

COLLECTIVE BARGAINING
AGREEMENT

between the

TOWN OF WELLESLEY
MUNICIPAL LIGHT PLANT

and

LOCAL 335

MUNICIPAL LIGHT PLANT UNIT

AMERICAN FEDERATION OF STATE, COUNTY,
AND MUNICIPAL EMPLOYEES' COUNCIL 93

July 1, 2023 – June 30, 2026

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AGREEMENT entered into the 1st day of July, 2023 between the TOWN OF WELLESLEY MUNICIPAL LIGHT PLANT in the County of Norfolk and Commonwealth of Massachusetts, hereinafter referred to as the "EMPLOYER," and the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, STATE COUNCIL NO. 93, LOCAL 335, hereinafter referred to collectively as the "UNION."

ARTICLE 1 Definitions

Where the words are used in the Agreement, "EMPLOYER" means the Wellesley Municipal Light Plant ("WMLP") in the County of Norfolk and Commonwealth of Massachusetts, and no other location; "UNION" means American Federation of State, County and Municipal Employees, affiliated with American Federation of Labor and Congress of Industrial Organizations and its appropriate affiliate Local 335 to aid in the carrying out of the duties and responsibilities set forth in this Agreement. "Management Responsibility" means the retention by the EMPLOYER of its right to conduct the business of the WMLP including, but not limited to, the right to determine the methods and means by which its operations are to be carried on, to direct the working force, and to conduct its operations in a safe and efficient manner subject only to the express limitations set forth in this Agreement. "Employees" as used in this Agreement shall mean the employees of the WMLP of said Town of Wellesley except such employees as are excluded from membership in a unit appropriate for purposes of Collective Bargaining as set forth in the Certification issued by the State Labor Relation Commission in Case No. MCR 48 of said Commission. "Union Representatives" as used in this Agreement shall mean the Union Designee. Wherever the singular is used in this Agreement it is intended to include the plural.

ARTICLE 2 Recognition

(a) The EMPLOYER recognizes the UNION as the exclusive representative of those employees of the EMPLOYER covered by this Agreement in the WMLP in Job Groups and Classifications as set forth in Appendix B, attached hereto and a part hereof, or in such job classifications appropriate to the Bargaining Unit as have been established in said Department since the date of this issuance of said Certification, or may be established during the term of the Agreement. Excluded from such Bargaining Unit are the following positions in the WMLP: elected and appointed officials, executive officers, Superintendents, Assistant Superintendents, Executive Secretary, Line Supervisor, General Foreman, Secretaries, Clerks,, Line Foremen whose duties include attending to the safety of individuals and property on the premises of said WMLP.

(b) Supervisors excluded from membership in said Bargaining Unit shall not, except in emergencies, perform work that employees subject to this Agreement are required to perform; such supervisors will continue to perform work incidental to their job requirements such as, but not limited to, the instruction of employees and work of an experimental nature. However, it is not intended to change established customs and practices in the cases of supervisors who have ordinarily performed work in addition to such incidental work.

(c) The EMPLOYER or UNION will not discriminate against any employee or applicant for employment by reason of his/her membership or non-membership in the UNION or by reason of any

UNION activity or absence thereof on his/her part not in contravention of any provision of this AGREEMENT, or because of race, creed, sex, age, physical or mental incapacities or national origin.

(d) Matters appropriate for consultation and negotiation between parties hereto are practices, procedures and implementation of policies relating to working conditions which are in the authority of the EMPLOYER and subject to negotiation under the General Laws of the Commonwealth of Massachusetts, Chapter 150E and Chapter 164. In the event of a conflict between Chapter 164 and Chapter 150E, Chapter 164 shall take precedent.

ARTICLE 3 Membership in the Union

(a) Neither the EMPLOYER nor its representative or agents shall interfere with, restrain or coerce employees in the exercise of the right of self-organization, to form, join or assist any employee organization to bargain collectively through representatives of their own choosing on questions of wages, hours and other conditions of employment and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

(b) The UNION shall be responsible for representing the interests of all employees without discrimination and without regard to employee organization membership.

ARTICLE 4 Dues Collection

(a) Subject to applicable law as set forth in Chapter 180, Section 17A of the General Laws of the Commonwealth of Massachusetts, the EMPLOYER shall deduct from earned wages periodic UNION membership dues required as a condition of acquiring or retaining membership in the UNION of those employees who individually authorize such deduction in writing on the form attached hereto, made a part hereof and marked "Appendix A." The EMPLOYER will remit all sums deducted under such check off authorization to the Treasurer of the Local UNION together with a list of the employees from who in such dues have been deducted. Such remittance shall be made by the tenth day of the succeeding month.

(b) The UNION shall indemnify and save the EMPLOYER harmless against any claim, demand, suit or other form of liability that may arise out of or by reason of action taken by the EMPLOYER for the purpose of complying with this ARTICLE, or in reliance on any assignment furnished to the EMPLOYER.

ARTICLE 5 Precedence of Laws and Regulations

The accomplishment of the purposes of the existence of the WMLP is paramount in the interests of the parties hereto as well as in the public interest. In the administration of all matters covered by this Agreement, officials and employees are governed by the provisions of any existing or future laws and regulations including Mass. General Laws Ch. 164,. This Agreement shall at all times be applied in accordance with and subject to such laws. Should any provision of this Agreement be deemed to be in conflict with any such laws, it may become the subject matter of discussion by the

parties hereto for the purpose of attempting to negotiate a substitute provision in compliance with the requirements of such law.

ARTICLE 6 Management Responsibility

The listing of the following specific rights of management in this ARTICLE is not intended to be nor shall be considered restrictive of or as a waiver of any of the rights of the EMPLOYER not listed herein. Such inherent management responsibilities are not subject to arbitration and shall remain exclusively with the EMPLOYER except as they may be shared with the UNION by specific provisions of this Agreement.

(a) Among such management responsibilities vested exclusively in the EMPLOYER are the following: the right to hire, promote, transfer, assign and retain employees in positions with the WMLP and to suspend, demote, discharge or take other disciplinary action against employees for just cause, to relieve employees from duty because of lack of work or other legitimate reasons, to determine the method, means and personnel by which such operations are to be conducted and to take whatever action may be necessary to carry out the work of the WMLP in situations of emergency.

(b) The EMPLOYER shall have the freedom of action to discharge its responsibility for the successful operation of the WMLP, including the scheduling of operations, the methods and materials used in carrying out the functions of the WMLP and the extent to which its own or other facilities and/or personnel shall be used.

ARTICLE 7 Employee Responsibility

(a) The EMPLOYER and the UNION shall not discriminate against employees in the exercise of their right, freely and without fear of penalty and reprisal, to form, join, and assist any employee organization or to refrain from any such activity in accordance with the Public Employee Collective Bargaining Law of the Commonwealth of Massachusetts. Except as expressly provided herein, the freedom of such employees to assist the UNION shall be recognized as extending to participation in the management of labor organization and acting for it in the capacity of an organization representative.

