

AGREEMENT

Between

NORTH RAYNHAM WATER DISTRICT

And the

MASSACHUSETTS LABORERS' DISTRICT COUNCIL

Of the

**LABORERS, INTERNATIONAL UNION OF NORTH
AMERICA AFL-CIO**

On behalf of

PUBLIC EMPLOYEE LOCAL 1144



July 1, 2022 to June 30, 2025

TABLE OF CONTENTS

	<u>PAGE</u>
AGREEMENT.....	3
RECOGNITION	3
UNION SECURITY	3
PAYROLL DEDUCTIONS.....	3
DISCRIMINATION	2
NON-HARASSMENT	2
APPLICABLE LAW AND REGULATIONS.....	2
MANAGEMENT RIGHTS	3
NO STRIKE OR LOCKOUT	3
GRIEVANCE AND ARBITRATION PROCEDURES.....	3
STABILITY OF AGREEMENT.....	4
EMPLOYEE DEFINITION.....	4
SENIORITY AND PROMOTIONS.....	5
WAGES	6
HOURS OF WORK.....	6
HOLIDAYS.....	7
LEAVE OF ABSENCE	8
JURY DUTY	10
PERSONAL DAYS.....	10
INSURANCE.....	11
MISCELLANEOUS	11
DRUG TESTING.....	12
DURATION.....	12
EFFECT OF AGREEMENT	12
DRUG-FREE WORKPLACE POLICY	13
APPENDIX A.....	13

wd
BB
RF
PA
JA
DS
TM

AGREEMENT

This Agreement is made and entered into by and between the North Raynham Water District, hereafter referred to as the "District" and the Massachusetts Laborer's District Council of the Laborer's International Union of North America, AFL-CIO, in behalf of Public Employee Local Union 1144, Taunton, hereafter referred to as "Union", on behalf of the Personnel of the North Raynham Water District.

ARTICLE I RECOGNITION

The District recognizes the Union as the exclusive representative for the purposes of collective bargaining relative to wages, hours, and other conditions of employment not covered by statute of all persons employed by the North Raynham Water District.

ARTICLE II UNION SECURITY

A permanent employee of this bargaining unit who is not a member of the Union or who withdraws his or her membership from the Union during the period of this collective bargaining agreement shall, as a condition of employment, be required to pay the Union an agency service fee. All new employees in positions covered by this collective bargaining agreement shall be required to join the Union or commence paying an Agency Service Fee six (6) months following date of employment. The agency service fee shall be commensurate with the cost of bargaining and contract District during the term of this agreement as provided in Massachusetts General Laws Chapter 150E, Section 12. The parties agree that such amounts shall be equivalent to ninety percent (90%) of the Union dues.

The Union agrees to indemnify the District for damages or other financial loss which the District may be required to pay or suffer by an arbitrator, administrative agency, or court of competent jurisdiction, as a result of the District's compliance with regard to the above.

ARTICLE III PAYROLL DEDUCTIONS

At the election of an employee, union dues, and initiation fee may be deducted from the employee's wages upon presentation to the District of a signed authorization. Such an authorization may be cancelled by sixty (60) days written notice from the employee to the District. The employee who does not authorize the District to make weekly payroll deductions as provided here for Union dues, initiation fees or the agency service fee, shall make such payments directly to the Secretary-Treasurer of Local 1144.

The District agrees that such deduction as it is authorized by the employees shall be made in the same weekly pay period each month and shall be remitted monthly to the

W.M.
W.E.
P.S. P.J.A.
P.A.
F.

Secretary-Treasurer of Local Union 1144, provided he shall provide evidence to the Districts Comptroller of a bond as is required by the provisions of Chapter 180A of the General Laws.

The Union agrees to indemnify the District for damages or other financial loss which the District may be required to pay or suffer because of a decision by an arbitrator, administrative agency, or court of competent jurisdiction, as a result of the District's compliance with regards to the above.

ARTICLE IV DISCRIMINATION

There shall be no discrimination by the Union or the District against any employee because of race, creed, color, national origin, age or sex. The District 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 the employee's skill and ability without regard to consideration of race, creed, color, national origin, age, orientation or sex. The North Raynham Water District and its employees shall not discriminate against the people whom they serve.

