

FILE

**TENTATIVE AGREEMENT¹ BETWEEN
THE
TOWN OF TOWNSEND, MASSACHUSETTS**



**and the
CAREER FIRE FIGHTERS OF TOWNSEND, LOCAL 4926,
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS,
AFL-CIO**

¹ Subject to ratification by the union and acceptance by the Board of Selectmen.

ARTICLE VII - GRIEVANCE AND ARBITRATION

NEW STEP

Step 2.1:

If no satisfactory resolution is forth coming from the Fire Chief within (10) ten calendar days, the employee may appeal in writing to the Town Administrator within (10) ten calendar days. The Town Administrator shall respond within (14) fourteen calendar days after receipt of the written appeal.

ARTICLE X – COMPENSATION

Section 3. Group Health Insurance

The employer agrees to offer the same health insurance and benefits to bargaining unit members as it offers to other employees. The employer shall pay seventy-five (75) percent of health insurance premiums and the employee shall pay twenty five (25) percent of the premium.

NEW

Section 4. Flexible Spending Account

Bargaining unit members shall, as may be allowed by IRS regulations, to participate in a Flexible Spending Account (FSA).

Section 8. Longevity

If at any time a determination is made by the Middlesex Regional Retirement Board that “Longevity” payments are no longer considered “regular compensation” the bargaining unit members shall be entitled to have their longevity rolled into their base pay based upon the following schedule:

Years of Service On Anniversary Date

5-9 Years	\$1000
10-14 Years	\$1250
15-20 Years	\$1500
20-24 Years	\$1750
25-29 Years	\$2000
30-34 Years	\$2250
35+ Years	\$2500

Article XXX - SHIFT SWAPS

2. Shifts are swapped by employees of equal rank (i.e. firefighter to firefighter and officer to officer).

TRAINING

Each bargaining unit employee shall have 2 training opportunities per fiscal year, as determined by the Chief, and subject to appropriation.

APPENDIX A

2.5% base adjustment

Pay grid revision to accurately reflect preferred differential for rank and skills

ARTICLE XXXIII – DURATION

This Agreement shall be in effect from July 1, 2016 to June 30, 2017.

TOWN OF TOWNSEND

LOCAL 4926, INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS

Carle Smart
H. A. C.
[Signature]

Dated: _____

Dated: _____