ARTICLE 8 Union Responsibility

(a) The UNION shall have the right and obligation to represent the employees, members of the WMLP; to present its views to the EMPLOYER on matters of concern either orally or in writing; to consult and be consulted with respect to the formulation, development and implementation of matters and practices which are within the discretion of the EMPLOYER except as limited by ARTICLE 5 of this Agreement, and to engage in collective negotiations with the EMPLOYER with the object of reaching an Agreement applicable to the employees of such Department.

(b) The UNION shall be given the opportunity to be represented at discussions between the EMPLOYER and the employees concerning grievances subject to ARTICLE 24 of this Agreement, or

other matters affecting general working conditions of the employees in the appropriate unit.

(c) The UNION acting as a sole and exclusive representative of the employees, members of such appropriate Bargaining Unit, shall be entitled to act for and negotiate Collective Bargaining Agreements covering all employees in such unit, and shall be responsible for representing the interest of all such employees without discrimination and without regard to UNION membership.

(d) Representatives of the UNION shall be permitted to enter the premises of the WMLP at reasonable hours, when necessary to investigate existing grievances, after obtaining approval of the Director or his designated representative; such approval shall not be withheld unreasonably. The UNION agrees that care will be exercised by such representatives that they do not interfere with the performance of duties assigned to the employees.

(e) The UNION shall provide a written list of the Union Stewards and other representatives to the EMPLOYER immediately after their designation and the UNION shall notify the EMPLOYER, of any change in any such list during the term hereof. There shall be a maximum of one (1) Union Steward for the Bargaining Unit, and (1) Alternate Steward who shall serve in the absence of the Steward. There shall be no requirement on the part of the EMPLOYER to recognize any such Steward until such time as the official list has been delivered to the EMPLOYER.

ARTICLE 9 Hours of Work and Overtime

(a) This section defines the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week. The regularly scheduled workweek shall consist of five (5) consecutive eight (8) hour days, Monday through Friday. The workday will begin at 7:00 AM and end at 3:00 PM and will include a twenty (20) minute paid lunch break on the job site. The payroll week shall consist of any seven (7) consecutive days used by the EMPLOYER for payroll purposes. The workday is the twenty-four (24) hour period beginning with the employees' scheduled daily starting time.

(b) The EMPLOYER retains the right throughout the term of this Agreement to schedule hours of employment in accordance with the work requirements of the WMLP. Pursuant thereto, the EMPLOYER may establish irregular work schedules.

Should a change be contemplated with respect to any scheduled hours of employment during the term of this Agreement, other than one to meet normal operating requirements, the EMPLOYER shall give the UNION thirty (30) days' advance notice of the effective date of such change. During such thirty (30) day period the UNION, on behalf of the employees involved, shall have the right to discuss such proposed change in schedules with the EMPLOYER at a time and place mutually convenient to the parties. If it is the contention of the UNION that the EMPLOYER in the exercise of its right to schedule hours of employment in the WMLP has acted in an arbitrary or capricious manner, such claim shall be subject to the grievance procedure set forth in ARTICLE 24 of this Collective Bargaining Agreement.

(c) Wherever the word "overtime" is used in this Agreement it shall mean time during which an employee shall have been required to work in excess of eight (8) hours in the twenty-four

(24) hour period commencing at the start of the employee's regular shift or in excess of forty (40) hours in any work week, whichever is greater but without duplication. For the purposes of computing "overtime" pay, all paid absences shall be counted as "time worked."

(d) It is recognized that the assignment of overtime work is the function of the EMPLOYER in keeping with its responsibility for meeting its obligations to the citizens of the community. Subject to the requirements of the WMLP for overtime work, overtime will be assigned to qualified, dependable employees in accordance with their skills and familiarity with the work as determined by the EMPLOYER. Overtime assignments in cases of emergency shall be mandatory; the circumstances constituting an emergency shall be determined by the Supervisory and/or management personnel of the WMLP. Overtime assignments in non-emergency situations shall be as follows: employees may be required to perform a reasonable amount of such overtime; what is reasonable shall be determined by the Director of the WMLP.

(e) To the extent practicable, overtime work may be distributed on an equitable basis among qualified employees who ordinarily perform such related work in the normal course of their work week. The time which an employee has been excused from overtime work shall be considered in determining whether, as to him or her, there has been an equitable division of overtime. The EMPLOYER shall keep records of overtime worked. Such records shall be made available to the UNION for examination during regular working hours. When in the case of extreme emergency it is necessary to bring in personnel from other than the area which normally perform such related work, the personnel from other areas shall be released from their duty first when the work load lessens.

(f) Employees assigned to a regularly scheduled second or third shift shall be paid a premium of forty cents (\$.40) per hour for work on such shifts. Such employees working beyond the regularly scheduled hours of such shifts shall have the night shift premium included in the computation of such daily overtime as may be due him or her for the work performed.

(g) The work schedule shall provide for a 15 minute rest period during each one-half work period; prior to the end of the work shift, employees shall be granted ten (10) minutes personal clean-up time.

(h) Employees required to work more than ten (10) consecutive time hours, including the normal mid-shift meal paid working lunch period; who are required to work on authorized overtime more than an additional five (5) hours beyond such ten (10) hour period; and employees who are required to work five (5) consecutive hours at times other than their regularly assigned shift hours; shall be allowed a paid meal period of thirty (30) minutes. The time of such paid meal period shall be determined by the EMPLOYER. In addition, each such employee working overtime shall receive a meal allowance of five dollars (\$5.00) for meals earned between 12:00 AM and 7:59 AM; ten dollars (\$10.00) for meals earned between 8:00 AM and 3:59 PM; and fifteen dollars (\$15.00) for meals earned between 4:00 PM and 11:59 PM.

(i) Employees required to perform standby duty shall receive one hundred dollars (\$100.00) per day Monday through Friday (3:00 PM to 6:59 AM) and two hundred dollars (\$200.00) per day Saturdays, Sundays, holidays and one-half day holidays (7:00 AM to 6:59 AM) for each standby duty in addition to any pay to which they would be entitled to under Section (j) hereof.

Standby duty will be limited to two qualified lineworkers. A qualified lineworker is defined as a 1st Class Lineworker, Lead Lineworker, Lead Cablesplicer, Electrician A, 2nd Class Lineworker or Crew Leader. Standby shall be assigned for each day and any back-up coverage shall be coordinated and exchanged by qualified standby personnel; WMLP standby supervisor must receive notification of back-up coverage at least 24 hours in advance. Compensation for back-up coverage shall be between the two employees involved in the exchange.

Devens Inactive Standby – Employees held on Inactive Standby in a hotel in Devens as a precautionary measure shall be paid four hours at the applicable overtime rate.