ARTICLE V NON-HARASSMENT

Any employee who feels that he/she is a victim of harassment including derogatory slurs, comments, threats, unwelcome jokes, teasing, sexual advances, request for sexual favors or other similar verbal abuse or physical contact should immediately report such behavior to his/her immediate supervisor and the Commissioners. The District will investigate all such reports which may result in disciplinary action, up to and including discharge.

ARTICLE VI APPLICABLE LAW AND REGULATIONS

It is understood that the provisions of this Agreement shall be subordinate to any present or subsequent federal, state or municipal law, ordinance, published regulation and the rules and regulations, including the Personnel Policies of the NRWD. In the event to the extent that any portion hereof is in conflict therewith and nothing herein shall require the District 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 regulations of any competent governmental authority having 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 the agreement shall at all times be applied subject to such laws. 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.

WS
W
RK
JA

ARTICLE VII MANAGEMENT RIGHTS

Except as otherwise expressly and specifically provided in this Agreement, the Union recognizes and agrees that the supervision management and control of the District's business, methods, operations, working force and plant are exclusively vested in the management of the district. The Union recognizes and agrees that the right to plan, direct and control the District business, methods, operations and working force: to hire, promote, transfer and lay off employees and, lawfully and for just and proper cause, to demote, discipline, suspend or discharge employees; and the right to determine the hours and schedules of work, work tasks and standards of performance for employees remains with the District and Board of District Commissioners. The foregoing shall not be taken, however, as limitation upon the rights of the Union to represent the employees covered hereby in the procedures provided in this Agreement.

The union recognizes the inherent right of the District to maintain or improve efficiency and the right to assign work. The District agrees that it will not make such assignments in such a manner as to violate the terms and conditions of the Agreement.

ARTICLE VIII NO STRIKE OR LOCKOUT

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

ARTICLE IX GRIEVANCE AND ARBITRATION PROCEDURES.

In the event that a grievance or dispute as to the interpretation or application of the terms of this Agreement should arise, then said dispute or grievance shall be processed in the following manner:

Step 1. By informal discussion between the aggrieved employee (with or without Union representative) and his supervisor within ten (10) working days after the reason for the grievance has occurred or when the aggrieved employee knew or should have known of the alleged violation of the Agreement.

Step 2. If the grievance is not resolved within ten (10) working days of the submission of Step 1, the grievance may be submitted to the Commissioners by the employee or the Union by written notice. The hearing will be at the next regularly scheduled meeting of the Commissioners.

Step 3. If the grievance is not resolved within fifteen (15) working days of receipt of Step 2 the response of the Commission, the Union may submit the grievance to arbitration.

W/L
JU
PA
T-
JL
W/RK

Submission to arbitration must be made within thirty (30) days after the expiration of the last grievance procedure period. The Arbitrator shall be selected through the Massachusetts Board of Conciliation and Arbitration, in which case the rules of procedure of said Board shall govern. Expenses for the arbitrator's services shall be shared equally by the parties.

The decision of the Arbitrator shall be binding, subject to review in accordance with the procedure established under the provision of General Laws, Chapter 150C.

The arbitrator shall have no power to alter, amend, add to, or detract from the language of this Agreement.

The parties are agreed that no restrictions are intended on the rights and powers of the District except those specifically and directly set forth in express language in specific provisions of this Agreement.

ARTICLE X STABILITY OF AGREEMENT

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

The failure of the District or the Union to insist, in any one or more incidents, upon performance of any of the terms or conditions of this Agreement shall not be considered as a waiver or relinquishment of the right of the District or the Union to future performance of any such term or condition, and the obligations of the Union and the District to such future performance shall continue in full force and effect.

ARTICLE XI EMPLOYEE DEFINITION

Full time Office personnel are scheduled to work twenty-five (25) hours per week, and full time Labor personnel are scheduled to work forty (40) hours per week.

Should a part-time position become a full-time position, and no full-time employees apply for the new full-time position, the permanent part-time employee filling that position will be duly considered to the new full-time position before a new hire or other permanent part-time employee is engaged to fill the job. Any employee working twenty (20) hours or more a week shall receive full health insurance benefits. The benefits in this Agreement (sick leave, bereavement, holidays, and vacation) will be pro-rated for part time employees.

