

**Town of Wellesley and
Wellesley Police Dispatchers Association Tentative Agreement**

This Tentative Agreement is entered into by and between the Town of Wellesley (Town) and Wellesley Police Dispatchers Association (Association) pursuant to M.G.L. C. 150E as a successor agreement to the current collective bargaining agreement expiring June 30, 2023. This is a Tentative Agreement and will not become final or binding until ratification by the Association, Select Board of the Town of Wellesley and Wellesley Town Meeting. The Town and the Association agree to execute a complete collective bargaining agreement for the period of July 1, 2023, through June 30, 2026 upon approval of this Tentative Agreement.

1. Duration: July 1, 2023 through June 30, 2026

2. Article 20: Rates of Pay

Hourly rates effective July 1, 2023 (4%)

Job Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 10 Years	Step 8 15 Years	Step 9 20 Years
47	Police and Fire Alarm Operator	24.98	26.10	27.42	28.52	29.68	30.98	31.61	32.55	33.31

Hourly rates effective July 1, 2024 (3%)

Job Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 10 Years	Step 8 15 Years	Step 9 20 Years
47	Police and Fire Alarm Operator	25.73	26.88	28.24	29.38	30.57	31.91	32.56	33.53	34.31

Hourly rates effective July 1, 2025 (2%)

Job Group	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7 10 Years	Step 8 15 Years	Step 9 20 Years
47	Police and Fire Alarm Operator	26.24	27.42	28.80	29.97	31.18	32.55	33.21	34.20	35.00

3. Under Article 20, add a new (k) to read:

An Employee who is certified as an Emergency Medical Dispatcher shall receive a 1% stipend beginning on July 1, 2024 and a 2% stipend beginning on July 1, 2025.

4. Article 8 Hours of Work and Overtime: Amend section to give Chief discretion over alternative duty assignments.

The regular hours of duty per week shall be an average of forty (40) hours per calendar week, scheduled four (4) days on duty followed by (2) days off, ad infinitum per the Fair Labor Standards Act. **When at full staffing**, the EMPLOYER may institute an alternative duty schedule consisting of five (5) days on duty followed by two (2) days off. **When at less than full staffing, at the discretion of the Chief of Police, the alternative duty schedule may revert to the regular hours of duty per week.** Employees working such

alternate duty schedules will accrue administrative leave as compensation for hours worked in excess of forty hours per week, such leave to be taken on either a regularly scheduled basis or with the approval of the Chief of Police.

5. Article 8 Hours of Work and Overtime: Amend (d) Shift Bids - Work with Union to create new Shift Bid language

6. Amend 8 Hours of Work and Overtime: Add new section (h) to clarify ordered to work over time:

(h) When fully staffed with 9 Employees, with the exception of days the Boston Marathon occurs, Employees ordered to work on their scheduled day off shall be compensated at a rate of one fifth (1/5) of a week's pay in addition to their regular rate of pay.

7. Article 9 Holidays: Amend Article 9 to add Juneteenth as a paid holiday and to clarify the holiday compensation for shifts worked and when the shift commences. Revised Article 9 to read as follows (bold and underlined added to show changes):

(a) Employees will be paid an annual payment on or about December 1st of each year for nine (9) holidays whether worked or not.

Employees who work a shift on Thanksgiving Day, Christmas Day or New Year's Day will be compensated at a rate of one fifth (1/5) of a week's pay in addition to their regular rate of pay. The holiday shifts will commence at the start time of the "last half" between 11:00 pm of the day prior and 1:00 am on the calendar date of the holiday and continue through the day and first half shifts. If an employee works more than one shift on these holidays, they will also receive the holiday compensation of one fifth (1/5) of a week's pay in addition to their overtime rate of pay

8. Article 13 Funeral Leave: Amend funeral leave to include Spouse's sibling to read as follows:

In the event of death in the immediate family of an employee covered by this Agreement, such employee will be granted funeral leave without loss of pay on the day of the funeral, if it is a scheduled work day for the employee and for a maximum of two (2) additional scheduled work days for the employee. "Immediate family" is defined as spouse, mother, step mother, father, step father, sister, brother, son, daughter, adopted child, step child, grandchild, mother-in-law, father in-law, grandparents, and spouse's grandparents, and spouse's siblings. Also, funeral leave without loss of pay will be granted on the day of the funeral, if it is a scheduled work day for the employee, and for a maximum of one (1) additional scheduled work day for step sister and step brother.

9. Article 14 Military Leave: Strike and replace section to be consistent with revised Town Military Leave policy:

Employees who leave Town employment to enter military service, or if as a reservist are placed on active duty, may be granted a military leave of absence in accordance with state and federal law. The Town complies with G.L. c. 33 §59 and the federal Uniformed Services Employment and

Reemployment Rights Act relative to reemployment, benefits, and compensation in the event employees are called to active military duty or training.

Employees who learn that they are required to attend military training must notify the Chief in writing, as soon as possible, about the expected duration of the training and their anticipated date of return. Employees called to active duty must notify the Chief in writing, as soon as possible, before they leave for active duty, and they must indicate their expected dates of leave and return. It is the employee's responsibility to also submit a Personnel Action Form and a copy of the military orders to the Human Resources Department.

10. Article 15 Leave of Absence: Amend section (d) to change "maternity leave" to "parental leave".

(d) The Town will conform to the Massachusetts General Laws and the Federal Family and Medical Leave Act regarding the granting of **maternity parental** leave. It is also agreed that employees may use accumulated or earned credited days of vacation and sick leave for **maternity parental** leave ~~provided, however, that paid sick leave may be used as part of a maternity leave only when actual physical injury or illness prevents the employee from returning to work.~~

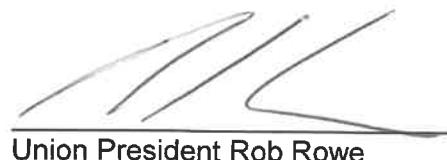
11. Article 18 Safety: Amend section to remove the penalty for not having a physical each year. Amended section to read as follows (bold and underlined added to show changes):

On or before June 30 of each year, employees covered by this agreement **may** provide the Police Chief or the **Chief's** designee a note attesting that the employee has had an annual physical exam conducted by a licensed physician. Upon presentation of such note the employee will be eligible for a payment of \$50. ~~If an employee fails to provide such a note he or she will be credited with four fewer hours of personal day on the next July 1.~~

12. Side Letter: Although not in the contract, the Chief agrees to sign a side letter regarding the continuation of the monthly cleaning protocols that have been implemented in the Communications Center following COVID-19 to promote the health and welfare of the Dispatchers.



Lise Olney, Chair Select Board



Union President Rob Rowe