(j) Employees, whether or not on standby duty, reporting as a result of a call-in shall receive the minimum hours of pay per call-in as listed below. The call-in compensation will be calculated at the applicable overtime rate. Minimum call-in hours are as follows:

1. 5:00 AM to 6:59 AM, two (2) hours normal work days and half-day holidays;
2. 5:00 AM to 6:59 AM, four (4) hours Town observed full-day holidays;
3. 3:00 PM to 4:59 AM, four (4) hours calendar week Monday through Thursday;
4. 3:00 PM Friday to 4:59 AM Monday, four (4) hours;
5. Dig Safe mark-outs, four (4) hours;
6. Four (4) hours for mutual aid;
7. All Devens call-ins, six (6) hours; and
8. No “pancaking”, pancaking time begins when first man called-in punches in.

(k) Except in case of fire, flood, or similar circumstances beyond the control of the EMPLOYER or except for disciplinary reasons, in the event an employee reports to his or her place of work at his or her regularly scheduled time without having been previously notified not to report, s/he shall be paid for four (4) hours at the rate to which s/he would normally be entitled for his or her assignment, unless s/he is assigned other work in the WMLP for the day which s/he is qualified to perform. Should an employee report for work on a regularly scheduled overtime day without having been previously notified not to report, s/he shall be paid two (2) hours at his or her overtime rate or assigned to other available work which he is qualified to perform.

(l) UNION employees providing mutual aid outside of Wellesley will be compensated as follows:

1. Mondays through Fridays for each twenty-four (24) hours worked; eight (8) hours of straight time and sixteen (16) hours at time-and-a-half.
2. Saturdays all 24 hours will be paid at time-and-a-half.
3. Sundays all 24 hours will be paid at double time.
4. Employees responding to mutual aid or other emergencies that have meals provided for them shall not be entitled to a meal allowance as stipulated within Article 9, section (h).

(m) The UNION and EMPLOYER recognize that there are instances in which only one employee is required to respond. Listed below are general guidelines that identity the number of employees required to respond:

1. Two man call-ins:
 - a. all outages; and
 - b. anytime call-in requires entering into a residential and/or commercial customer premise.
2. Effective July 1, 2012 two-man qualified lineworker call-ins for all outages in which one or more commercial and/or residential building is without power.
3. One-man call-in:
 - a. one Lineworker required:
 - i. pole hit, no damage or outage;
 - ii. wire down/low hanging, no outage reported;
 - iii. limb on wires, no outage.
 - b. Dig Safe is always one-man call-in.
 - c. Substation Operator (includes Chief Substation Operator, Engineering Technician and Electrician) for the switching and tagging of substations with Eversource and National Grid (Devens).

ARTICLE 10 Holidays

Employees covered by this Agreement shall receive time off without loss of pay on the following State legal holidays, provided the employees work the scheduled work day preceding the holiday and the scheduled work day following the holiday, unless absent for reasons for which they received pay:

2.

New Year's Day
Martin Luther King Jr.'s Birthday
President's Day
Patriot's Day
Memorial Day
Juneteenth
Independence Day
Labor Day

Columbus Day
Veteran's Day
Thanksgiving Day
December 24 (1/2 day)
Christmas Day
December 31 (1/2 day)

(a) Except in the case of the two (2) one half (1/2) day holidays of December 24 and December 31, when such holidays fall on Sunday they shall be deemed to fall on Monday, and when they fall on Saturday, they shall be deemed to occur on Friday.

When Christmas and New Year's Day fall on a Sunday or Monday, the one-half (1/2) day holiday of December 24 and 31 shall be deemed to fall on the Friday preceding the holidays and when they fall on Saturday, they will be deemed to fall on the Thursday preceding the holiday.

(b) Employees who are employed on a continuous work schedule of seven (7) consecutive days shall be granted time off without loss of pay on scheduled work days in an amount equal to the number

of holidays set forth in section (a) above to which employees on a regular work schedule are entitled.

(c) Employees required to work on a paid holiday shall be paid at the rate of time and one half his or her regular hourly rate of pay for all hours worked in addition to his/her holiday pay, or at the employee's option and the Director's concurrence, s/he/ may elect another day as their holiday requiring a minimum of 48 hours prior notification. Such holiday time to be utilized within 60 days of the date of celebration.

ARTICLE 11

Vacation

(a) The following annual vacations with pay shall be granted to all employees, except those absent for six months or more due to a leave of absence or workers' compensation, who are on the payroll July 1 as explained below and who complete the following periods of full-time continuous employment during the vacation year.

<u>Service Period</u>	<u>Vacation</u>
Six months	One week
One year	Two weeks
Five years	Three weeks
Ten years	Four weeks
Twenty years	Five weeks

In no case shall an employee take his/her vacation until s/he has been on the payroll for six (6) months. In the year in which an employee is first eligible for a two (2) week vacation, the additional week shall not be granted until such employee has completed the full term of service requirement.

(b) Vacations shall be granted by the Director or his designated representative at such times as, in his or her opinion, will cause the least interference with the performance of the regular work of the WMLP, but taking into account the preference of the individual employee. Vacations must be taken in the twelve (12) months following the July 1 on which they are earned and shall not accumulate from vacation year to vacation year. Salaries shall not be paid in lieu of vacation except to those employees entitled to five (5) weeks of vacation allowance who, upon request, may be paid up to five (5) days of said vacation allowance in lieu of time off, or except in extreme emergency and with the prior approval of the WMLP Director. If a holidays falls within the vacation period of an employee, s/he shall be granted an additional day of vacation.

(c) If the employment of a person, who has become entitled to an annual vacation but has not taken it, is terminated by dismissal or by resignation, s/he shall be paid for his or her vacation period. If the employment of such a person is terminated by death, he/she shall be paid for vacation benefits accrued at the rate of one twelfth (1/12) of his or her vacation benefit for each thirty (30) calendar days of service between July 1st and the date of termination. Upon the death of an employee entitled to vacation allowance, the allowance shall be paid to the person or persons to whom unpaid salary is payable.

(d) If a former employee of the WMLP returns to work full-time at the WMLP and completes one (1) year of continuous, full-time service the one (1) year of service will be

combined with past years of full-time service to give total service for the computation of vacation. Any adjustment to the computation of vacation, after the return to service, will be made from the date the employee has applied for crediting of such prior service forward, without retroactive adjustment or compensation. Service in the Armed Forces shall not be considered an interruption of work for the purpose of computing total service for vacation purposes. Town employees accepting full-time employment at the WMLP shall be entitled to WMLP vacation time that includes a credit for total full-time years of service with the Town.

