

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF CANTON
AND
THE ADMINISTRATIVE EMPLOYEES ASSOCIATION

June 26, 2018

Whereas, the agreement between the Town of Canton (the Town) and the Administrative Employees Association (the Association) expires June 30, 2018; and,

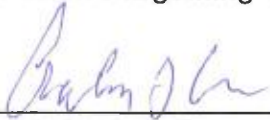
Whereas, the Town bargaining team and the Association bargaining team have held negotiation sessions and have reached a tentative agreement;

Now Therefore, the parties agree to make the following changes to the agreement:

1. Term – July 1, 2018 to June 30, 2021
2. Wages 7/1/18 2% increase
 7/1/19 2.5% increase
 7/1/20 2.5% increase
3. Annual Stipend of \$160.00 in lieu of IRS travel rule, applies to the Building Commissioner position only and to no other positions now or in the future. Stipend to be paid annually on or by August 31st of each contract year.
4. Article VIII Vacation Leave: Add the following language:
“5.a.) While recruiting candidates for covered positions the Town Administrator shall have the authority to offer more than two weeks’ vacation to start but no more than three weeks. Vacation shall accrue on a monthly basis.
5. Retirement Incentive: Add the following provision to the contract:
“Employees who are eligible to retire under G.L. c. 32, upon retirement, shall receive a severance payment of \$5000 if they have given the Town at least four months’ notice of their retirement date. In the event that the Commonwealth of Massachusetts offers an early retirement incentive, employees who retire with at least four months’ notice shall receive a severance payment of \$1000.”
6. Article XXV – Grievance procedure: Delete the existing Grievance procedure and institute the following Grievance steps:
Step 1 of the Grievance Procedure shall be before the Town Administrator
Step 2 of the Grievance Procedure shall be before the Board of Selectmen.
Step 3 of the Grievance procedure shall be before the American Arbitration Association.

7. Delete existing Article XXX, and insert in place thereof, the following Physical fitness reimbursement language:
"Effective July 1, 2018 Employees will be reimbursed for 50% of their membership fee at an approved health club up to a maximum of \$350.00 per employee, such reimbursement to be approved in advance by the Employer or its designee(s). In lieu of payment for a health club membership, employees may apply \$350 toward:
1. The purchase of eyeglasses that are not already paid for under Article IX, section 1 e). ; or,
 2. For one time during a five year period the reimbursement for a price of durable exercise equipment such as an exercise bicycle, stair stepper, elliptical machine, rowing machine, etc.; not to include clothing, sneakers, or regular bicycles."
8. The Director of Assessing shall be added to the list of covered positions effective 7/1/18.
9. Payday shall change to Friday as implemented by the Finance Director.

For the Town Bargaining Team,

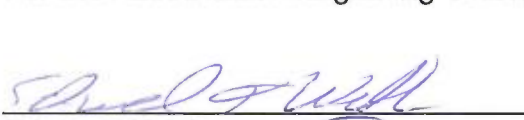


Charles J. Aspinwall

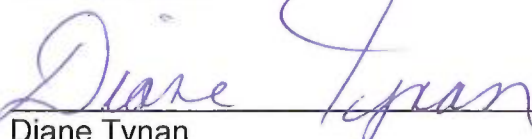


Jody Middleton

For the Association Bargaining Team,



Edward Walsh



Diane Tynan

June 26, 2018