duty hours whenever possible. Time spent in attendance at off duty hours shall not be paid time or shall the time spent be considered as time worked for the purpose of compensation of overtime pay or any other pay benefit under the terms of this Agreement. If the employee is required by the Employer to attend courses during regularly scheduled work hours, the employee shall not suffer any loss of regular wages for such attendance.

7.3 Based on licenses that Employees have as of July 1st of each year they will receive:

- Grade I - \$400/yr
- Grade II - \$500/yr
- Grade III - \$650/yr
- Grade IV - \$800/yr
- College Degree in the Water Industry Field - \$250/yr
- CDL - \$125/yr
- Hoisting License - \$125/yr
- Laboratory Certification - \$125/yr

7.4 A differential of \$1.00/hr. will be added to the earned pay for the hours worked by any Distribution Employee, except for the Foreman and Assistant Foreman that is required to operate the departments backhoe.

7.5 Based on years of continuous service as of December 1st of each year longevity payments shall be paid to employees on or about December 15th as follows:

- 5 to 9 years - \$250/yr
- 10 to 14 years - \$550/yr
- 15 to 19 years - \$850/yr
- 20 to 24 years - \$1200/yr
- 25+ years - \$1500/yr

7.6 Payment under this article shall not be added to base pay for the purpose of computing overtime pay, if any, or any other pay benefit.

Article VIII: Holidays

8.1 Each member of the bargaining unit will be granted the following eleven (11) paid holidays without loss of regular pay, when employed by the Employer on the occurrence of each holiday.

New Year's Day	Patriot's Day	Labor Day	Thanksgiving
Martin Luther King Day	Memorial Day	Columbus Day	Christmas Day
Washington's Birthday	Independence Day	Veteran's Day	

8.2 The working day before Christmas Day shall be granted off if Christmas Day falls on Tuesday, Wednesday, Thursday, or Friday. Any employee scheduled to work this day will still be required to work and shall receive a compensatory day.

Article IX: Vacation, Personal Time & Comp. Time

9.1 All employees who are actively employed shall be allowed vacation without loss of regular weekly rate of pay in accordance with the following schedule:

Continued Service	Vacation Allowed
32 weeks to 4 years	10 working days
5 to 8 years	15 working days
9 to 18 years	20 working days
19 to 25 years	25 working days + 1 day per year for the 21st through 25th year
26+ years	30 working days

9.2 A combination of five total Vacation & Comp. 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.

9.3 Vacation shall be scheduled by the Department Head at such time as will cause the least interference with the performance of the regular work of the Employer. Regarding scheduling vacations, preference will be given employees based on seniority.

9.4 Vacation weeks may be split, but in no event will more than two weeks be allowed for an employee during the vacation period from July 1st through and including Labor Day.

9.5 An employee may be granted three personal days per annum without loss of pay. Such leave shall not carry over or accrue from year to year. The time and date of the leave days shall be at the employee's option, but subject to the needs of the Department Head's approval.

9.6 An employee may be granted one personal day per annum without loss of pay. Such a 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.

9.7 Compensatory Time Policy for Employees are as follows:

- a. Any employee who works overtime may choose the option to be compensated with paid time off instead of money.
- b. Compensatory time shall accrue at the employee's time and one half for all hours worked in excess of forty (40).
- c. Employees may accrue up to 40 hours of compensatory time; and, may carry an accrued amount of compensatory time over to the next fiscal year. As accrued time is used, it may be replaced; but in no event may an employee accrue and/or carry over more than 40 hours.
- d. Authorized compensatory time shall be used only with the prior approval of the appropriate Department Head, like vacation and personal time with 48 hours' notice.

Article X: Sick Leave

10.1 Employees shall be allowed twelve (12) sick leave days a year, accumulated at the rate of one (1) per month. All unused sick leave days may accumulate from year to year unlimited.

10.2 A physician's certificate of illness may be requested by the Department Head for any period illness provided the Department Head has justifiable reasons for such request. In any event, a physician's certificate of illness shall be submitted by the employee to the Department Head after three (3) days absence, unless voided by the Department Head. If the physician's certificate is demanded for an absence of less than three (3) days, the Employer will pay the cost of a physician's certificate.

10.3 Effective for all employees hired prior to July 1, 2011, in the event of the retirement of said employee, accumulated sick leave of up to and including one hundred thirty-five (135) days will be paid to the employee. In the event of the death of said employee, accumulated sick leave up to and including one hundred thirty-five (135) days will be paid to the employee's estate at the rate of pay at the time of death. Employees hired after July 2011 will not be entitled to any sick leave buy back.

