

**FINAL MEMORANDUM OF AGREEMENT BETWEEN
THE TOWN OF SHERBORN AND THE SHERBORN COMMUNITY &
MAINTENANCE AND DEVELOPMENT UNION/AFSCME, COUNCIL 93, LOCAL 335
5/6/15 (REVISED)**

- 3 Year Agreement

Yr. 1	FY15	7/1/14	1.0%	and	1/1/15	1.0%
Yr. 2	FY16	7/1/15	1.5%			
Yr. 3	FY17	7/1/16	2.0%			

- Article IX. Hours of Work and Overtime.

Replace the language in the existing section (h): "An employee who is asked to remain on the job after 3:30 PM. will be paid time and a half for actual time worked for the first sixty (60) minutes; and will be guaranteed a minimum of four (4) hours at time and a half if held longer to complete assignments. Section (g) applies to compensation rates when applicable."

Add a new section "(i) For safety reasons, a two (2) employee response will be called for an event requiring the use of a chainsaw and woodchipper, and for a snow and ice emergency."

Add a new section "(j.) In the event an employee is 'called back', the employee will be paid for the actual drive time up to sixty (60) minutes."

- Article XXII-A. Longevity Pay.

Add a new line in the table,

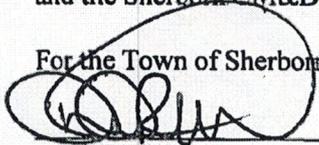
"After forty (40) complete years \$2,500*

*Available only if the employee has provided a full three (3) year written notice of retirement, and reaches the end of forty (40) continuous years of service at some point during the three (3) year notice period."

Board of Selectmen Tentative Approval of MOA: 3/12/15

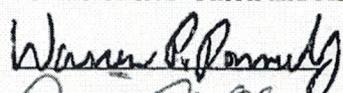
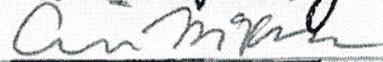
Signed and tentatively agreed to, subject to final contract ratification by the Board of Selectmen and the Sherborn CM&D Union.

For the Town of Sherborn:



David R. Williams,
Town Administrator
5/6/15

For the CM&D Union and AFSCME:

 5/12/15
 5/13/15