

rec 5-16-22
Final Dispatch
MOA

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF HUDSON
AND
AFSCME, AFL-CIO, STATE COUNCIL 93, LOCAL 3625
DISPATCHERS
FY2023-2025**

WHEREAS, the Collective Bargaining Agreement (the "Agreement") between the TOWN OF HUDSON (the "Town") and AFSCME, AFL-CIO, State Council 93, Local 3625 (the "Union"), which includes clerical employees and dispatchers, is scheduled to expire on June 30, 2022; and

WHEREAS, the Town and the Union previously agreed to separate the dispatchers and clerical employees into two bargaining units effective July 1, 2022, and establish a collective bargaining agreement for the dispatchers bargaining unit; and

WHEREAS, the parties have met and completed negotiations for a collective bargaining agreement for the dispatchers bargaining unit.

NOW, THEREFORE, the Town and the Union agree that the Collective Bargaining Agreement for the dispatchers unit shall consist of the July 1, 2019-June 30, 2022 Collective Bargaining Agreement for clerical employees and dispatchers, except as modified below, as follows.

1. **Article 11, Hours of Work.** The parties agree to amend Article 11 by adding a new section, Section 5, to add shift bid language, as follows:

Section 5. Shift Bidding. Dispatchers shall engage in shift bidding, by seniority, once a year. Ties in seniority shall be addressed for shift bidding purposes by a lottery on or before December 1st. The Town will post by December 1st of each year the shifts that will be available for bid. Dispatchers shall have until December 15th to return their bid to the Chief of Police. Shifts bid shall begin January 2nd. Overtime caused by a dispatcher's voluntary change in shifts as a result of this section will not be compensated at time and one-half.

2. **Article 14, Holidays.**

A. The parties agree to amend Section 1 of Article 14 to provide 8 hours of pay for a holiday, whether worked or not.

B. Consistent with the amendment to Section 1, Section 2 will be amended to read as follows:

Section 2. To be eligible to be paid for the holidays listed in Section 1 above, an employee shall have worked on the last day prior to and the next regularly scheduled working day following such holiday, or was on full pay status on such preceding and following days.

C. The parties further agree to amend Section 1 to display the holidays in column format.

D. The Town agrees to add Juneteenth to the list of paid holidays in Section 1 of Article 14.¹

Section 1 of Article 14 will, therefore, read as follows:

Section 1. All regular, full-time Dispatchers shall be paid for the following holidays, whether worked or not:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
President's Day	Columbus Day
Patriot's Day	Veterans Day
Memorial Day	Thanksgiving Day
Juneteenth	Christmas Day

3. Article 17, Sick Leave. The parties agree to add the following new provision to Article 17:

Whenever an employee leaves the shift due to illness before working at least four (4) hours, a full day of sick leave shall be deducted from the employee's sick leave balance. Whenever an employee leaves the shift due to illness after working at least four (4) hours, a half day of sick leave shall be deducted from the employee's sick leave balance.

¹ Subject to mutual agreement on policy language governing requests for and use of time off generally.

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2. Article 14, Holidays.

A. The parties agree to amend Section 1 of Article 14 to provide 8 hours of pay for a holiday, whether worked or not.

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4. **Article 24, Clothing Allowance.** The Town agrees to increase the uniform allowance from \$300 to \$350 on July 1, 2023, and from \$350 to \$400 on July 1, 2024.

5. **Article 27, Emergency Leave – Personal Days.** The parties agree to amend Section 2 to read as follows:

Each full-time permanent employee shall be entitled to two personal days to be taken between January 1 and December 31 of each year for the purpose of transacting personal business which would be impractical to conduct on his/her ordinary days off. Such personal day shall be requested, unless an emergency prevails, in writing to the Police Chief three days in advance. Approval of the Police Chief shall be required, but shall not be unreasonably withheld.