Every employee, whose services are engaged by the North Raynham Water District, whether on a full or part-time basis, will be considered a probationary employee for the first six (6) months of employment. During this period the Water District will evaluate the employee and his ability to perform the requirements of the job as envisioned when

BS JH JV RK
PA JA
T

the employee was hired. The NRWD may dismiss an employee without cause during the probationary period.

The normal work week of the North Raynham Water District is either twenty-five (25) or forty (40) hours. The hours for field operations will be established by the Superintendent with the approval of the Commission to meet the needs of station operation and other duties. Fifteen (15) days notice will be given to any employee whose weekly work hours are permanently changed, except in emergencies.

ARTICLE XII SENIORITY AND PROMOTIONS

Seniority shall be defined as length of service with the District. Seniority shall be acquired by a full-time employee after completion of his/her six (6) month probationary period, at which time seniority shall be retroactive to the first day of employment.

Seniority will not be broken for illness, vacation or authorized leave with approval of the Commissioners, up to 12 months. The Commissioner's decision is not grievable. Seniority shall be broken when an employee: (a) terminates voluntarily; (b) is discharged for just cause; (c) exceeds an authorized leave of absence; (d) or is laid off for over twelve (12) months.

A seniority list of all employees covered by this Agreement, showing name, position, date of appointment to job classification covered by this Agreement, and date of entering service will be posted promptly on appropriate bulletin boards, accessible to all employees affected. The roster will be revised and posted in January of each year and will be open to protest and correction for a period of thirty (30) days and upon proof of error presented by an employee or his representative, such error will be corrected.

The Commission shall determine when a vacancy exists. If a vacancy is to be filled by an internal applicant, he/she will be notified within thirty (30) days of the decision.

Any employee of the District, who is interested in filling the vacancy, may apply in writing to the Commission within seven (7) working days thereafter. The vacancy shall be filled on the basis of qualification. Where qualification is equal, seniority shall be the determining factor. The District shall be the sole judge of qualification and ability provided that such judgment shall not be exercised arbitrarily, capriciously, or unreasonably. The District will make every effort to fill vacancies from within.

Wal
AS
JW
RK
JA
PA
T-

ARTICLE XIII WAGES

See Appendix A

- The wages for the Superintendent, Assistant Superintendent and Office Manager shall be increases as follows:

July 1, 2022 – 5% increase
July 1, 2023 – 2.5% increase
July 1, 2024 – 2.5% increase

- The wages for all other positions in the bargaining unit shall be increased as follows:

July 1, 2022 – 3% increase
July 1, 2023 – 2.5% increase
July 1, 2024 – 2.5% increase

Employees shall be paid weekly.

Longevity: Employees will receive the following longevity payments on the employee's anniversary date according to the following schedule:

After five (5) consecutive years	\$150
After ten (10) consecutive years	\$200
After fifteen (15) consecutive years	\$250
After twenty (20) consecutive years	\$350
After twenty-five (25) consecutive years	\$1,000

ARTICLE XIV HOURS OF WORK

The regular hours of work each day shall be consecutive, except for interruptions for lunch periods.

The workweek shall consist of five (5) consecutive eight (8) hour days, Monday through Friday, inclusive. Hours are 7:00 a.m. to 3:30 p.m. with one-half (1/2) hour lunch period. In the event that the District or the Union want to return to the hours of 7:30 a.m. to 4:00 p.m., written notice will be given to the other party and the change will be implemented no less than two (2) weeks later. Hours for the office administrator are 8:30 a.m. to 2:30 p.m. with one fifteen (15) minute break.

An employee called back to work after completion of a regular day's work shall be paid a minimum of four (4) hours at a time and one-half (1 1/2) rate.

DS JU PA
RL JA
T

An employee who is required to work in an emergency in excess of sixteen (16) hours shall be allowed eight (8) hours off for a rest period. If any of the above eight (8) hours of rest period falls within an employee's regular work day, he/she shall be paid for all hours in which it occurs.

Overtime: Over-time work shall be equally distributed among qualified employees on the basis of seniority in job classifications covered by this Agreement. A list of eligible employees shall be posted and maintained in current status. For the purpose of regular rotation of overtime work but for such purpose only, overtime work refused shall be considered as overtime worked.. The Union representative shall have access to pertinent records to distribution of overtime and holiday work. Overtime records shall be available for review every thirty (30) days.

