

**ARTICLE 20 - AMENDED**

**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 (formerly NAGE);
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. 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 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 non-union employees and full-time elected officials:

**A. Local 680, American Federation of State, County and Municipal Employees**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017;
- (4) \$200 increase in longevity at each increment; and
- (5) \$300 one time biweekly conversion payment

and that for this purpose the sum of \$166,256.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager, provided that this vote shall be null and void unless the collective bargaining unit has ratified the collective bargaining agreement no later than May 20, 2015;

**B. Service Employees International Union**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016; and
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sum of \$39,041.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;;

**C. Robbins Library Professional Association**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017; and
- (4) \$200 increase in longevity at each increment;

and that for this purpose the sum of \$13,000.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

**D. Local 1297, International Association of Firefighters**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017;
- (4) implementation of a new step system; and
- (5) base education stipend as a percentage of rank pay;

and that for this purpose the sum of \$203,201.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

**E. Arlington Patrolmen's Association**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sum of \$67,158.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager, provided that this vote shall be null and void unless the collective bargaining unit has ratified the collective bargaining agreement no later than May 15, 2015;

**F. Arlington Ranking Police Officers' Association**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017; and
- (4) implementation of a new step system; and

and that for this purpose the sum of \$56,591.00, which is to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager, provided that this vote shall be null and void unless the collective bargaining unit has ratified the collective bargaining agreement no later than May 15, 2015;

**G. M Schedule and Non-Union Employees**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016;
- (3) a 2% general wage increase effective July 1, 2017; and
- (4) \$200 increase in longevity at each increment (not including M Schedule Employees);

and that for this purpose the sums of \$37,080.00 (M Schedule) and \$52,112.00 (non-union), which are to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

**H. Full-Time Elected Officials**

- (1) a 2% general wage increase effective July 1, 2015;
- (2) a 2% general wage increase effective July 1, 2016; and
- (3) a 2% general wage increase effective July 1, 2017;

and that for this purpose the sum of \$3,464.00, which are to be raised by the general tax and shall be appropriated for the purposes of funding the terms of the agreement and may be expended under the direction of the Town Manager;

And that the sum of \$62,097.00 is hereby appropriated, to be set aside for funding unanticipated costs associated with the bargaining agreements as listed above, said sum to be raised by the general tax and said sum shall not be expended without a further vote of Town Meeting.