

## **Article 4, 5 and 6: Collective Bargaining Agreements**

**6/7/2020**

**Why are the collective bargaining agreements applicable to FY2020 rather than FY2021?**

The Town and the three unions have been in negotiations for the past year. Some discussion items will require additional time, so the parties agreed to a one year contract extension for the current fiscal year (FY2020). The parties will continue to negotiate for a successor agreement for FY2021 and beyond.

**The proponent's presentation says they would continue into July (2020, i.e., FY2021) but the supporting documentation does not specifically state that the agreement would remain in place through FY2021.**

The agreement is for FY2020. The negotiated wage and language items will continue to apply in FY2021.

**Is there an agreement in place to maintain these levels through all of FY2021?**

The negotiated wage and language items will continue to apply in FY2021. Any agreement for additional changes for FY2021 and beyond will be presented to a future Town Meeting.

**Does the retroactive pay raise manifest as a one-time bonus to officers?**

The retroactive pay will be paid as a lump sum at the end of June, 2020.

**6/4/20:**

**What is the current private detail rate and what are the minimum hours that comprise a "detail"? What duties are expected of an officer on a private detail, e.g. directing traffic for the convenience of the public or of the entity paying for the detail?**

The base detail rate is currently \$48.

The proposed detail rate is \$51.50.

The minimum detail is 4 hours.

The role of an officer on a private detail is first to ensure site safety.

Appropriate safety measures at the site, such as signs, cones and directional assistance where needed, provide safe traffic and pedestrian patterns.

The officer is responsible to direct vehicle and pedestrian traffic safety around the work zone. The officer is also there to assist the work crew with stopping or holding traffic so the work crew can complete work as needed.