

AGREEMENT

TOWN OF BEDFORD

AND

EMERGENCY COMMUNICATIONS OFFICERS

LOCAL 2310-B IAFF

JULY 1, 2021 - JUNE 30, 2024

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ARTICLE 1 RECOGNITION

SECTION 1 The Town recognizes the Union (I.A.F.F, Local 2310) as the sole and exclusive representative of all permanent full-time and part-time uniformed Emergency Communications Officers (herein referred to as ECOs), employed by the Town but excluding all managerial, confidential and casual employees, and all other Town employees, for the purpose of collective bargaining with respect to wages, hours, standards of productivity and performance, and any other terms or conditions of employment. The term "employee" or "employees" as used hereinafter refers to persons for whom the Union is the recognized exclusive representative.

SECTION 2 Definitions:

1. Full-time Emergency Communications Officer: For the purpose of this Agreement, a full-time ECO shall be defined as an employee who is hired to work a regular full schedule throughout the fiscal year.
2. Regular Part-time Emergency Communications Officer: For the purpose of this Agreement, a part-time ECO shall be defined as an employee who is regularly scheduled to work less than a full schedule throughout the fiscal year.

SECTION 3 It is understood that since the Union is the exclusive representative with respect to conditions of employment, the Union shall be given adequate opportunity to discuss and make recommendations regarding changes in working conditions, before they are put into effect but nothing herein shall be construed to interfere with the power of the Chiefs of the Fire and Police Departments to make reasonable regulations for the administration thereof or with any rights vested in the Town of Bedford or any officers thereof, including the Chiefs, under the management rights clause of this Agreement.

SECTION 4 Copies of existing rules, orders (general, special or personal) and regulations shall be furnished to the Union. The Chiefs (or Town) shall furnish future issuances of the same, including memos and directives, to the Union at the earliest possible opportunity.

SECTION 5 This Agreement includes all of the agreements reached by the parties respecting all matters pertaining to wages, hours and other conditions of employment of the full-time and part-time ECOs as defined above and covered by this contract. However, any matter under the purview of Article 3, Management Rights, herein and not otherwise mentioned in this contract shall be reserved for decision by the Town in its sole discretion.

SECTION 6 If any section of this Agreement should be held invalid by operation of law or by any court of competent jurisdiction, the remainder of this Agreement shall not be affected thereby.

ARTICLE 2 UNION SECURITY

SECTION 1 The Town agrees to deduct one initiation fee not to exceed two dollars (\$2.00) for each employee who so authorizes the Town in writing; and to, deduct Union dues not to exceed the amount set by the Union members from the pay of each employee who executes or has executed an appropriate form of authorization and to remit monthly the aggregate amount to the Treasurer of the Union along with a list of employees who have had said dues deducted. The authorization form attached hereto as Appendix "A" and

made a part hereof, is deemed by the parties to be an appropriate form. The Union shall be responsible to provide the Town Treasurer with the amount of the initiation fee and dues relative to this article.

The employer agrees to make such deductions on payroll schedules with the provisions of MGL chapter 180, §17A. The Treasurer will withhold the specified dues each pay period and once each month will mail said dues to:

Bedford Fire Department
Bedford, MA 01730

SECTION 2 It is understood that it is the responsibility of the Union to provide the authorization forms and to have them executed by the employees.

SECTION 3 Employees shall be free to become or refrain from becoming members of the Union as they see fit.

SECTION 4 The Town will provide suitable space in the station for a bulletin board of at least 30" x 40" in size to be used for Union notices concerning Union business and activities.

SECTION 5 The Union Negotiation Team (not to exceed three (3) members at any time), shall be allowed to conduct Union contract negotiations or contract matters with the Town Manager during normal working hours without loss of pay or benefits, provided that the Town shall not be required to provide coverage for more than one (1) ECO on a shift. The Union Negotiation Team will be comprised of members from both the Bedford Permanent Firefighters and the Emergency Communications Officers. The respective Unions will notify the Fire or Police Chief of any such meetings so that appropriate coverage can be obtained.

SECTION 6 The Union shall indemnify and save the Employer harmless against any claim, demand, suit, or other form of liability that may arise out of, or by reason of, action taken by the Employer for the purpose of complying with this Article, or in reliance on any assignment furnished by the Employer.

ARTICLE 3 MANAGEMENT RIGHTS

SECTION 1 Unless an express, specific provision of this Agreement clearly provides otherwise, the Town and such other officials as may be authorized to act on its behalf, retain all rights and prerogatives to manage and control the functions in which bargaining unit personnel are employed.