10.4 Nothing in this section shall be construed to conflict with the Workmen's Compensation Laws of the Commonwealth of Massachusetts.

Article XI: Misc. Provisions

11.1 Funeral Leave: Employees shall receive leave without loss of pay in the event of death in the employee's 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, stepparent, and stepchild. If an aunt, uncle, daughter-in-law, son-in-law, brother-in-law, or sister-in-law shall die, the employee 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.

11.2 Jury Duty: The Employer agrees to make up the difference in any employee's wages between a regular week's wages and compensation received for jury duty.

11.3 Antidiscrimination: The parties to this Agreement agree that they shall not discriminate against any person because of race, creed, color, sex or age, and that such person shall receive the full protection of the Agreement.

11.4 Uniforms or clothing allowance will be determined by the Department Head within each department on a need basis but should not be any less than items presently supplied in each department.

11.5 A Safety Committee composed of two (2) representatives of the Union and two (2) supervisory personnel shall be appointed. Said Committee shall appoint its own chairman and meet regularly to review safety practices. The Committee shall draw up a safety code. Each employee will be furnished rules of safety agreed to by both parties.

11.6 Announcements shall be posted in a conspicuous place where employees enter or leave the premises. Parties to the 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 Board.

11.7 Except in cases of emergency, when the temperature becomes oppressive, with hot or cold, the continuance of work for the duration of the shift will be at the discretion of the Manager, Should the Manager order the suspension of work for the remainder of the shift, the men relieved will be paid straight time rates to the end of the shift. However, the Manager may reassign the men to areas where the heat or cold is not so oppressive as to warrant consideration of relief from work.

Article XII: Health and Welfare

12.1 Health and insurance benefits will be established in accordance with Chapter 32B of the Statutes of the Commonwealth of Massachusetts.

12.2 It will be the responsibility of the elected employee's Advisory Committee to establish a procedure to provide a reasonable opportunity for all interested employees to meet with it so that the recommendations of the Committee will be a fair representation of all employee's interests.

12.3 The employer agrees to deduct a 21% percent share and pay the remaining 79% percent share of the Health Insurance Premium. The 21% percent deduction will be taken directly from salaries earned.

Article XIII: Grievance and Arbitration

13.1 Any difference as to the interpretation of this Agreement in its application to a particular situation or as to whether it has been observed and performed may be a grievance under this Agreement. Should any employee have a grievance, an earnest effort shall be made to settle such grievance at the earliest possible time by use of the following procedure:

- **Step 1:** The employee with or without the Union steward shall present his grievance to his Department Head within five (5) working days after the occurrence of the situation, condition, or action giving rise to the grievance. The Department Head or Superintendent shall have five (5) working days to answer the grievance.
- **Step 2:** If the employee's grievance is not settled under Step 1, the aggrieved employee may, within two (2) calendar weeks, refer the grievance to the Board of Water Commissioners. Such grievance shall be in writing and give all the pertinent information relative to the grievance and indicate the relief requested. The Board of Water Commissioners shall give a decision in writing within two (2) calendar weeks. Grievances involving disciplinary action shall be processed beginning at the second step.

13.2 The time limits outlined in this grievance procedure may be extended at any time by mutual agreement of the parties.

13.3 Any grievance not settled through the grievance procedure shall be presented to arbitration within thirty (30) calendar days after the final decision of the Board of Water Commissioners has been given to the employee.

13.4 A request for arbitration shall state in reasonable detail the nature of the dispute, the specific provisions of the Agreement alleged to have been violated and the remedy requested. The request shall be sent to the American Arbitration Association or the Labor Relations Connection and a copy shall be furnished to the Employer.

13.5 In the selection of an arbitrator and the conduct of any arbitration the Voluntary Labor Arbitration Rules shall control.

13.6 Each party shall bear the expense of preparing and presenting its own case. The cost of the Arbitrator, meeting place and other incidental expenses, mutually agreed to in advance, shall be shared equally between the two parties.

13.7 Nothing contained herein shall be construed so as to authorize any arbitrator to alter or modify this Agreement any of its provisions or to take any action to prevent the Employer and the Union from settling by mutual agreement, prior to final decision, any grievance submitted to arbitration thereunder.

13.8 The decision of the arbitrator shall be final and binding on the parties unless determined otherwise by a court of competent jurisdiction.