ARTICLE 12 Sick Leave

In the event of bona fide personal and non-service connected sickness or injury (for which no compensation is received under Workers' Compensation), all regular full-time employees shall be eligible for time with pay in an amount appropriate to the circumstances of each individual case, in order that their income may be maintained during such period of bona fide incapacitation, on the following basis:

(a) The Director shall determine, and grant, what s/he considers to be the appropriate and reasonable allowance for the following period of continuous service:

<u>Service Period</u>	<u>Allowance</u>
Less than 3 months	Up to 5 days
3 to 6 months	Up to 10 days
6 to 12 months	Up to 15 days
1 year or more	Up to 30 days*
*per fiscal year	

(b) In the case of exceptional circumstances, additional allowances may be granted on the recommendation of the Director and Wellesley Municipal Light Board. In determining whether such extended allowances shall be granted, the past absences of the employee, the length of continuous service with the WMLP and the quality of the employee's performance and record shall be taken into account. Consideration shall also be given as to what portion of the allowance shall appropriately be at full pay and what portion at partial pay. Vacation period shall not be substituted for sick leave except in unusual circumstances and with the prior approval of the WMLP Director.

However, employees absent for a year or more due to a leave of absence or workers' compensation case will not be eligible for additional allowances.

(c) Employees shall notify their supervisor on the first day of absence due to non-service connected sickness or injury, stating the nature of the sickness or injury, time expected to be incapacitated and when they expect to return to work.

(d) The supervisor shall be responsible to check on all such absences not later than the second day. If a doctor has been called by the employee, the supervisor shall also check with the doctor. The standardized return to work form (Appendix "D") shall be required after the third (3rd) consecutive day and/or for any sick days taken during the fiscal year after the seventh (7th) day. If deemed in the interests of the WMLP, the WMLP Director shall have an independent doctor make an examination and report.

(e) Employees shall be granted leave with pay to transact personal business according to their use of sick leave. For the purpose of this ARTICLE, the fiscal year shall be divided into quarters as follows:

July 1- September 30
October 1 – December 31
January 1 – March 31
April 1 – June 30

Employees must complete one full quarter of employment to be eligible to earn a personal business leave day. During the second full quarter of employment, a new employee must use no sick days and have used not more than two (2) sick days during the previous quarter to earn a personal business leave day. During the third full quarter of employment, a new employee must use not more than four (4) sick days during the previous two quarters to earn a personal business leave day. Once in the fourth quarter of employment, the requirement shall remain the same for each future quarter, that is, zero (0) days during the current quarter and not more than six (6) days during the previous three (3) quarters.

Employees who use not more than four (4) sick days, in total, during the fiscal year shall be entitled to one (1) additional business leave day; to be utilized during the ensuing fiscal year.

Up to four (4) business leave days that are earned but not used in the fiscal year may be carried forward from year to year. Such days may accumulate to a maximum of eight (8) days. Employees shall give as much notice as possible, but in no event less than 24 hours, except in cases of emergency. Such notice shall be given by the employee to the Municipal Light Plant Director or his/her designee for this purpose.

Not more than the three (3) employees within the WMLP may take personal leave at the same time: (Said maximum numbers may be waived in any given case by the Director or his/her designee for this purpose.)

Employees who earn the maximum five (5) business leave days in a fiscal year under Article 12(e), shall have the right, at the employee's option, to buy back two of said five (5) days at their regular rate of pay for an eight (8) hour day. Notice to buy back must be given within thirty (30) day following the close of the fiscal year involved and the WMLP shall pay for said day within thirty (30) days thereafter.

If the employment of a person who has earned personal time under this section, but has not taken it, is terminated through no fault or delinquency on his/her part; by resignation, written notice of which was received by the WMLP Director at least two (2) weeks prior thereto; by retirement; or by death, s/he shall be paid for his/her personal day(s). In exceptional cases where the employee resigns to take other employment, the two week's notice requirement may be waived and personal day pay may be allowed by the WMLP Director. Upon the death of an employee entitled to personal day(s), the allowance shall be paid to the person to whom unpaid salary is payable.

ARTICLE 13

Jury Pay

The EMPLOYER agrees to make up the difference in an employee's wages between the employee's regular week's wages and compensation received for jury duty, provided s/he reports for work on each work day when s/he is excused from such duty. A certificate setting forth the amount received by such employee for Jury Pay shall be delivered to the EMPLOYER by the employee.

ARTICLE 14

Tuition Refund

Employees shall be entitled to reimbursement for tuition fees upon satisfactory completion of courses in accordance with the Wellesley Municipal Light Plant Tuition Reimbursement Policy approved by the Wellesley Municipal Light Board on December 14, 2014.

ARTICLE 15

Funeral Leave

In the event of death in the immediate family of an employee, s/he shall be granted, at the discretion of the Director, leave with pay at the straight time rate for up to three (3) work days. "Immediate family" of an employee is defined as spouse, mother, father, son, daughter, brother, sister, mother-in-law and father-in-law.

Funeral leave may be granted with the approval of the Director when the employee has had a close, family-like relationship with the deceased person, although such deceased person may not be a member of the immediate family in the relationship above described.

ARTICLE 16

Military Leave

An employee hired prior to July 1 in any year who is absent for an ordered tour of military training duty with any organized Reserve or National Guard unit will be paid his/her regular rate of forty (40) hours and his/her certified military pay for each week of such absence, as provided in the General Laws, Chapter 33, Section 59, of the Commonwealth.

ARTICLE 17

Leave of Absence

(a) Leaves of absence requested in writing by any employee and granted voluntarily by the EMPLOYER in its discretion shall be without compensation and limited to a period of thirty (30) calendar days. Such leave of absence may be extended beyond such thirty (30) day period in any individual case for good cause by the WMLP Director or his/her designated representative upon written application made in advance of the leave. A leave of absence over thirty (30) calendar days' duration which has not been extended shall be considered a break in employment and should the employee involved return to work, his or her status shall be that of a new employee.

(b) Notice of the granting of a leave of absence and any extension thereof shall be in writing and a copy of such notice shall be given to the UNION.

(c) A leave of absence granted pursuant to the foregoing shall be deemed to be independent of the Sick Leave provision of this Agreement and shall be construed accordingly. Nothing herein shall be deemed to be in conflict with the Workers' Compensation laws of the Commonwealth of Massachusetts.

(d) A leave of absence for the purpose of attending conventions of the UNION as duly authorized delegates shall be limited to total of three employees annually to attend the State convention and two employees, bi-annually to attend the National convention. Such leave shall be granted without loss of straight time pay. Time for attending such conventions shall, in the case of State conventions, be limited to two (2) working days; and, in the case of National convention, be limited to five (5) working days. Forthwith upon termination of the convention, the delegate receiving such paid leave of absence shall report for duty.

ARTICLE 18 Group Insurance

Employees shall be provided an opportunity to join the Town of Wellesley Group Insurance Plan. Admission to membership in said plan shall be in accordance with the terms and conditions of the contract between the Employer and the insurance carrier.