SECTION 2 By the way of example, but not limitation, management retains the following rights: to determine the mission, budget and policy of the Department and the Town; to determine the organization of the Department, and the number, types or grades of employees assigned to a shift, building, work project or task; to determine whether work will be performed by bargaining unit personnel or outside contractors, regardless of whether such work was formerly performed by such personnel; to determine the policies and practices and make all determinations involving or affecting the hiring, promotion, assignment, and direction; to determine the equipment to be used, and clothing to be worn in the performance of duty; to establish qualifications for ability to perform work in jobs, ranks, classes or ratings, including physical, intellectual and mental health qualifications; to evaluate employees, and implement procedures to do so; to lay off employees in the event of lack of work or funds or under conditions where management believes that continuation of such work would be less efficient, less productive, or less economical; to take actions necessary to carry out its responsibilities in situations of emergency; to enforce existing rules, regulations and policies and to add to or modify regulations as management deems appropriate; to discharge, suspend, demote or take other disciplinary action against employees; and to require the cooperation of all employees

in disciplinary investigations, e.g. providing statements or answering questions about job performance or conduct.

SECTION 3 The failure of the Town or the Union to exercise any contractual right or the decision of the Town or the Union to not exercise any contractual right shall not be deemed to be a waiver by the Town or the Union if it chooses to enforce the right or rights in any other instance or instances. Except as expressly provided by a specific provision of this Agreement, the exercise of the aforementioned rights shall be final and binding and shall not be subject to the grievance provisions of this Agreement.

ARTICLE 4 GRIEVANCE AND ARBITRATION PROCEDURE

SECTION 1 The purpose of this Article is to provide an orderly method for the settlement of grievances, which are disputes between the parties over a claimed violation of a specific provision of this Agreement. Grievances must be processed in accordance with the following steps, time limits, and conditions set forth in this article.

SECTION 2 In general, letters issued by the Town are not grievable or arbitrable, even if the letter points out a performance issue with which the employee disagrees. In such a case, the employee's sole remedy shall be to submit a rebuttal to the letter, which will be kept with the file copy of the letter. Such a rebuttal must be submitted within fifteen (15) calendar days of the date that the letter is delivered.

SECTION 3 GRIEVANCE DEFINED

A grievance shall be defined as a complaint between the Town and the Union or an employee involving a dispute between the parties or an alleged, specific and direct violation of specific provisions of the Agreement.

All grievances filed at Step 1 and 2 of the grievance procedure shall specify:

- a) the particular contract article and section alleged to have been violated;
- b) the facts supporting each alleged violation in reasonable detail;
- c) the date each act or omission violating the Agreement is alleged to have occurred; and,
- d) the remedy sought for each alleged contract violation.

SECTION 4 The Steps of the Grievance procedure shall be as follows:

INFORMAL STEP:

Employees should attempt to resolve their concerns informally with their immediate supervisors before invoking the formal grievance procedure. However, pursuit of an informal resolution will not extend any of the timelines set forth in the formal procedure.

STEP 1:

The employee shall submit the grievance in writing to the Chief of Police within seven (7) calendar days of the date that the employee or the Union knew or, with the exercise of reasonable diligence, should have known of the occurrence giving rise to the grievance. The Chief and the Union may meet to discuss the grievance. If the grievance has not been resolved or responded to within ten (10) calendar days of receipt by the Chief, the Union may appeal to the next level.

STEP 2:

If the grievance is not resolved in Step 1, the Union may appeal it by giving a written notice of such appeal to the Town Manager within ten (10) calendar days after the answer of the Chief is due. The

Town Manager and the Union may meet to discuss the grievance. If the grievance has not been resolved or responded to within ten (10) calendar days of receipt by the Town Manager, the Union may proceed to arbitration in accordance with Section 7.

SECTION 5 The parties agree to follow each of the foregoing steps in the processing of the grievance; and if any step the Town fails to give its written answer within the time limit therein set forth, the grievance shall be deemed to be denied, and the Union may appeal the grievance to the next step at the expiration of such time limit. Failure of the Union at any step to process according to the time limits set forth herein shall mean that the Union has waived the grievance, and the right to proceed further.

SECTION 6 The settlement or remedy of a grievance, including any monetary or back pay remedy, in any case, shall not be made retroactive for any period prior to fifteen (15) calendar days before the date the grievance was first presented in writing.

