

**Memorandum of Agreement  
Between  
The Town of Blackstone  
and  
American Federation of State, County,  
And Municipal Employees  
AFL-CIO, State Council 93, Local 1709  
Town Clerical Unit**

1. Duration:  
Change effective dates to July 1, 2021 - June 30, 2024.
2. ARTICLE 3
  - a. Effective July 1, 2021, Increase salary grid by 2%  
Effective July 1, 2022, Increase salary grid by 2.5%  
Effective July 1, 2023, Increase salary grid by 2.5%
3. ARTICLE 7-Union Representatives  
Language to accommodate Union Orientation of up to 30 minutes for new employees
4. ARTICLE 10 Vacation  
Add sentence "After 25 years and upon reaching the maximum of 30 days' vacation leave, the employee will be paid out one (1) vacation week (5-days) per year.
5. ARTICLE 16 Leaves of Absence  
Remove references to "Board of Selectmen"
6. ARTICLE 17-Maternity Leave  
Add "Parental" to Maternity Leave in title and change to 8-weeks
7. ARTICLE 20, Miscellaneous Provisions  
Place correct address for mail correspondence to the Union
8. ARTICLE 21, Chain of Command  
Add to the end of the sentence "and under the supervision of the Town Administrator."
9. ARTICLE 22: Snow Emergencies  
Add language to accommodate DPW secretary(s) to receive time and one-half for any hours worked when other Town offices are closed due to an emergency or weather related closure
10. ARTICLE 24  
Amend Agency Fee language to be voluntary

11. ARTICLE 25 Wages  
a) Update Salary Grid

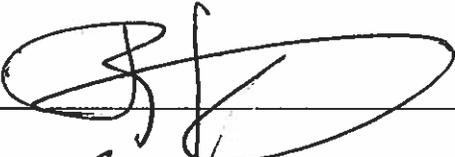
12. ARTICLE 27-Longevity

- a) Add "Employees shall complete continued, uninterrupted service, including approved leaves of absence of 3 months or less, to be eligible for longevity payments"
- b) Adjust Longevity to match DPW CBA

13. Positions:

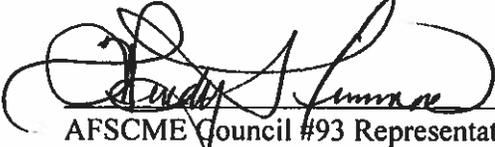
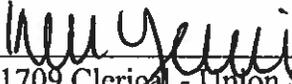
The Town will conduct meetings with the Union to review, adjust, update, or modify all Clerical Positions according to a Town Salary Survey and needs of the Town with the newly hired Town Administrator. This will commence within the first year of the Collective Bargaining Agreement. Once agreed upon, a Memorandum of Agreement will be ratified and integrated into the successor contract.

For the Town of Blackstone:  
Board of Selectmen:

\_\_\_\_\_  
  
\_\_\_\_\_  
My Bibou  
\_\_\_\_\_  
Ryan Childs  
\_\_\_\_\_  


Date: 6/15/2021

For AFSCME, AFL-CIO:  
AFSCME Council #93

\_\_\_\_\_  
  
AFSCME Council #93 Representative  
\_\_\_\_\_  
  
Local #1709 Clerical - Union Steward

Date: 6/23/2021

**CORRECTIONS TO TYPOGRAPHICAL ERRORS IN THE MEMORANDUM OF AGREEMENT BETWEEN THE TOWN OF BLACKSTONE AND THE TOWN CLERICAL UNIT, AFL-CIO COUNCIL 93, LOCAL 1709**

Whereas, the Memorandum of Agreement between the Town and the Clerical Unit for the period of July 1, 2021 to June 30, 2024 contained a typographical error for Longevity Pay contained in Article 27 of the collective bargaining agreement, and the parties wish to insert the correct amounts agreed to during negotiations.

**The correct Longevity amounts for the duration of the contract are as follows:**

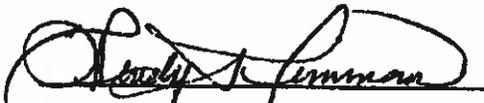
Completion of five (5) years	\$1,500
Completion of ten (10) years	\$1,700
Completion of fifteen (15) years	\$1,900
Completion of twenty (20) years	\$2,300
Completion of twenty-five (25) years	\$2,500

For the Town of Blackstone:

 7.9.21

Greg Balukonis, Acting Town Administrator

For the Town Clerical Unit:

 7/9/21

Wendy Timmons, AFSCME Council #93 Representative