

MEMORANDUM OF UNDERSTANDING
BETWEEN
TOWN OF BELLINGHAM
AND
AFSCME COUNCIL 93, LOCAL 747

Effective Immediately Upon Approval

Suspension of some aspects of Article XII OVERTIME – Section 9 Miscellaneous Scheduled Weekend Overtime.

COVID-19 drove us to adopt a practice of assigning one of the Facilities Operator & Mechanic or Assistant Facilities Operator & Mechanic (hereinafter Facilities Operator) to work the Saturday and Sunday shift, removing other staff from eligibility for the weekend assignment.

Hereinafter it is Understood that:

Weekend scheduled overtime will be assigned such that one Facilities Operator will work each weekend shift. The schedule assignment will continue as it has been with variations from pure rotation to divide up the Saturday (time and a half) and Sunday (double time) shifts in an equitable manner.

The Facilities Operators will be called at Management's discretion for unscheduled facilities call backs.

Non-Facilities Operator members of the Water List will be assigned scheduled weekend overtime to improve operator safety (MassDPS recommended buddy system for worker safety). The two employees Facilities Operator and Non-Facilities Operator will work together for the entire shift.

The percentage of accepted OT call back requirement shall be waived. All Water list staff shall remain eligible for schedule weekend duty regardless of their percentage of accepted call back.

The schedule weekend duty list will continue to be posted approximately three months in advance. The Non-Facilities Operator rotation will be based on the members on the water list when duty list is being drafted.

All individuals assigned to work a weekend shift are responsible for finding a replacement to fill their shift if they are unable to work.

All employees who have passed their T-1 Drinking Water license exam are eligible to be replacements regardless of the list they are on. (Probationary employees excluded).

Any employee with a weekend assignment shall receive a skip on the daily Call List should they take any type of leave on a Monday or Friday on either side of a weekend shift that they work. This applies to employee who works, not those who have found a replacement. The skip(s) will be added to the Call List on the Monday (or first business day) after the weekend.

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It is understood that management has the unilateral right to return to full compliance with all aspects of Article XII OVERTIME – Section 9 Miscellaneous Scheduled Weekend Overtime. AFSCME will receive ten business day notice in writing should the management decide to return to full compliance.

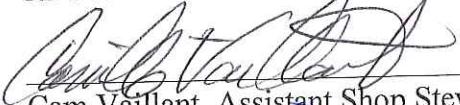
Town of Bellingham

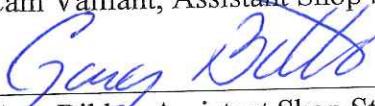

Denis Fraine, Town Administrator

Date

9-21-2021

AFSCME COUNCIL 93, LOCAL 747


Cam Vaillant, Assistant Shop Steward


Gary Bibbo, Assistant Shop Steward


Andrew Parker, Assistant Steward


James Corriveau, President