SECTION 7 ARBITRATION

- a. If the dispute or grievance is not settled in the foregoing steps and it involves the claimed violation of an arbitrable provision of this Agreement, then the Union may seek arbitration by filing a written demand for arbitration with the American Arbitration Association. The demand shall be filed with the American Arbitration Association within thirty (30) days of the Town's answer in Step 2.
- b. The arbitration proceeding will be conducted under the rules of the American Arbitration Association. The hearing locale shall be the Town of Bedford, unless otherwise agreed by the parties. The arbitrator shall not have the authority to add to, subtract from, modify, change or alter any of the provisions of this Agreement. The award shall be final and binding on the Town, the Union, and the grievant. The decision of the arbitrator shall not violate any statutes of the Commonwealth, or regulations pursuant to such statutes.
- c. The arbitrator's decision shall be final and binding and may be reviewed in court under G.L. c.150C, or on the grounds that the award: (1) is arbitrary or capricious, or (2) misinterprets or misapplies any provision of law. The dispute, as stated in the request for arbitration, shall constitute the sole and entire subject matter to be heard by the arbitrator, unless the parties agree in writing to modify the scope of the hearing. A dispute that was not raised in the grievance may not be raised in arbitration. The arbitrator may not hear evidence or argument with respect to matters that are not arbitrable under this agreement.
- d. The following matters shall not be subject to grievance-arbitration under this Agreement or other recourse:
 - i. Any matter involving the exercise of discretion accorded management under this agreement;
 - ii. Disputes over alleged unlawful discrimination;
 - iii. Any incident which occurred or failed to occur prior to the effective date of this Agreement.

ARTICLE 5 STABILITY OF AGREEMENT

SECTION 1 No agreement, understanding, alteration or variation of this Agreement's terms or provisions herein contained shall bind the parties unless made and executed in writing by the parties hereto.

SECTION 2 Should any part hereof, or any provision herein contained, be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof; provided that, upon notification of such invalidation by either party, both parties shall meet within a reasonable time and negotiate with respect to such parts or provisions affected. The remaining parts, or provisions, shall remain in full force and effect.

SECTION 3 The failure of the Town or the Union to insist in any one or more incidents, or upon performance of any of the terms or conditions of the Agreement, shall not be considered as a waiver or relinquishment of the right of the Town or Union to future performance of any such term or condition, and the obligations of the Town and the Union to such future performance shall continue in full force and effect.

SECTION 4 The Town and the Union for the life of this Agreement, each voluntarily and unqualifiedly waive the right and agree that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement.

SECTION 5 It is the intent of the parties that the provisions of this agreement will supercede all prior agreements and understandings, oral or written, express or implied, between such parties and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be asserted in arbitration hereunder or otherwise.

This agreement shall not be construed to supercede any state law not listed in Section 7(d) of G.L.c. 150E. As to statutes listed in Section 7(d), this agreement shall be deemed to supercede such statutes only if there is an express provision contained herein which is in conflict with a provision of such statute.

ARTICLE 6 HOURS OF WORK

SECTION 1 The workweek schedule for a full-time ECO shall normally consist of four (4) eight (8) hour shifts on a four (4) successive days, followed by two (2) successive days off schedule, subject to Section 3 below.

SECTION 2 The average weekly hours of duty for full-time employees covered by this agreement shall not exceed thirty-seven and one half (37 ½) hours per week as computed over a period of one calendar year. Part-time employees may be assigned to work a fixed schedule or work on an as-needed basis.

Work schedules in force at the time of the adoption of this Agreement shall not be changed except for good cause. No change of an employee's regular shift shall be made unless ten (10) calendar days notice is given of the new shift assignment.

Effective January 1, 2019, employees will have 15 extra minutes added to the beginning of each shift. Effective the same date, employees shall receive, in addition to all other compensation, roll call pay of 3.125% (which is equivalent to an additional ¼ hour per 8 hour shift) of the employee's base pay as indicated in Article 11 (Weekly Pay Rates), Section 1.

Notwithstanding the foregoing, for compensation and leave purposes, the workweek shall be 37.5 hours and shifts shall be treated as 8 hours (for example, an employee working an 8 hour 15 minute shift on overtime will receive 8 hours at the overtime rate), except for the purposes of computing night differential which,

effective January 1, 2019, shall be based on an 8-hour and fifteen minute work shift. The extra 15 minutes shall be considered time worked only for the purposes of the FLSA 28-day work period.

Shift change pay, as described in this section, shall be included in the employee's rate of pay for all purposes.

SECTION 3 Whenever two or more Emergency Communications Officers are working the same shift each will be given a time period of thirty (30) minutes during which time they may leave the building. While away from their post they shall carry a portable radio so that they can be recalled to the Emergency Communications Center in the event of an emergency or other situation requiring their immediate assistance.

SECTION 4 A bidding process for shift assignments will be established. The frequency for bidding shall be conducted on a semi-annual basis in accordance with the department's policy.

ARTICLE 7 OVERTIME

SECTION 1 Whenever any Employee is assigned by the Police Chief to work in excess of a thirty-seven and one half (37 ½) hour work week, they shall be paid for such overtime hours worked.

