

MEMORANDUM OF AGREEMENT

BETWEEN

TOWN OF SEEKONK

AND

SEEKONK FIREFIGHTERS UNION, IAFF, LOCAL 1931

FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

JULY 10, 2013 – JUNE 30, 2016

PTW (2)
The Town of Seekonk and Seekonk Firefighters Union, IAFF, Local 1931 hereby agree to a new two (2) year collective bargaining agreement which shall carry forward the terms of the parties' collective bargaining agreement that expired June 30, 2013, except as modified by the following:

AGREEMENT BETWEEN TOWN OF SEEKONK AND SEEKONK FIRE UNION

Presented by Town of Seekonk

July 10, 2013

1. Three year contract. July 10, 2013 – June 30, 2016
2. Wages: 2% 2% 2%
3. Article 8; section 3: \$1.00 an hour increase for mentor training new, probationary firefighter
4. Article 9, section 3: Add "or text call activation"
5. Article 10, section 1: vacation. Remove 6 month vacation. Add one tour for a total of five tours for Firefighters who have achieved twenty (20) years as a Firefighter employee
6. Article 14, section 2: Reduce 25% pay for accrued sick leave to 20% and raise amount to be paid to 100 shifts
7. Article 14, section 4: delete clause in entirety, substitute: "Town will comply with the Family and Medical Leave Act" NOTE: This clause of the contract, Article 14, Section 4 will be deliberated by the Town and the Fire union from July 1, 2013 to June 30, 2014. The contract

will be opened on or before June 30, 2014 only to consider Article 14, Section 4 and a new Sick Bank clause.

8. Article 14, section 5: Any member of the bargaining unit who works six (6) months without utilizing sick leave time will be credited with one (1) incentive day (12 hours). Use of such incentive time shall be administered in the same manner as Compensatory Time covered in Article 9, section 6". Two sick incentive days may be earned in one year. One sick incentive day may be earned July 1 to December 31, and one sick incentive day may be earned January 1 to June 30.

10. Article 16, section 1: Dress Uniform – change "Reefer Coat" to "Overcoat." The overcoat will be purchased on a schedule of ten (10) coats annually for current members. New firefighters will obtain the dress uniform after completion of the academy. Remove \$500.00

12. Article 27, section 2: Any unit member who does not receive Health Insurance from the Town of Seekonk shall be compensated a net amount of \$2,500.00 per year. The amount will be paid in one lump sum, June 30, annually

13. Article 31, section 1A: Remove proper names of Concentra and Lifespan. Substitute "Accredited Occupational Health Facility."

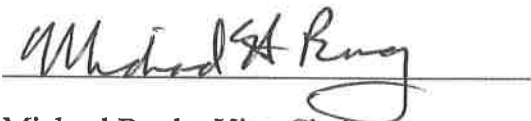
July 10, 2013

For the Town of Seekonk,

By its Board of Selectmen,

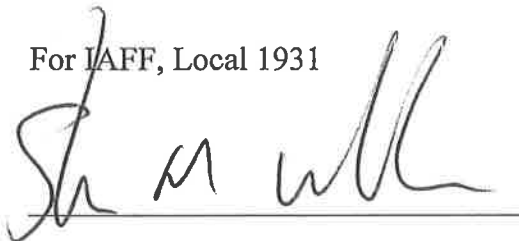


Nelson Almeida, Chairperson

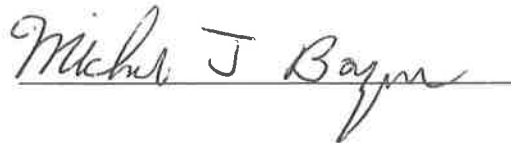


Michael Brady, Vice-Chairperson

For IAFF, Local 1931



Shaun Whalen, President IAFF Local



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|---------------------|--|----------------------------------|----------------------|-------------------------|------------------------|
| As of July 10, 2013 | | (2% INCREASE @ 42 HRS) - 7/10/13 | | | |
| <u>RANK</u> | | <u>HOURLY</u> | <u>WEEKLY</u> | <u>BI-WEEKLY</u> | <u>ANNUALLY</u> |
| Third Class | | 18.71 | 785.82 | 1,571.64 | 41,019.80 |
| Second Class | | 20.77 | 872.34 | 1,744.68 | 45,536.15 |
| First Class | | 24.81 | 1,042.02 | 2,084.04 | 54,393.44 |
| Lieutenant* | | 27.73 | 1,164.66 | 2,329.32 | 60,795.25 |
| Captain | | 34.14 | 1,433.88 | 2,867.76 | 74,848.54 |
| As of July 1, 2014 | | (2% INCREASE @ 42 HRS) - 7/1/14 | | | |
| <u>RANK</u> | | <u>HOURLY</u> | <u>WEEKLY</u> | <u>BI-WEEKLY</u> | <u>ANNUALLY</u> |
| Third Class | | 19.08 | 801.36 | 1,602.72 | 41,830.99 |
| Second Class | | 21.19 | 889.98 | 1,779.96 | 46,456.96 |
| First Class | | 25.31 | 1,063.02 | 2,126.04 | 55,489.64 |
| Lieutenant* | | 28.28 | 1,187.76 | 2,375.52 | 62,001.07 |
| Captain | | 34.82 | 1,462.44 | 2,924.88 | 76,339.37 |
| As of July 1, 2015 | | (2% INCREASE @ 42 HRS) - 7/1/15 | | | |
| <u>RANK</u> | | <u>HOURLY</u> | <u>WEEKLY</u> | <u>BI-WEEKLY</u> | <u>ANNUALLY</u> |
| Third Class | | 19.46 | 817.32 | 1,634.64 | 42,664.10 |
| Second Class | | 21.61 | 907.62 | 1,815.24 | 47,377.76 |
| First Class | | 25.82 | 1,084.44 | 2,168.88 | 56,607.77 |
| Lieutenant* | | 28.85 | 1,211.70 | 2,423.40 | 63,250.74 |
| Captain | | 35.52 | 1,491.84 | 2,983.68 | 77,874.05 |