

ARTICLE 49 COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union;
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Police Patrol Officers' Association (formerly Arlington Patrolmen's Association);
- F. Arlington Ranking Police Officers' Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the sum of \$389,052 is hereby appropriated, to be set aside for funding future collective bargaining agreements, said sum shall not be expended without a future vote of Town Meeting, that \$82,000 be transferred from the existing salary reserve account to the Fire Department FY22 Budget, that \$89,958 be transferred from the existing salary reserve to the following FY22 departmental budgets for FY22 pay for the AFSCME contract:

| Department | Total |
|------------------------|----------|
| Comptroller | \$1,711 |
| Assessors | \$2,596 |
| Treasurer/Collector | \$6,470 |
| Postage | \$498 |
| Information Technology | \$938 |
| Town Clerk | \$1,143 |
| Registrars | \$790 |
| Planning | \$795 |
| Parking | \$1,086 |
| Inspections | \$790 |
| DPW Natural resources | \$13,373 |
| DPW Engineering | \$2,101 |
| DPW Administration | \$1,497 |
| DPW Highway | \$17,625 |
| DPW Motor Equipment | \$4,633 |
| Repair | |
| Facilities | \$3,417 |
| DPW Cemetery | \$2,448 |
| Health | \$2,797 |
| Council on Aging | \$790 |
| Library | \$8,605 |
| Water/Sewer | \$12,506 |
| AYCC | \$983 |
| Rink | \$1,182 |
| Recreation | \$1,184 |
| Total | \$89,958 |

that the FY23 Fire Department budget be increased by \$524,817, that the FY23 Library budget be increased by \$27,793 and that the following other FY23 department or fund budgets be increased by \$133,569 as indicated in this table:

| Department | FY23 Δ |
|-------------------------------|------------------|
| Select Board | \$5,860 |
| Town Manager | \$13,108 |
| Comptroller | \$2,795 |
| Treasurer/Collector | \$2,547 |
| Legal | \$9,236 |
| Human Resources | \$6,498 |
| Information Technology | \$9,102 |
| Town Clerk | \$1,980 |
| Planning | \$10,372 |
| Zoning Board of Appeals | \$1,068 |
| Inspections | \$2,902 |
| DPW Natural resources | \$1,515 |
| DPW Engineering | \$2,344 |
| DPW Administration | \$8,553 |
| Facilities | \$1,380 |
| Health | \$12,763 |
| Diversity, Equity & Inclusion | \$3,745 |
| Council on Aging | \$5,842 |
| Library | \$6,694 |
| AYCC | \$17,534 |
| COA Transportation | \$1,860 |
| Rink | \$516 |
| Recreation | \$5,355 |
| Total | \$133,569 |

and that the following other FY23 department or fund budgets be increased by \$248,341 as indicated in this table for settlement of the AFSCME contract:

| Department | FY23 Δ |
|------------------------|------------------|
| Comptroller | \$5,736 |
| Assessors | \$6,371 |
| Treasurer/Collector | \$19,105 |
| Postage | \$2,162 |
| Information Technology | \$2,663 |
| Town Clerk | \$3,983 |
| Registrars | \$3,415 |
| Planning | \$2,394 |
| Parking | \$0 |
| Inspections | \$3,415 |
| DPW Natural resources | \$39,773 |
| DPW Engineering | \$5,938 |
| DPW Administration | \$4,269 |
| DPW Highway | \$54,135 |
| DPW Motor Equipment | \$17,465 |
| Repair | |
| Facilities | \$11,295 |
| DPW Cemetery | \$9,465 |
| Health | \$7,159 |
| Council on Aging | \$2,315 |
| Library | \$35,187 |
| AYCC | \$2,891 |
| Rink | \$4,291 |
| Recreation | \$4,914 |
| Total | \$248,341 |

AND FURTHER VOTED That the Town hereby ratifies the following financial items in the collective bargaining agreements and memoranda of agreement with the following enumerated collective bargaining units and hereby approves the following financial items relating to:

A. International Association of Firefighters, AFL-CIO, Local 1297:

1. A one and a half percent (1.5%) wage increase effective July 1, 2021,
2. A two percent (2%) wage increase effective July 1, 2022,
3. A two percent (2%) wage increase effective July 1, 2023,
4. An increase of the EMT stipend to five percent (5%) effective July 1, 2022,
5. An increase of the EMT stipend to five and a half percent (5.5%) effective July 1 2023,
6. Adjustments to the step calculations,
7. Recognition of Juneteenth as a holiday with the option for payment or compensation time, effective July 1, 2022.

B. Robbins Professional Library Association:

1. A half percent (0.5%) wage increase effective July 1, 2022,
2. A half percent (0.5%) wage increase effective July 1, 2023,
3. Creation of new steps,
4. An increase in Longevity payments of seven hundred dollars (\$700) per step effective July 1, 2022.
5. Changes in the work schedule.

C. American Federal, State, County and Municipal Employees, Council 93, Local 680

1. A one and a half percent (1.5%) wage increase effective July 1, 2021,
2. A two percent (2%) wage increase effective July 1, 2022,
3. A two percent (2%) wage increase effective July 1, 2023,
4. A market adjustment of 25¢ per hour or \$455 per year, effective July 1, 2022
5. A market adjustment of 30¢ per hour or \$546 per year, effective July 1, 2023
6. Adjustments to the step system for a new ten year step effective July 1, 2022
7. Recognition of Juneteenth as a paid holiday when falling on a weekday, and
8. Other provisions related to snow and ice pay, GSP systems in Town vehicles, and other items.

C. Non-union, Management, and Elected:

1. A two percent (2%) wage increase effective July 1, 2022.

COMMENT: Negotiations are still in process with several Town unions.