SECTION 2 Employees shall receive a minimum of four (4) hours overtime pay whenever reporting for duty or training, except when they are held over beyond the end of their scheduled shift, in which case they shall receive a minimum of one (1) hour of overtime pay. No instances of overtime shall be paid in increments of less than thirty (30) minutes. If overtime is cancelled with less than two (2) hours notification, you shall receive a minimum of four (4) hours of overtime pay.

SECTION 3 The system for offering overtime work, including shift holdover, shall be fair and equitable in its treatment of all employees. A written explanation of the mechanics of the overtime distribution system shall be distributed to all employees and posted in a location selected by the Police Chief.

SECTION 4 Overtime payable to the employees shall be paid on the next payday after the pay period in which the overtime is worked.

SECTION 5 Overtime pay shall be calculated at a rate of one and one half (1 ½) times the employee's regular hourly rate, said hourly rate to be determined by dividing the appropriate weekly pay by thirty-seven and one half (37 ½). Appropriate weekly pay includes weekly pay as defined in Article 11, longevity pay as defined in Article 21, and any specialists pay received on an hourly basis, if applicable.

ARTICLE 8 HOLIDAYS

SECTION 1 Full-time employees shall receive one (1) day of regular straight-time pay for the day on which each of the following is observed:

New Year's Day	Juneteenth	Indigenous People's Day
Martin Luther King's Birthday	Memorial Day	Veteran's Day
Washington's Birthday	Independence Day	Thanksgiving Day
Patriot's Day	Labor Day	Christmas Day

SECTION 2 A day of holiday pay shall be one-fourth (¼) of the employee's base weekly salary and shall be withheld and paid to each employee on the first paydays in June and December.

SECTION 3 In order to be eligible for holiday pay, the employee must work any regularly scheduled shifts on the day prior to, on the day of, and on the day after the holiday unless the absence is previously approved for vacation leave or for circumstances beyond the control of the employee and authorized by the Chief.

SECTION 4 Any Employee working a shift on either Thanksgiving or Christmas will be paid an additional three (3) hours of straight time. A shift shall be considered to be on Thanksgiving or Christmas if all, or substantially all (at least 6 hours), of the shift hours fall within the 24-hour calendar day that comprises the holiday. For example a shift that begins at 11pm on Christmas Eve is worked on Christmas, but a shift that begins at 11pm on Christmas Day is not.

ARTICLE 9 VACATIONS

SECTION 1 Employees who have been in the full-time continuous service of the Town less than five (5) years shall be entitled to earn vacation leave at the rate of two (2) weeks each year.

SECTION 2 Employees who have been in the full-time continuous service of the Town five (5) years or more shall be entitled to earn vacation leave at the rate of three (3) weeks each year.

SECTION 3 Employees who have been in the full-time continuous service of the Town ten (10) years or more shall be entitled to earn vacation leave at the rate of four (4) weeks each year.

SECTION 4 In the first year of this agreement only, employees who have been in the full-time continuous service of the Town twenty (20) years or more shall be entitled to earn vacation leave at the rate of five (5) weeks each year.

Commencing July 1, 2019, employees who have been in the full-time continuous service of the Town more than sixteen (16) years as of their employment anniversary date shall be entitled to earn vacation leave with pay at a rate of twenty-one (21) days each year.

Employees who have been in the full-time continuous service of the Town more than seventeen (17) years as of their employment anniversary date shall be entitled to earn vacation leave with pay at a rate of twenty-two (22) days each year.

Employees who have been in the full-time continuous service of the Town more than eighteen (18) years as of their employment anniversary date shall be entitled to earn vacation leave with pay at a rate of twenty-three (23) days each year.

Employees who have been in the full-time continuous service of the Town more than nineteen (19) years as of their employment anniversary date shall be entitled to earn vacation leave with pay at a rate of twenty-four (24) days each year.

Employees who have been in the full-time continuous service of the Town more than twenty (20) years as of their employment anniversary date shall be entitled to earn vacation leave with pay at a rate of twenty-five (25) days each year.

SECTION 5 Vacation leave shall be accrued each pay period prorated from the annual rate.

SECTION 6 A week of vacation shall be defined as five (5) eight (8) hour shifts. Employees may use earned vacation leave on an hourly basis.

SECTION 7 Vacation allowances provided under the terms of this Agreement will be calculated on a twelve month period commencing on July 1, and ending on June 30. An employee may carry forward to the next fiscal year up to one and one-half (1 ½) of their annual vacation leave. All vacations shall be granted by the Chief of Police at such times as, in their opinion, they will cause the least interference with the performance of the regular work of the Town.

SECTION 8 Vacation leave shall not accrue during any leave in excess of thirty (30) days, with or without pay.