The qualified field workers shall rotate the weekend coverage required by the DEP.

Employees shall receive a 10% shift differential for any work shift other than the Monday – Friday 7:30 am to 4:00 pm and the regularly scheduled weekend shift

Overtime will be paid at the rate of one and one-half (1 1/2) times the employee's regular hourly wage for approved hours. Overtime hours will be computed only on those hours worked in excess of a forty- (40) hours actually worked in a workweek.

All regularly scheduled overtime must be approved in advance by the Board of Water Commissioners.

Compensatory Time: Superintendent to receive compensatory time at straight time for attendance at in-District meetings outside of normal business hours. Compensatory time must be taken within forty-five (45) calendar days of being earned.

Full time employees are entitled to one (1) fifteen (15) minute paid break each morning and one (1) fifteen (15) minute break each afternoon. These breaks should be scheduled with the supervisor and will begin when work ends and end when work begins again. Full time employees will also be entitled to a thirty (30) minute unpaid lunch.

ARTICLE XV HOLIDAYS

Recognized Holidays

Regular full-time employees and part-time employees on a pro-rated basis are eligible for holiday pay.

The following holidays are recognized by NRWD as paid holidays:

NEW YEARS DAY
MARTIN LUTHER KING

VETERANS' DAY
COLUMBUS DAY

W/L
J
PA
JA
F

PRESIDENT'S DAY
PATRIOTS DAY
MEMORIAL DAY
JUNETEENTH
FOURTH OF JULY
LABOR DAY

THANKSGIVING DAY
THANKSGIVING DAY AFTER
CHRISTMAS EVE (1/2 day)
CHRISTMAS DAY

Employees may take time off to observe religious holidays. If available, a full day of unused leave may be used for this purpose, otherwise the employee will not be paid for this time off. Please schedule the time off in advance with the Board of Water Commissioners.

All national holidays are scheduled on the day designated by common business practice.

In order to qualify for holiday pay, an employee must work the complete shift of the scheduled workday immediately before and after the holiday. Only excused absences will be considered exceptions to this policy. If a holiday occurs during an employee's scheduled vacation, he/she is eligible for the holiday pay. An employee is not eligible to receive holiday pay when he/she is on an unpaid leave of absence.

Employees will receive double time for working during the regular 8 hour shift on Thanksgiving Day & Christmas Day. (Double time for the on-call operator's 8 hour shift. Any call backs for other employees during that 8 hour shift will be paid at Double Time. All employees will receive time and a half for all call backs after the on-call operators 8 hour shift ends.)

ARTICLE XVI LEAVE OF ABSENCE

Maternity Leave: Maternity/Parental Leave: In accordance with Massachusetts General laws Chapter 149, Section 105D, employees are eligible for at least eight weeks unpaid of parental leave for the purpose of giving birth or for the placement of a child under the age of 18, or under the age of 23 if the child is mentally or physically disabled, for adoption with the employee who is adopting or intending to adopt the child. The employee shall give at least 2 weeks' notice to the employer of the anticipated date of departure and the employee's intention to return, or provide notice as soon as practicable if the delay is for reasons beyond the individual's control. The employee shall be restored to the employee's previous, or a similar, position with the same status, pay, length of service credit and seniority, wherever applicable, as of the date of the leave. An employee on parental leave for the adoption of a child shall be entitled to the same benefits offered by the employer to an employee on parental leave for the birth of a child.

Military Leave: Employees who are required to serve in any branch of the Armed Forces of the United States will be given the necessary time off. Full-time employees will be paid the difference between their normal rate of pay and their military pay for a duration of sixteen (16) days.

WKL
JW PA
RK SA
F-

Bereavement Leave: Up to five (5) working days of leave with pay (not charged to other leave time) may be taken by regular employees upon request to make arrangements for and attend funeral services of the employee's spouse, child, brother, sister or stepchildren or parent.

Up to three (3) days of leave with pay may be taken for a parent-in- law, grandparent, grandparent-in-law, granddaughter, grandson, daughter-in-law, son-in-law, step-parent, domestic partner, aunt, uncle, brother-in-law, sister-in- law, daughter or son of the employee's spouse and any relative living in the household of the employee.

With the approval of the Board of Water Commissioners, employees may take up to one full day without pay to attend funerals of other relatives.