6. **Article 28, Pay Rates and Appendix A.**

A. The Town agrees to provide the following base wage increases:

Effective July 1, 2022	0%
Effective July 1, 2023	1.5%
Effective July 1, 2024	2.0%

B. The Town further agrees to implement a new wage schedule, effective July 1, 2022, eliminating the existing step 1 and providing for a senior step that is 4% higher than the existing senior step, as follows:

7/1/2022:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Senior Step
10A	\$39,811								
10B	\$40,400	\$42,036	\$43,700	\$45,448	\$47,271	\$49,155	\$51,120	\$53,165	\$55,292
10C	\$40,991	\$42,660	\$44,348	\$46,118	\$47,495	\$49,875	\$51,874	\$53,949	\$56,107
10D	\$41,580	\$43,285	\$44,995	\$46,787	\$48,676	\$50,604	\$52,628	\$54,734	\$56,923

C. The Town also agrees to make a one-time payment of \$500 to E. Holman and M. Stacy on July 1, 2022.

7. **Article 36, Duration.** The parties agree to amend Article 36 to provide for a three (3) year agreement for the period of July 1, 2022 to June 30, 2025.

8. **Housekeeping**. The parties agree to cooperate in making the necessary housekeeping language changes to reflect that this Collective Bargaining Agreement applies only to the Dispatchers bargaining unit.

9. **Other**. The Union agrees to cooperate with the Town to work out compensatory time usage guidelines via policy adoption, and the Chief shall prepare a compensatory time policy that includes those guidelines as well as the following agreed upon terms:

- Comp time accrual will be capped at 130 hours per calendar year (meaning employees may use and replenish up to 130 hours of comp time in each calendar year) until June 30, 2025 at 11:59 PM.
- On June 30, 2025 at 11:59 PM, comp time accrual will be capped at 120 hours per calendar year.
- Employees who have accrued more than 120 hours as of July 1, 2022 will have until June 30, 2025 to use those hours; any accrual balance over 120 hours will be lost at that time.
- Once employees elect OT pay or comp time for hours worked beyond their shift, they cannot subsequently convert OT pay to comp time and vice versa.
- Comp time can only be converted to cash upon separation from service.

THIS AGREEMENT shall be subject to ratification by the Union and the Board of Selectmen of the Town of Hudson, and shall be subject to appropriation by Town Meeting.

THIS AGREEMENT has been executed by the duly authorized representatives of the Town of Hudson and AFSCME, AFL-CIO, STATE COUNCIL 93, LOCAL 3625, subject to the conditions herein.

TOWN OF HUDSON

By: Thomas Gregory
Thomas Gregory
Executive Assistant

By: Richard DiPersio
Richard DiPersio
Chief of Police

Date: 4/25/22

AFSCME, AFL-CIO, STATE COUNCIL 93,
LOCAL 3625 (Dispatchers)

By: Tyrone Housey
Tyrone Housey, Staff Representative

By: Jody Blanchard
Jody Blanchard, Union Steward

Date: 5/17/22

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RATIFIED:

**TOWN OF HUDSON
BOARD OF SELECTMEN**



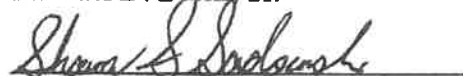
Scott R. Duplisa, Chair



Fred P. Lucy II

James D. Quinn

Michael D. Burks, Sr.



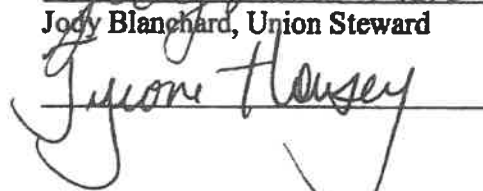
Shawn S. Sadowski

Date: April 25, 2022

**AFSCME, AFL-CIO, STATE COUNCIL 93,
LOCAL 3625 (Dispatchers)**



Jody Blanchard, Union Steward



Guyon Housley

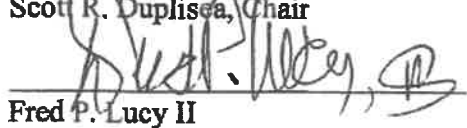
Date: 5/17/22

RATIFIED:

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Scott R. Duplisa, Chair



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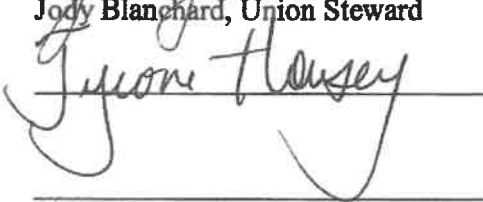
Shawn S. Sadowski

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**AFSCME, AFL-CIO, STATE COUNCIL 93,
LOCAL 3625 (Dispatchers)**



Jody Blanchard, Union Steward



Tyronne Housley

Date: 5/17/22