SECTION 9 Insofar as possible, each employee shall be granted a minimum of two (2) weeks of their earned vacation during the period beginning June 1 and ending September 30, provided that no more than one (1) employee per shift may be on vacation leave at any given time. However, an employee may elect to take only one week of vacation during this time and their remaining vacation at other times of the year. Such vacations shall be chosen by each Employee according to seniority, as defined in Article 10, Seniority. An employee's removal from the vacation list by reason of another employee's seniority shall not be allowed after April 1.

SECTION 10 During a specified vacation period, no employee, unless there is an authorized substitution, shall work a regular tour of duty for themselves or another employee, unless the Employee wishes to do so, and only after all other employees have been given the opportunity to work said tour through application of the relevant call-back system.

SECTION 11 An employee who is eligible for vacation under the provisions hereof and whose services are terminated by dismissal through no fault or delinquency of their own, or by retirement, or by separation of employment, shall be paid for that portion of the vacation allowances earned in the vacation year during such dismissal, retirement, or separation from employment shall occur up to the time of the employee's separation from the Town.

SECTION 12 Upon the death of an employee who is eligible for a vacation under the provisions hereof, payment shall be made to the employee's estate in an amount equal to the vacation allowance earned but unused in the vacation year during which the employee died up to the time of their death.

SECTION 13 Any change in an employee's shift assignment required by the Chief shall not prohibit such employee from taking vacation in the time period that had previously been scheduled and accepted as of April 1 of that year.

ARTICLE 10 SENIORITY

Seniority shall be considered the length of an Employee's full-time continuous service as an Emergency Communications Officer with the Town of Bedford. The Police Chief shall establish a seniority list, which shall be brought up to date on or before January 31 of each year. Said list shall be posted at the Police Station for a minimum period of thirty (30) days.

ARTICLE 11 WEEKLY PAY RATES

SECTION 1

SUBSECTION A – WAGE SCALE

<i>Effective 7/1/2021 (2.25%)</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ECO Level I	813.88	854.566	897.294	942.167	989.266	1038.731
ECO Level II	838.297	880.204	924.213	970.432	1018.94	1069.893
OSC	871.828	915.412	961.182	1009.25	1059.7	1112.689
<i>Effective 7/1/2022 (2.25%)</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ECO Level I	832.193	873.793	917.483	963.366	1011.52	1062.103
ECO Level II	857.158	900.008	945.008	992.267	1041.87	1093.965
OSC	891.445	936.008	982.808	1031.96	1083.54	1137.724
<i>Effective 7/1/2023 (2%)</i>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
ECO Level I	848.837	891.269	935.833	982.633	1031.75	1083.345
ECO Level II	874.301	918.009	963.908	1012.11	1062.71	1115.845
OSC	909.274	954.728	1002.46	1052.6	1105.22	1160.479

SUBSECTION B – CLASSIFICATIONS AND REQUIREMENTS

Emergency Communications Officer (ECO) I – Minimum Requirements (to be completed within probationary period)

- APCO- 40 Hour Basic Telecommunication Class
- E 9-1-1
- EMD- Emergency Medical Dispatch
- CJIS- Criminal Justice Information Systems Certified
- ICS 100
- First Responder/CPR
- In house training program
- Successfully complete probationary period

Emergency Communications Officer (ECO) II – Advanced Requirements

- Maintaining all applicable requirements/certifications of ECO I above
- CTO- Communication Training Officer
- ICS 300
- Minimum of 400 hours of applicable training/certifications as approved by department
- Minimum of 5 years as an Emergency Communication Officer I

Deputy Operations Section Chief (DOSC)

- Maintaining all applicable requirements/certifications of ECO II above

- Appointed jointly by the Chief of Police, Fire Chief and Operations Section Chief
 - (If not in agreement, the Polcie Chief will have the exclusive discretion to determine who will be assigned to the DOSC)
- The position will be a two (2) year bid but the position holder will be subject to removal in the same manner as the position holder was appointed
- The DOSC will assist the OSC in the daily operations and technical aspects of the job.
- The position will be on a separate shift from the OSC.
- The DOSC shall receive and additional 0.50 cents per hour.

Operations Section Chief (OSC) (one position only)

- Maintaining all applicable requirements/certifications of ECO I & ECO II above
- ICS 400
- Assessment center utilized for selection of Lead ECO will include Chief of Police, Fire Chief, and a 3rd party with experience and knowledge of Emergency Communications operations. The candidate will be appointed at the sole discretion of the Town only after utilizing the assessment center process.