Funeral leave pay will only be made to employees for actual time spent away from work for the funeral or its arrangements. For example, if the death occurs at a time when work is not scheduled, payment will not be made. If a holiday or part of a vacation occurs on any of the days of absence, the employee may not receive holiday or vacation pay in addition to paid funeral leave.

Vacations: Vacation time off with pay is available to eligible employees to provide opportunities for rest, relaxation, and personal pursuits. Employees in the following employment classifications are eligible to earn and use vacation time as described in this policy:

Regular full-time employee's Regular part-time employees: The amount of paid vacation time employees receive each year increases with the length of their employment as shown in the following schedule.

VACATION EARNING SCHEDULE

Years of eligible service	Vacation days each year
After first six months of employment	5 days
After 1 year	10 days
After 5 years	15 days
After 10 Years	20 days
After 16 years	21 days
After 17 years	22 days
After 18 years	23 days
After 19 years	24 days
After 20 Years	25 days

Employees who have earned more than ten (10) days of vacation may take no more than ten (10) of those days between May 15 and September 15 without prior approval from the Commissioners.

BS
for
PA

BR
JK
JA
F

Employees may carry over up to five (5) days of their unused vacation forward one (1) vacation year only, provided they give the Commissioners written notification by January 1st of their intent to carry over vacation days. The employee may use those five (5) days at anytime during that carry over year.

All vacations must have the prior approval of the Board of Commissioners and must be requested at least fourteen (14) days prior to the start of the vacation.

Sick Leave: Employees will earn fifteen (15) sick days per year. If an employee is absent because of an illness for five (5) or more successive days, he/she will be required to submit a written documentation from his/her doctor stating that the employee is able to resume normal work duties before being allowed to return to work.

A consistent pattern of questionable absences can be considered excessive, and may be cause for concern. In addition, excessive lateness or leaving early without letting the Board of Water Commissioners know will be considered a "lateness pattern" and may carry the same weight as an absence. Other factors, like the degree and reason for the lateness, will be taken into consideration.

Sick days may be accumulated to a maximum of one hundred five (105) days.

The Board of Water Commissioners will make a note of any absence or lateness, and their reasons, in an employee's personnel file. Be aware that excessive absences, lateness or leaving early will lead to disciplinary action, including possible dismissal.

Upon retirement, the District will buy back 25% of an employee's unused sick time with a maximum payment of \$3,000.00.

ARTICLE XVII JURY DUTY

Employees who are summoned for jury duty and are regularly employed will receive their regular wages for the first three (3) days. Thereafter, full-time employees who are summoned for jury duty will be paid the difference between their normal rate of pay and monies received by the court for said duty. An employee must provide the District with a copy of the payment records from the court in order to be compensated. The employee should make arrangements with his/her supervisor as soon as the summons is received. In fairness to the District, the employee is expected to return to work if excused from jury duty during regular working hours.

ARTICLE XVIII PERSONAL DAYS

Employee is entitled to three (3) days personal leave. Add that these days only for business which cannot be conducted during regular business hours; written request seventy-two (72) hours in advance (except in cases of emergency); and personal days are not to be used to extend a holiday period

WIL
PA
JA
T

ARTICLE XIX INSURANCE

Employer contribution of current health care plan to continue for the life of the Agreement at the contribution rate of 75% paid by the District and 25% paid by the employee.

- 1) Health insurance for retired employees and their spouses. Health Insurance for retirees and their surviving spouse: 15 years of service and age 62. Employees and their surviving spouse will switch over to a supplemental plan when the employee or surviving spouse reaches the age of 65, with both plans having a 50/50 cost sharing.

The Administration will contact any committees addressing the group insurance plans and request that a member of this bargaining unit be invited to attend.

Bristol County Retirement System: The parties agree that the Board of Commissioners is to adopt Massachusetts General Laws Chapter 32 so as to have the employees of the North Raynham Water District become members of the Bristol County Retirement System effective July 1, 2019. In the event that approval of this change is denied, the parties agree to reconvene to negotiate the terms of this Agreement.

All other insurance provided by the District shall remain unchanged during the term of this Agreement.

ARTICLE XX MISCELLANEOUS

Licenses: The District shall pay for any job required licenses renewals, with the exception of a driver's license. The District shall pay for all necessary Tuition and/or Books to maintain required licenses.