ARTICLE 19 Workers' Compensation

In the event an employee is incapacitated as the result of a bona fide injury or sickness arising out of and in connection with his/her service to the WMLP and for which Workers' Compensation is payable, s/he shall be granted the difference between Workers' Compensation payments and his/her regular straight time rate of pay on the same basis and procedures as set forth under ARTICLE 12, Sick Leave, of this Agreement.

ARTICLE 20 Safety

The EMPLOYER shall, from time to time, make reasonable regulations for the safety and health of the employees during their hours of employment. The EMPLOYER shall provide such protective clothing, equipment and devices as it deems appropriate for the work performed by WMLP employees. Employees shall use the protective clothing, equipment and services that are provided.

Should any safety regulations be modified or amended or should new regulations be established during the term hereof, any such changes or amendments shall be delivered forthwith to the UNION.

Employees who are in Retirement Group 4 who are not required to hold Commercial Drivers' Licenses will be subject to drug and alcohol testing based on reasonable suspicion only, as defined

in Personnel Policy and Procedure #4 of the Town's Personnel Policies, relating to procedures for reasonable suspicion drug and alcohol testing. In accordance with the Policy, supervisors will be trained, as necessary, to identify specific behavioral or performance indicators of probable prohibited alcohol and drug use. An employee who is directed to be tested based on reasonable suspicion will not return to work following the testing. Such employee will be paid at his or her regular hourly rate through the end of his or her regular shift. S/he will be eligible to return to work on his or her next scheduled shift unless s/he tested positive for prohibited drug or alcohol use.

ARTICLE 21

Seniority

(a) For the purposes of this Article, seniority shall be considered as the length of an employee's continuous service in the WMLP. Continuous service means the most recent period of unbroken service, provided that authorized leave of absence, military service or layoff as hereinafter defined shall not be considered a break in continuous service for the purposes of establishing a seniority rating. For the purpose of this Article, the first six (6) months of employment shall be considered a probationary period. No controversy covering the tenure of employment of a probationary employee shall be the subject matter of a grievance. Upon the completion of an employee's probationary period, s/he shall acquire a seniority rating.

(b) Upon written request from the UNION the EMPLOYER shall furnish the UNION with an up-to-date seniority list for all UNION employees within sixty (60) days following the completion of negotiations: unless the EMPLOYER is advised by the UNION to the contrary within thirty (30) calendar days, the list will be presumed to be correct for purposes of this Agreement.

(c) For the purpose of this Agreement, the term "layoff" means a reduction in the number of employees in a given occupational title due to a lack of work or funds for the carrying out of any work project.

In the event of a layoff, the least senior employees in the occupational title affected by the layoff shall be laid off first. In any such case a fifteen (15) days' advance notice of the contemplated layoff shall be given to the employee in writing; a copy of such notice shall also be given to the Steward. Probationary employees shall be laid off first unless there is no other employee having a seniority rating in such occupational title qualified to perform the requirements of the probationer's job. If there is no such employee available, the probationary employee shall continue to be employed on such job. Such laid-off employees having a seniority rating shall have the right to bump other employees in the same or lower labor grade in the WMLP having less seniority, provided they are qualified to do the work of the persons such laid-off employees seek to "bump." Indiscriminate bumping shall not be permitted and bumping by any employee shall be limited to a single "bump". Employees shall not be allowed to bump outside the WMLP. Employees must exercise the first opportunity to bump or be laid off.

Laid-off employees shall have recall rights for a maximum period of two (2) years. Employees having less than two (2) years service, but more than one (1) year of service prior to layoff, shall have recall rights for a maximum period of one (1) year. With respect to employees having less than one

(1) year of service prior to layoff, their recall periods shall be equal to the number of months of their service in excess of six (6) months.

In the event of an increase in the number of employees in an occupational title, employees in layoff status from the occupational title shall be given the first opportunity to return thereto in the order of their seniority. Any person refusing or failing to exercise such recall opportunity within three (3) days following notice sent to him/her by the EMPLOYER by certified mail at his/her last known place of residence appearing on the records of said Department, shall have no further recall right.

In cases of layoff and recall following a layoff, seniority shall be the deciding factor among employees physically fit and competent through knowledge, skill and efficiency to perform the available work. The determination of comparative qualifications is the responsibility of the EMPLOYER, but in carrying out this responsibility there shall be no discrimination among employees.

(d) The classification "Permanent Employee" and "Temporary Employee" are defined as follows: a "Permanent Employee" is any employee retained on a continuing basis in any position in the WMLP which has required or is likely to require the service of an incumbent without interruption for a period of at least six (6) months, either on a full-time or part-time employment basis. A "Temporary Employee" is an employee retained in any position in the WMLP which requires or is likely to require the services of one incumbent for a period not exceeding six (6) months; a seasonal position requiring less than a work week in an occupational group shall be considered as "Part-time."

If two or more employees are hired on the same day their seniority shall be established by the alphabetical order of their last names. In the event of conflict, the alphabetical order may be extended to the first names and middle initial in the order named. Part-time employees shall establish a seniority rating in the Part-time employee classification.

(e) Before hiring an employee to fill a permanent vacancy in positions above the lowest rated job covered by the Agreement, the EMPLOYER will post a Notice of Vacancy on the bulletin board for a period of five (5) working days, should it be the intention of the EMPLOYER to fill the vacancy. Any WMLP employee who wishes to apply for a posted vacancy must complete and return a bid form to the EMPLOYER within the five day posting period. Consideration shall be given to employees in lower classifications, and may be given to other employees who apply during this five (5) day period.

An employee shall be considered qualified for such vacancy if s/he is able to perform the work at an acceptable level. Included among such qualification is physical fitness to perform the job. The EMPLOYER shall within ten (10) working days select from the qualified bidders for the vacancy the employee best qualified in its opinion to perform the requirements of the job. If the qualifications of two or more employees are relatively equal, selection shall be made on the basis of seniority.

A qualified employee to whom the bid is awarded shall be assigned to the vacancy within thirty (30) working days of the award and shall be permitted a break-in period of thirty (30) working days in the new position. Should it be determined by the EMPLOYER within such thirty (30) day period that such employee is not qualified to fill the job requirements, s/he shall be returned to his or her original rate and classification without loss of seniority. When the term qualification is used herein,

the EMPLOYER shall make the initial determination, which determination shall be subject to the grievance and arbitration provisions of this Agreement.

In the event there are no qualified bidders, the EMPLOYER may select an unqualified bidder whom s/he feels has the potential to learn the job and to perform it satisfactorily. Such employee shall be given a trial period of not more than sixty (60) days in which to demonstrate his or her ability to perform the requirements of the job in a satisfactory manner. Such sixty (60) day period may be extended by agreement of the parties. Employees thus selected for the position will be entitled to a pay increase in accordance with ARTICLE 21 of this Agreement, such increase to be effective on satisfactory completion of such trial period.