General Conditions related to Classifications and Advancement

- Employees must successfully complete requirements/certifications as demonstrated by a review of qualifications for ECO II and Lead ECO in order to qualify for pay at that classification scale.
- Employees must submit application documenting certifications and training hours when eligible by November 1st in any year in order to advance to next classification on the following July 1st.
- The decision of the Chief to grant movement to next pay level, following review of ECO II and Lead ECO requirements, will not be subject to the provisions of Article 4 (Grievance and Arbitration Procedure) but can be appealed to the Town Manager.
- The opportunity to attend training sponsored by the Town is subject to availability of funds in budget.
- Eligibility criteria are subject to change due to changes in required state mandates, trainings, and certifications.
- Once advancing to higher classification, employee will remain at that classification without annual application provided that required certifications are maintained.

Part time employees shall be paid an hourly rate prorated on the basis of a thirty-seven and one half (37 ½) hour workweek.

SECTION 2 NIGHT DIFFERENTIAL

Each Emergency Communications Officer who performs work from 3:00 PM to 7:00 AM shall receive additional compensation as follows:

Effective July 1, 2021: \$2.75/hour

Effective July 1, 2022: \$3.00/hour

Effective July 1, 2023: \$3.25/hour

Such additional compensation shall be included in the regular hourly rate of ECOs who take vacation, sick, personal, and/or incentive time from their regularly scheduled shift that falls between the aforementioned hours.

Employees who work an overtime shift during the period between 3:00 PM and 7:00 AM but are regularly scheduled to work only day tours (7:00 AM – 3:00 PM) shall receive any night differential pay as a separate item on the second pay period of the following month.

SECTION 3 In recognizing the value that certain types of specialized training can bring to the profession of Emergency Communications Officers, the Town agrees to compensate employees for such training. Such additional compensation shall be included in the regular hourly rate of employees who take vacation, sick, personal, and/or incentive time from their regularly scheduled shift.

MEDICAL TRAINING

Any employee trained in Emergency Medical Dispatch, Healthcare Provider CPR, and Automated External Defibrillation equipment shall receive an annual stipend as follows:

Effective July 1, 2021: \$550.00/year

Effective July 1, 2022: \$575.00/year

Effective July 1, 2023: \$600.00/year

Said training shall be required as a condition of employment, but no training shall be completed at the employee's expense. Employees shall receive their appropriate hourly rate of pay while completing said training.

ARTICLE 12 COURT TIME

Any employee covered by this agreement, who is required to be in attendance, and appears, at any court hearing, or proceeding, or conference with a prosecuting official for a criminal or civil matter which arises out of the performance of their duty for or on behalf of the Town of Bedford at a time when they are not scheduled to be on duty, shall be entitled to, and shall receive additional compensation at time and one-half of the employee's regular rate of pay as described in Article 7, section 5, for each hour involved in the proceedings for a minimum of four (4) hours. In the event that such employee's appearance is cancelled or postponed less than 90 minutes before the scheduled time for appearance, the employee shall be entitled to three (3) hours overtime pay, provided that such pay would have been warranted had the appearance not been cancelled. In the event that the employee is on leave without pay, compensation shall be at the employee's straight time rate of pay.

ARTICLE 13 SICK LEAVE

SECTION 1 Full-time employees shall be entitled to fifteen (15) days of sick leave for each year of employment. A day of sick leave is defined as one (1) eight (8) hour shift. Up to five (5) days per year may also be used by the employee to care for an ill spouse, parent or dependent child.

Full-time employees shall accrue sick leave each pay period prorated from the annual rate and shall be entitled to use sick leave if such leave is caused by sickness, injury or disability which prevents the employee from performing their normal duties.

SECTION 2 Employees are required to submit medical evidence in writing for any absences equal to or in excess of three (3) days. An employee may be required by the Town to submit medical evidence for an absence of less than three (3) days; if so, the employee shall be so notified in writing. Such notification shall include the reason.

Three (3) or more occurrences of sick leave in a twelve (12) month period may be construed as sick leave abuse. The Town may require said employee to obtain written medical clearance to return to duty, and may withhold authorization of said sick leave until such written medical clearance is received.

If the Town has reason to suspect sick leave abuse, it may require the employee to be examined by a physician of the Town's choosing at the Town's expense. In such case, the employee shall be required to release all medical records that the Town's physician deems necessary in advance of the examination.

SECTION 3 Days of sick leave not used by an employee in any given year may be accumulated without limit. If said employee is retired at any time within the purview of Chapter 32 of the General Laws of the Commonwealth of Massachusetts, or upon resignation from employment after twenty-five (25) or more years of creditable service, they shall be paid one day's salary for every four (4) days of sick leave accumulated, up to a maximum accumulation of 275 days (for 68.75 days of pay at the maximum), said payment to be at the rate in effect at the time of the employee's retirement or resignation.