13.9 Upon issuance of discipline, including demotion, suspension, or termination, the Employer will carbon copy written notification sent to the employee and to the Union.

Article XIV: Work Stoppage

14.1 Pursuant to M.C.L., Chapter 150E the Union and the Employee agree not to engage, induce, or encourage any strike, work stoppage, slowdown, or withholding of services by employees, including extra hours normally provided to the Employer.

14.2 Should any of its members engage in any of the prohibited practices set forth above, the Union shall immediately, in writing, order such members to return to work and immediately cease such practices. The Employer shall receive a copy of this written notice.

Article XVI: Classifications & Pay Practices

Classification	July 1, 2020	July 1, 2021	July 1, 2022
Primary Operator	\$42.09	\$42.84	\$43.84
Chief Operator	\$35.59	\$36.34	\$37.34
Operator Grade IV	\$32.52	\$33.27	\$34.27
Operator Grade III	\$30.04	\$30.79	\$31.79
Operator Grade II	\$28.53	\$29.28	\$30.28
Operator Grade I	\$25.56	\$26.31	\$27.31
Water Works Mechanic	\$32.52	\$33.27	\$34.27
Mechanic/Operator Step III	\$30.04	\$30.79	\$31.79
Mechanic/Operator Step II	\$28.53	\$29.28	\$30.28
Mechanic/Operator Step I	\$25.56	\$26.31	\$27.31
Operator w/o lic. Step III	\$24.72	\$25.47	\$26.47
Operator w/o lic. Step II	\$23.50	\$24.25	\$25.25
Operator w/o lic. Step I	\$22.22	\$22.97	\$23.97
Working Foreman	\$35.59	\$36.34	\$37.34
Water Tech. Grade IV	\$32.52	\$33.27	\$34.27
Water Tech. Grade III	\$30.04	\$30.79	\$31.79
Water Tech. Grade II	\$28.53	\$29.28	\$30.28
Water Tech. Grade I	\$25.56	\$26.31	\$27.31
Laborer Step III	\$24.72	\$25.47	\$26.47
Laborer Step II	\$23.50	\$24.25	\$25.25
Laborer Step I	\$22.22	\$22.97	\$23.97

Article XV: Job Descriptions

See attached Job Descriptions which outline the following positions;

1. Primary Operator
2. Chief Operator
3. Operator Grade IV
4. Operator Grades I -III
5. Water Works Mechanic
6. Mechanic/Operator
7. Operator w/o License
8. Working Foreman
9. Water Technician Grade IV
10. Water Technician Grades I - III
11. Laborer

Article XVII: Duration of Agreement

This Agreement shall become effective as of July 1, 2020 and shall continue in full force and effect until June 30, 2023 and shall remain in full force and effect until a new Agreement is executed and implemented. If either party seeks to amend this agreement – either through modification or termination – it must send written notice that includes a full explanation of the desired amendment to the other party prior to January 31st of the contract year in which the amendment is requested. Upon such notice, the parties shall forthwith begin bargaining discussions. If an amendment is agreed upon, then it shall take effect on July 1 of the next contract year.

Abington/Rockland Joint Water Works

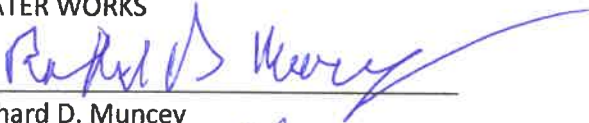
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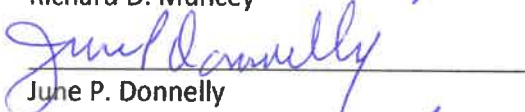
Employee, AFL-CIO, State Council 93

July 1, 2020 Through June 30, 2023

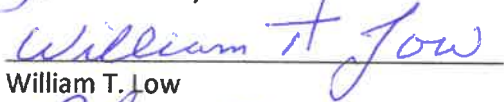
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WATER WORKS



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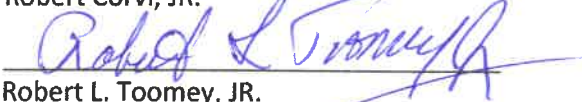
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Robert Corvi, JR.

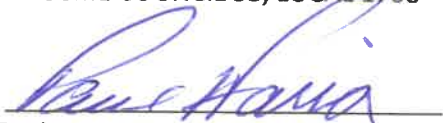


Robert L. Toomey, JR.



Michael Egan

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Business Agent



Steward