(f) Before any individual is hired by the EMPLOYER, s/he shall satisfactorily pass a pre-employment physical examination, to be administered without charge to the individual by a physician designated by the EMPLOYER. This requirement is applicable to individuals employed for, or transferred to full-time jobs. During the term of this Agreement such other physical examination as may be required by the EMPLOYER in connection with the continued employment of any employee shall be administered without charge to the employee; the report of the examining physician shall be transmitted to the employee's doctor if the employee so requests.

(g) Should a revision take place in the schedule of hours of employment set forth in Section (a) ARTICLE 9, "Hours of Work and Overtime" of this Agreement, the EMPLOYER shall, before transferring or hiring an employee to fill the vacancy created by such revision, post a Notice of Vacancy on the bulletin board for a period of five (5) working days. An employee in the classification of the posted vacancy desiring a transfer to such vacancy shall so indicate by writing his or her name on the Notice of Vacancy. Among such bidders, first consideration shall go to the qualified employee with the greatest seniority in the respective WMLP Division. If there are no qualified bidders among the employees of the Department, the qualified employee in the classification of the posted vacancy with the least amount of seniority in the Division shall be transferred to fill such vacancy. In the event additional employees are needed for such classification such employees shall be selected in accordance with Section (e) of the ARTICLE.

(h) Employees promoted or transferred to positions in the employ of the WMLP not covered by this Agreement shall retain their seniority for one (1) year. Should such an employee return to the Bargaining Unit within said one (1) year period he shall return to the lowest classification in the Division from which s/he was promoted or transferred. Such employees shall receive the rate of pay held prior to said promotion or transfer until such time as the rate for the position to which s/he return exceeds said rate. Such employees shall be ineligible to bid in accordance with Section (e) of this ARTICLE until three (3) months following their date of return. Thereafter, should such employees fail to bid in accordance with Section (e) of this ARTICLE, said employees' rate will be reduced to the maximum rate of the Job Group.

ARTICLE 22 Classification and Rates of Pay

(a) Classifications and rate of pay shall be as set forth in Appendix "B" attached hereto and made

a part hereof.

(b) A new employee may be hired at any step of the rate range of the job for which s/he is hired. S/he may advance one step rate at the end of his/her first six (6) months of employment provided the WMLP Director decides his/her performance warrants it, otherwise s/he shall come up for consideration after one (1) year of continuous service.

(c) Employees with continuous full-time service with the WMLP who have a satisfactory performance record shall be eligible for a step-rate increase each year (the year to be counted from the date of the latest step increase) but not more, until the maximum for their job is reached, on the recommendation of the WMLP Director. Should an employee be denied a step-rate increase upon the review of his or her performance by the WMLP Director, the employee shall be notified in writing by the WMLP Director of the reason or reasons for such denial.

(d) Employees whose classifications have been upgraded shall move to the new group at the same step and shall retain their anniversary date. When an employee is promoted to a higher rated job, s/he shall enter at the minimum rate of the job or at the step rate of the job next above his or her rate of the position to which s/he has been promoted, whichever is higher. Such employee upon being promoted shall be entitled to receive a minimum increase of five cents (\$.05) per hour. At the time of promotion, s/he may further receive a one step rate increase upon the recommendation of the WMLP Director or his/her designated representative.

If a new employee is hired and if, within the same fiscal year as such appointment, the WMLP promotes an employee into the same job title and division at a lower step, that promoted employee shall be eligible to advance one step rate at the end of six months upon the approval of the WMLP Director.

(e) Employees transferred to a lower rated job shall enter it at his or her own rate or at the maximum of the job, whichever is the lower.

(f) Employees required to work overtime shall be paid for such overtime work at the rate of one and one-half times (1 1/2) their rate as set forth in Appendix B, and, if applicable, the premium pay provided for in ARTICLE 9, Section (f) of this Agreement.

(g) Employees required to work on Sunday, except employees on irregular work week schedules, shall be paid at a rate two (2) times their rate as set forth in Appendix B, and, if applicable, the premium pay provided for in ARTICLE 9, Section (f) of this Agreement. Employees on irregular work week schedules shall be paid at said double-time rate when required to work on the second (2nd) day immediately following the fifth (5th) day of their irregular work week schedule. All employees required to work on Christmas Day (December 25) or Thanksgiving Day shall be paid at a rate two (2) times their rate as set forth in Appendix B.

(h) Employees who on July 1 of each year have completed the following years of continuous full-time service with the Town of Wellesley shall be paid in January of the year next following said July 1 an additional amount for service rendered in recognition of their long service to the Town as follows:

FY 24	
Service Period	Amount
10-14 years	\$850
15-19 years	\$1,050
20-24 years	\$1,150
25-29 years	\$1,250
30 + Years	\$1,350

FY 25	
Service Period	Amount
10-14 years	\$950
15-19 years	\$1,150
20-24 years	\$1,250
25-29 years	\$1,350
30 + Years	\$1,450

FY 26	
Service Period	Amount
10-14 years	\$1,050
15-19 years	\$1,250
20-24 years	\$1,350
25-29 years	\$1,450
30 + Years	\$1,550

In the event the employment of an employee entitled to such additional payment is terminated for any reason before the January payment date, the additional pay will become due and payable on termination of employment.

If a former employee of the WMLP returns to work full-time at the WMLP and completes one (1) year of continuous, full-time service the one (1) year of service will be combined with past years of full-time service to give total service for the computation of longevity. Any adjustment to the computation of longevity, after the return to service, will be made from the date the employee has applied for crediting of such prior service forward, without retroactive adjustment or compensation. Service in the Armed Forces shall not be considered an interruption of work for the purpose of computing total service for longevity purposes. Town employees accepting full-time employment at the WMLP shall be entitled to WMLP longevity time that includes a credit for total full-time years of service with the Town.

(i) Employees that maintain a Massachusetts Commercial Drivers' License ("CDL") Class A will be reimbursed for the cost of the renewal. First Class Lineworkers and Crew Leaders will be required to obtain and retain a CDL Class A license. Incumbents in these positions as of June 30, 2009,

will not be required to obtain a CDL Class A. All employees will be required to have a CDL Class A as a condition of promotion to Crew Leader. Employees hired after June 30, 2009 will be required to have a CDL Class A as a condition of promotion to First Class Lineworker. Employees hired before June 30, 2019, qualify for advancement to the positions of First Class Lineworker and Crew Leader, provided they satisfy other requirements, even if they do not currently hold a CDL Class A license. However, eligibility for Steps 5 and 6 is contingent upon the employee acquiring a valid CDL A driver's license. Employees who join as an Apprentice Lineworker after June 30, 2019, must acquire a CDL A License before reaching their 5th year anniversary. By this milestone, they are expected to be eligible for promotion of First Class Lineworker. Failure to obtain the CDL A license may result in termination at the discretion of the director unless the employee is actively making an honest effort to secure the license or has extenuating circumstances.

