

Article 1
Special Town Meeting
ITWA Collective Bargaining Agreement

		Amount	Percent
Fiscal Year 2015	Base Wage Increase July 1, 2014	\$0	0.00%
	Wage Table Restructuring July 1, 2014	\$47,785	1.97%
	New Top Step	\$40,451	1.67%
	Step & Other Increases	<u>\$18,137</u>	<u>0.75%</u>
	Net Total	\$106,373	4.39%

		Amount	Percent
Fiscal Year 2016	Base Wage Increase July 1, 2015	\$63,182	2.50%
	New Top Step	\$44,285	1.75%
	Step & Other Increases	<u>\$25,245</u>	<u>1.00%</u>
	Net Total	\$132,712	5.25%
Fiscal Year 2017	Base Wage Increase July 1, 2016	\$66,500	2.50%
	Step & Other Increases	<u>\$26,936</u>	<u>1.01%</u>
	Total	\$93,436	3.51%
Fiscal Year 2018	Base Wage Increase July 1, 2017	\$68,836	2.50%
	Steps & Other Increases	<u>\$26,046</u>	<u>0.95%</u>
	Total	\$94,882	3.45%

Other Provisions

- Require direct deposit.
- Clarify procedures for inclement weather and emergencies.
- Clarify procedures for educational reimbursement.
- Establish a labor/management committee.
- Clarify payment for professional licensure.
- Clarify longevity benefits.
- Implement housekeeping & language items.