If the District grants prior approval of a course, the District shall reimburse the employee for said course upon evidence of the successful completion of the course; that is, a passing grade. The employee must submit documentation of his/her payment.

Employees will be allowed to take a day with pay to take exams which have the prior approval of the Board of Water Commissioners; this will not apply if the employee is retaking an exam that he/she failed the first time.

The District will continue to pay for current employees to maintain the licenses they hold as of the effective date of this the first agreement and new employees will need to have approval of Commissioners for licenses not required for the job

The District shall provide a clothing allowance for all field employees of \$750.00 yearly after initial setup by the District and will begin in year two of the contract. The office manager will receive a \$200.00 yearly allowance beginning in year one of the contract.

W/1
JL
RK
JA
PA
T

ARTICLE XXI DRUG TESTING

Any employee who tests positive for alcohol (concentration of .08) or for any illegal drug will be subject to disciplinary action.

It is the policy of the District that the public has the absolute right to expect that persons employed by the District will be free from the effects of drugs and alcohol. The District, as the Employer, has the right to expect its employees to report for work fit and able for duty.

Prohibitions: Employees shall be prohibited from:

- Consuming alcohol at any time during or just prior to the beginning of their work shift, or within any District buildings, or on any District properties and/or District vehicles while engaging in District business.
- Possessing, using, selling, purchasing or delivering any illegal drugs at any time and at any place.

Drug and Alcohol Testing:

Where the District has reasonable suspicion to believe that (A) an employee is being affected by the use of alcohol; or (B) has abused prescribed drugs; or (C) has used illegal drugs, the District shall have the right to require the employee to submit to alcohol or drug testing as set forth in this Agreement. The foregoing shall not limit the right of the District to conduct any testing it may deem appropriate for persons seeking employment prior to their date of hire.

ARTICLE XXII DURATION

This Agreement shall be in effect from July 1, 2022 to June 30, 2025. This Agreement may be extended or modified by written notice and mutual consent of both parties giving one hundred eighty (180) days notice prior to the expiration date of this Agreement.

ARTICLE XXIII EFFECT OF AGREEMENT

The District has bargained collectively with the Union and set forth the agreements reached in this Agreement with respect to wages, hours and all other conditions of employment for all of the employees in the bargaining unit set forth herein. Prior to the execution of this Agreement, each of the parties made proposals or had the opportunity to make proposals concerning every subject which is legally the subject of collective bargaining. The discussions which ensued resulted in certain agreements, all of which are incorporated in writing in their entirety in this Agreement. There are no other agreements between the parties, verbal or written, express or implied.

It is further agreed that this Agreement may not and shall not be added to, subtracted from, altered, amended or modified in any respect except by a document in writing signed on behalf of the parties hereto by their duly authorized officers and representatives

WIL
AK
JA
PA
JW

No provisions of this Agreement shall be retroactive prior to the effective date unless otherwise specifically stated herein.

Where this Agreement require the appropriation of funds on the part of the Employer to effect carrying out of any provision hereof, this Agreement is subject to such action as may be taken at the District meeting pertaining to the required appropriation or appropriations.

ARTICLE XXIV DRUG-FREE WORKPLACE POLICY

NRWD is a community in which responsibilities and freedoms are governed by policies and codes of behavior, including penalties for violations of these standards as stated in the Employee Manual. NRWD has a standard of conduct which prohibits the unlawful possession, use, or distribution of illicit drugs and alcohol by employees on NRWD's site and/or client sites or as a part of NRWD's activities. NRWD will impose disciplinary sanctions on employees ranging from educational and rehabilitation efforts up to and including expulsion or termination of employment and referral for prosecution for violations of the standards of conduct. Each situation will be looked at on a case-by-case basis.

APPENDIX A SALARIES

Effective July 1, 2022:

	Step 1	Step 2	Step 3	Step 4	Step 5
Superintendent	37.63	41.83			
Asst Superintendent	31.90	35.46			
Water System Tech.	28.23	31.39			
Office Manager	22.09	24.55	25.93	27.40	28.78
Laborer	19.97	21.38			

On-call pay: \$125.00 per week. On-call pay shall cover the first three (3) calls each week which are handled remotely, after the fourth call, the employee will be paid at the overtime rate for a minimum of one (1) hour.