(j) Employees hired or transferred into the position of Apprentice Lineworker or Apprentice Lineworker/Stockkeeper after June 30, 2009 must be qualified for the position of Lineman First Class within five years of the date of award to Apprentice Lineworkers or Apprentice Lineworker/Stockkeeper or be released from employment at management's discretion.

(k) UNION employees working outside of the Town of Wellesley shall be paid a premium pay of two dollars (\$2.00) per hour. The \$2.00/per hour premium will not apply to work performed on mutual aid or EMPLOYER owned plant in Needham and Newton.

(l) EMPLOYER will continue with past practice provision of flame retardant clothing to Group 4 UNION employees. Employees will be provided the appropriate flame retardant clothing from WMLP. Employees will receive an annual reimbursement of three hundred dollars (\$300.00) for prescription safety glasses and work boots, respectively. To qualify for reimbursements, employees must provide proof of purchase.

(m) All employees hired after July 1, 2012 and designated as Group 4 for retirement classification purposes will be required to live within a 15-mile radius of the WMLP garage, 4 Municipal Way.

(n) Employees hired on or after July 1, 2011 will be paid via direct deposit to a financial institution of their choice and will receive the detail of their weekly remittance by secure e-mail.

ARTICLE 23 Posting of Notices

If the UNION desires to post notices in the WMLP, such notice shall be first submitted to the supervisor for his or her review. No change shall be made in such notice thereafter. A bulletin board will be provided by the EMPLOYER and placed in a conspicuous position near the location where employees enter or leave the premises, for the publication of notices and no notice shall be posted except on such board. No denunciatory or inflammatory written material shall be posted on such bulletin board.

ARTICLE 24 Settlement of Grievances

(a) A grievance is an employee's expressed feeling of dissatisfaction, presented in writing,

concerning aspects of his or her employment or working conditions arising out of the terms and conditions of this Agreement, which have not been resolved to the employee's satisfaction through informal discussion with his or her immediate supervisor. In the event the employee is unable to present such grievance, it may be presented by his or her UNION Steward. Such grievances may relate to the interpretation or application of, or compliance with, any of the provisions of said Agreement. Grievances of the employees shall be advanced to the EMPLOYER by the UNION.

(b) The EMPLOYER and the UNION expect employees and supervisors to make a sincere effort to reconcile their differences. The following procedures are established for settlement of grievances:

1. The employee's grievance must contain the following information:
 - a. A statement of the grievance which cites that part of the Agreement which has been violated;
 - b. A statement of remedial action or relief sought;
 - c. Evidence (documentary, if available) to support the grievance;
 - d. A statement of reasons why the aggrieved believes the remedy should be granted.

2. The employee or his or her UNION Steward must notify the employee's supervisor within ten (10) working days after the occurrence of the matter which gave rise to the grievance. The supervisor and/or WMLP Assistant Director must meet with aggrieved employee and the UNION representative within ten (10) working days of the presentation of the grievance and must make his or her decision within ten (10) working days after the grievance meeting, unless it is mutually agreed by the participants that additional time will be allowed.

3. Should the grievance remain unsettled, it must be presented to the WMLP Director within ten (10) working days after the decision of the supervisor and/or Assistant Director is received or is due, otherwise the matter will be considered as resolved. The WMLP Director must meet with the aggrieved employee and UNION representative within fifteen (15) working days of the presentation of the grievance and must make his or her decision within ten (10) working days after the grievance meeting, unless it is mutually agreed by the participants that additional time to answer be allowed.

Within fifteen (15) working days after the decision of the WMLP Director or designated representative is received or is due under the foregoing steps of the grievance procedure, either party may request arbitration of such grievances.

(a) Arbitration proceedings shall be conducted by an arbitrator selected under the rules and regulations of the American Arbitration Association. The decision of the arbitrator shall be rendered within fifteen (15) days of the completion of the arbitration hearings, but such period may be extended by mutual agreement of the parties hereto. The award of the arbitrator shall be final and binding on the parties. The arbitrator shall not have the right to add to, detract from, or in any way alter the provisions of this Agreement. Furthermore, the arbitration award shall be one such as is permitted by law and the regulations and policies of the Commonwealth of Massachusetts applicable to the

EMPLOYER and the employees and the UNION.

(b) The grievance as stated in the Request for Arbitration shall constitute the sole and entire subject matter to be heard by the arbitrator unless the parties agree to modify the scope of the hearing.

(c) No employee shall have the right to require arbitration, that right being reserved to the EMPLOYER and the UNION.

(d) The EMPLOYER will make available, upon request, such records which the parties agree are pertinent to the arbitration and are, not, in the opinion of the EMPLOYER, of a confidential nature.

(e) Each party shall bear the expense of preparing and presenting its own case. The costs of the arbitrator and incidental expenses mutually agreed to in advance shall be shared equally between the two parties.

ARTICLE 25

No Strike

Neither the UNION nor any employee covered by this Agreement shall participate in, encourage or condone a strike, work stoppage, slow down or interruption of services in accordance with the provisions of Chapter 150E of the Massachusetts General Laws.

ARTICLE 26

Deferred Compensation

Employees covered by this agreement shall be eligible to participate in the Town of Wellesley's Deferred Compensation Plan.

ARTICLE 27

Legislation

Should any of the terms and conditions of this Agreement be superseded or nullified or otherwise affected by any legislation, federal or state, or Civil Service regulation, or should any provision of this Agreement be found to be in violation of any federal or state law, or Civil Service regulation by a court of competent jurisdiction, such other provisions of this Agreement as may not be affected thereby shall remain in full force and effect for the duration of this Agreement.

ARTICLE 28

Effect of Agreement

(a) This instrument constitutes the entire Agreement of the EMPLOYER and the UNION arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced to writing and signed by the parties.

(b) The parties acknowledge that during the negotiations which resulted in this Agreement each had the unlimited right and opportunity to make demands with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the EMPLOYER and the UNION for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to, or covered by this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement even though such subject or matters may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

Qualified lineworkers will receive the necessary training and be provided the appropriate equipment to safely work on high voltage lines in excess of 15 kV.

(c) The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent with respect to future enforcement of all the terms and conditions of this Agreement.

(d) No provision of this Agreement shall be retroactive prior to the effective date unless otherwise specifically stated herein.

(e) Where this Agreement requires the appropriation of funds on the part of the EMPLOYER to effect the carrying out of any provision hereof, to that extent this Agreement is subject to such action as may be taken by the Wellesley Municipal Light Board pertaining to the required appropriation or appropriations.