SECTION 4 In order to reward and enhance superior attendance, an employee shall be granted the following payment, based upon usage of sick leave in each fiscal year:

Zero (0) Sick days used - \$200.00

One (1) Sick day used - \$100.00 (measurement beginning July 1, 2016 to be paid at end of that and subsequent fiscal years)

SECTION 5 Sick leave shall not accrue during any period of unpaid leave.

ARTICLE 14 PERSONAL BUSINESS LEAVE

SECTION 1 In any fiscal year, each full-time employee shall be granted two (2) shifts as leave without loss of pay to conduct personal business. New full-time employees shall only receive one (1) personal day if hired between January 1 and March 31, or zero (0) personal days if hired after that date. Effective July 1, 2016, employees may carry over up to two (2) unused personal days into the next fiscal year to be added to the two (2) days granted in the new fiscal year for a maximum accumulation of four (4) personal days.

SECTION 2 To take a personal day, the employee must request the day off from the Chief in writing, 72 hours in advance. Requests for such leave shall not be unreasonably denied.

SECTION 3 It is recognized that absence of the employee from work interrupts the continuous operations, upkeep and productivity of the highest quality which is expected of the Town employees and must therefore be held to a minimum. It is understood that employees will make every effort to attend to their personal business on "non-working days" and that requests for personal leave will be submitted only when every effort has been made to schedule personal business so as not to interfere with the working commitment. Such leave will be for the purpose of conducting personal and/or legal business which requires the absence of the employee during work hours and which cannot otherwise be scheduled.

ARTICLE 15 MILITARY LEAVE

Employees who are called to report for training, drills, active duty or any other service in the armed forces shall receive the difference between their base pay received for service in said armed forces and their regular

rate of pay as an employee of the Town, up to a maximum of seventeen (17) days per calendar year. Their vacation allowance shall not be affected by such duty. Upon returning to duty, the Town, when assigning the employee to a shift, shall consider any shift bid request properly submitted as per current policies and procedures.

ARTICLE 16 FUNERAL LEAVE

A full-time employee shall be granted leave without loss of pay as follows:

1. In the event of the death of a spouse or child of an employee – four (4) consecutive work days.
2. In the event of the death of a mother, father, sister or brother of an employee – three (3) consecutive work days.
3. In the event of the death of grandparents, in-laws, or other members of the immediate household of an employee – two (2) consecutive days, ending on the day of the funeral.
4. In the event of the death of Aunts, Uncles, or first cousins of an employee, the Chief will grant up to two (2) days of available vacation or personal leave.

ARTICLE 17 HEALTH AND WELFARE

SECTION 1 The parties acknowledge that health insurance is provided by the Town pursuant to M.G.L. c. 32B, §23,) including the January 30, 2012: Memorandum of Agreement Between the Town of Bedford and the Public Employee Committee, which sets forth the premium splits/cost sharing for the health insurance plans that the Town offers through the Group Insurance Commission.

The Town's contribution rate will be 83% for individual plans and 61% for family plans. The subscriber shall pay the remainder. Employee contributions may be made on a pre-tax basis through a so-called Section 125 plan. The Town will continue to offer dental insurance through Delta Premier Plan B and contribute 50% of the cost regardless of whether the subscriber is an individual or family plan.

SECTION 2 The Town will provide term life insurance coverage in the amount of \$5,000.00 (an additional \$5,000.00 in the event of accidental death or dismemberment) and will pay a minimum of 50% of the premium on the first day of the month immediately following date of hire for all full-time permanent employees.

SECTION 3 Employees must report all on the job injuries to their supervisor as soon as possible. If an employee is absent from work due to an on the job injury, the employee must file a claim for workers' compensation; the failure to do so will render the employee ineligible to use sick leave.

In the event an employee who has accrued sick leave becomes eligible through personal injury to receive workers' compensation payments, such employee may receive compensation for the difference between their base pay and the workers' compensation payments by drawing upon their available sick leave.

Employees receiving workers' compensation payments are not eligible to accrue other forms of paid leave after thirty (30) days on leave.

ARTICLE 18 JURY DUTY

The Union and the Town agree to abide by the appropriate state and federal laws relating to juror service.

While on jury duty, permanent employees shall receive the difference between their normal pay and the amount received from the court (excluding travel allowance).

ARTICLE 19 UNION LEAVE

No more than two (2) days leave of absence per year with pay may be taken by the Local, in aggregate, to attend state meetings.

ARTICLE 20 EMPLOYEE RIGHTS

SECTION 1 Bargaining unit employees have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to join and assist the Union. The Town agrees that it will not aid, promote, or finance any labor group or organization which violates the rights of the Union.