Employees will receive a stipend of \$300 per required licenses as approved by the Board of Water Commissioners to be paid yearly. (Drinking Water licenses are Exempt).

The District shall reimburse employees fifty dollars (\$50.00) per month for the use of their personal cell phones while on duty.

WHL
PA
JA
Tun
NJC

Effective July 1, 2023:

	Step 1	Step 2	Step 3	Step 4	Step 5
Superintendent	38.57	42.88			
Asst. Superintendent	32.70	36.35			
Water System Tech.	28.94	32.17			
Office Manager	22.64	25.16	26.58	28.09	29.50
Laborer	20.47	21.91			

On-call pay: \$125.00 per week. On-call pay shall cover the first three (3) calls each week which are handled remotely, after the fourth call, the employee will be paid at the overtime rate for a minimum of one (1) hour.

Employees will receive a stipend of \$300 per required licenses as approved by the Board of Water Commissioners to be paid yearly. (Drinking Water licenses are Exempt)

The District shall reimburse employees fifty dollars (\$50.00) per month for the use of their personal cell phones while on duty.

Effective July 1, 2024:

	Step 1	Step 2	Step 3	Step 4	Step 5
Superintendent	39.53	43.95			
Asst. Superintendent	33.52	37.26			
Water System Tech.	29.66	32.97			
Office Manager	23.21	25.79	27.24	28.79	30.24
Laborer	20.98	22.46			

On-call pay: \$125.00 per week. On-call pay shall cover the first three (3) calls each week which are handled remotely, after the fourth call, the employee will be paid at the overtime rate for a minimum of one (1) hour.

Employees will receive a stipend of \$300 per required licenses as approved by the Board of Water Commissioners to be paid yearly. (Drinking Water licenses are Exempt)

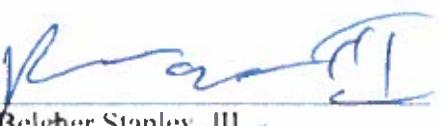
The District shall reimburse employees fifty dollars (\$50.00) per month for the use of their personal cell phones while on duty.

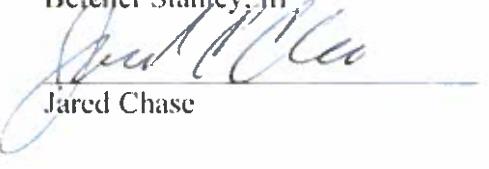
MM
AK
JA
PA
F

IN WITNESS WHEREOF, the parties to this Agreement have caused it to be executed in duplicate in their names on the date set forth below.

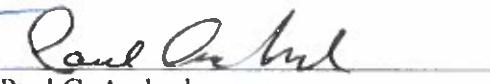
North Raynham Water District

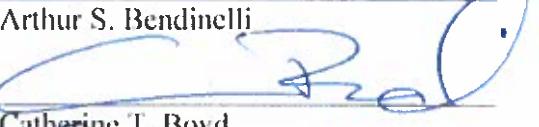

William D. Lewis, Chairman

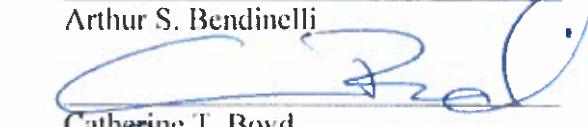

Belcher Stanley, III

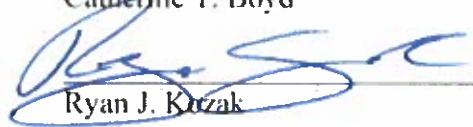

Jared Chase

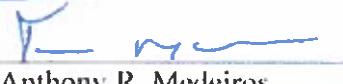
Massachusetts Laborer's District Council of
the Laborer's International Union of North
America, AFL-CIO, in behalf of Public
Employee Local Union 1144

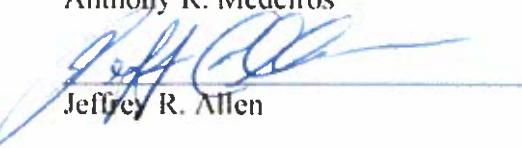

Paul C. Andrade


Arthur S. Bendinelli


Catherine T. Boyd


Ryan J. Kuzak


Anthony R. Medeiros


Jeffrey R. Allen

Date: 2/14/2022