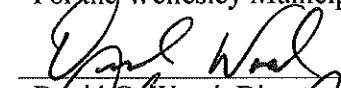
ARTICLE 29 Duration and Renewal

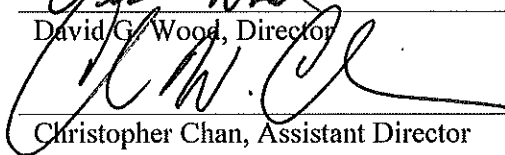
This Agreement shall become effective July 1, 2023, except as provided herein, and shall continue in full force and effect until June 30, 2026. Negotiations for a successor Agreement shall begin no earlier than October 1, 2022, after written notice by either party of its desire to commence negotiations for a successor Agreement. The WMLP and the UNION, upon receipt of said notice, shall make mutually satisfactory arrangements to engage in negotiations for a successor Agreement.

IN WITNESS THEREOF, the EMPLOYER has caused this instrument to be duly executed by its authorized designees and the Union acting in behalf of the employees has caused this instrument to be signed by its proper officers hereunder duly authorized this 23 day of February 2024.

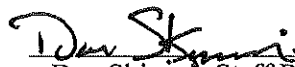
This agreement is subject to ratification by the bargaining unit and by the Wellesley Municipal Light Board.

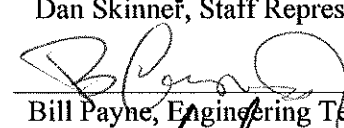
For the Wellesley Municipal Light Plant



David G. Wood, Director


Christopher Chan, Assistant Director

For the AFSCME Local 335 WMLP Production Unit



Dan Skinner, Staff Representative


Bill Payne, Engineering Technician/ Dig Safe

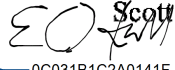

Sean Verner, 2nd Class Lineworker

For the Wellesley Municipal Light Board

DocuSigned by:


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Scott K. Bender, Chair

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Ned Hall, Vice Chair

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Jeffrey P. Wechsler

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Paul L. Criswell

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Ellen Korpi

APPENDIX "A"

Authorization for Payroll Deduction

BY: _____

TO: _____

Effective _____, I hereby request and authorize you to deduct from my earnings each _____ (payroll period) the amount of \$ _____.

The amount shall be paid to the Treasurer of Local Union No. 335, AFSCME, and represents payment of my UNION dues.

These deductions may be terminated by my giving you sixty (60) days' written notice in advance or upon termination of my employment.

Employee Signature

Employee Address

APPENDIX "B"

FY2024

EFFECTIVE JULY 1, 2023

MUNICIPAL LIGHT PLANT							
	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Crew Leader	22	\$52.53	\$54.15	\$55.83	\$57.55	\$59.33	\$61.17
Lineman, 1st Class, Electrician A	20	\$49.08	\$50.59	\$52.16	\$53.77	\$55.44	\$57.15
Chief Substation Operator	18	\$41.62	\$42.91	\$44.24	\$45.61	\$47.02	\$48.47
Fiber Engineering Technician	16	\$41.62	\$42.91	\$44.24	\$45.61	\$47.02	\$48.47
Lineworker, 2nd Class Engineering Technician	14	\$42.10	\$43.41	\$44.75	\$46.13	\$47.56	\$49.03
Station Operator Apprentice Lineworker/Stockkeeper	12	\$37.70	\$38.86	\$40.07	\$41.31	\$42.58	\$43.90
Fleet Maintenance and Inventory Coordinator,	10B	\$40.21	\$41.45	\$42.73	\$44.05	\$45.42	\$46.82
Lead Meter Reader	10	\$38.64	\$39.84	\$41.07	\$42.34	\$43.65	\$45.00
Engineering Technician II, Fiber Optic Splicer	8	\$35.92	\$37.03	\$38.18	\$39.36	\$40.58	\$41.83
Apprentice Lineman	6	\$36.78	\$37.92	\$39.09	\$40.30	\$41.55	\$42.83
Meter Reader	2	\$29.87	\$30.79	\$31.74	\$32.72	\$33.74	\$34.78

APPENDIX B

FY2025

Increase of 4.00%

EFFECTIVE JULY 1, 2024

MUNICIPAL LIGHT PLANT							
	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Crew Leader	22	\$54.63	\$56.32	\$58.06	\$59.86	\$61.71	\$63.62
Lineman, 1st Class, Electrician A	20	\$51.04	\$52.62	\$54.25	\$55.92	\$57.65	\$59.44
Chief Substation Operator	18	\$43.29	\$44.63	\$46.01	\$47.43	\$48.90	\$50.41
Fiber Engineering Technician	16	\$43.29	\$44.63	\$46.01	\$47.43	\$48.90	\$50.41
Lineworker, 2nd Class Engineering Technician	14	\$43.79	\$45.14	\$46.54	\$47.98	\$49.46	\$50.99
Station Operator Apprentice Lineworker/Stockkeeper	12	\$39.21	\$40.42	\$41.67	\$42.96	\$44.29	\$45.66
Fleet Maintenance and Inventory Coordinator	10B	\$41.81	\$43.11	\$44.44	\$45.82	\$47.23	\$48.69
Lead Meter Reader	10	\$40.19	\$41.43	\$42.71	\$44.03	\$45.40	\$46.80
Engineering Technician II Fiber Optic Splicer	8	\$37.36	\$38.51	\$39.70	\$40.93	\$42.20	\$43.50
Apprentice Lineman	6	\$38.25	\$39.43	\$40.65	\$41.91	\$43.21	\$44.54
Meter Reader	2	\$31.06	\$32.02	\$33.01	\$34.03	\$35.09	\$36.17

APPENDIX B

FY2026

Increase of 4.00%

EFFECTIVE JULY 1, 2025

MUNICIPAL LIGHT PLANT							
	GROUP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Crew Leader	22	\$56.82	\$58.57	\$60.38	\$62.25	\$64.18	\$66.16
Lineman, 1st Class, Electrician A	20	\$53.08	\$54.72	\$56.42	\$58.16	\$59.96	\$61.81
Chief Substation Operator	18	\$45.02	\$46.41	\$47.85	\$49.33	\$50.85	\$52.43
Fiber Engineering Technician	16	\$45.02	\$46.41	\$47.85	\$49.33	\$50.85	\$52.43
Lineworker, Class 2 Engineering Technician	14	\$45.54	\$46.95	\$48.40	\$49.90	\$51.44	\$53.03
Station Operator Apprentice Lineworker/Stockkeeper	12	\$40.77	\$42.04	\$43.34	\$44.68	\$46.06	\$47.48
Fleet Maintenance and Inventory Coordinator	10B	\$43.49	\$44.83	\$46.22	\$47.65	\$49.12	\$50.64
Lead Meter Reader	10	\$41.80	\$43.09	\$44.42	\$45.80	\$47.21	\$48.67
Engineering Technician II Fiber Optic Splicer	8	\$38.85	\$40.05	\$41.29	\$42.57	\$43.89	\$45.24
Apprentice Lineman	6	\$39.78	\$41.01	\$42.28	\$43.59	\$44.94	\$46.32
Meter Reader	2	\$32.30	\$33.30	\$34.33	\$35.39	\$36.49	\$37.62