SECTION 2 Off duty bargaining unit employees shall have the right to review the contents of their personnel file during normal business hours within a reasonable time of the request. A bargaining unit employee will be entitled to have a representative of the Union accompany them during such review. No material derogatory to a bargaining unit employee's conduct, service, character or personality will be maintained in their personnel file unless the bargaining unit employee has had an opportunity to review the material. The bargaining unit employee shall acknowledge that they have had the opportunity to review the material by affixing their signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the content thereof. The bargaining unit employee will also have the right to submit a written answer to such derogatory material, and their answer shall be reviewed by the Chief of Police and attached to the file copy. As long as the procedures above have been complied with, the Town shall determine, in its sole discretion, the contents of the personnel file.

SECTION 3 Notwithstanding anything in this agreement to the contrary, the Town will adhere to the provisions of all state and federal laws, regulations, decisions and guidelines in its employment practices. The Town shall not be deemed to be in violation of this Section if its actions were taken in accordance with employment practices required by any state or federal agency. Alleged violation of this article shall not be made the subject of an arbitration proceeding.

SECTION 4 All employees covered by this agreement shall serve a required probationary period for twelve (12) months beginning on their first day of duty as an ECO.

SECTION 5 A probationary employee may be suspended or discharged in the sole discretion of the Town, and the suspension or discharge or other discipline of such probationary employee may not be made the subject matter of the grievance provision of this Agreement, either by the employee affected or by the Union.

SECTION 6 Public records normally maintained by the Police and/or Fire Department shall be made available to the Union upon request.

SECTION 7 No employee, other than a probationary employee, shall be terminated for disciplinary reasons except for just cause. "Just cause" may be interpreted to mean "substandard performance". Such action shall be reviewable under the Grievance and Arbitration Procedure outlined in Article 4.

ARTICLE 21 LONGEVITY

All permanent full time employees and permanent part-time employees who regularly work not less than one-half the normal work week, hired prior to May 1, 2000 shall be entitled to additional compensation for longevity which shall be added to their regular rate in recognition of continuous length of service with the Town in accordance with the following schedule:

5 but less than 10 years	2%
10 but less than 15 years	4%
15 but less than 20 years	6%
20 or more years	8%

All employees hired on or after May 1, 2000 shall not receive additional compensation for longevity.

ARTICLE 22 STRIKES AND WORK STOPPAGE

The Union and the Town agree that differences between the parties shall be settled by peaceful means provided within this Agreement. The Union and employees within the bargaining unit in consideration of the value of this Agreement and its terms and conditions and the Legislation which engendered it, will not authorize, instigate, sanction or condone any strikes, work stoppages, delays, slowdowns, or any concerted refusal to perform any normal work duty or service, as such actions are defined by M.G.L., Ch. 150E, on the part of any employee or group of employees covered by this Agreement.

Provisions of this Article shall be applicable to all bargaining unit employees during the period of bargaining for a new Agreement subsequent to this Agreement, not to exceed three (3) years from the effective date of this Agreement.

Any action by the Town to enforce the provisions of this Article shall not be subject to the Grievance and Arbitration Procedures set forth in this Agreement. Violations of the terms of this Article shall be cause for discharge, and/or discipline in the sole discretion of the Town.

ARTICLE 23 SPECIALISTS

COMMUNICATIONS TRAINING OFFICER

ECOs assigned as a Communications Training Officer (C.T.O.) shall be compensated for those hours that they are engaged in the training activities. The C.T.O. will instruct, evaluate and document performance of trainees in a way that is court-defensible and EEOC-consistent. Specific duties and responsibilities will be determined by the Chief of Police. Compensation for Communications Training Officer will be as follows:

Effective July 1, 2021, \$2.75/hour
 Effective July 1, 2022, \$3.25/hour
 Effective July 1, 2023, \$3.50/hour

ARTICLE 24 VERIFICATION OF MEDICAL CONDITION

Employees may be required to provide a written release of all medical records concerning an illness or injury for which benefits are claimed or when the employee is sent to a Town-designated physician for an evaluation of fitness for duty, to release such medical records as are relevant to an evaluation of the employee's current fitness for duty. The Town shall pay the cost of examinations it initiates under this provision.

ARTICLE 25 TRAINING OF NEW EMPLOYEES

A newly hired employee will be assigned to a standardized training program as established by the Chiefs. Each new employee shall participate in this program under the supervision of certified Communications Training Officers (C.T.O.). The program shall include a written evaluation of the employee to determine when the employee is qualified to progress to work without a C.T.O. and eventually work alone, or if additional training will be necessary.

It is understood that it would be desirable for each new employee to be evaluated by at least two (2) C.T.O.s, each C.T.O. at different periods of time during the training process (i.e. more than (1) C.T.O. will not train an employee and be so compensated on the same shift).

ARTICLE 26 FAMILY MEDICAL LEAVE ACT POLICY

Notwithstanding anything in this agreement to the contrary, any unit member may exercise their rights to take Family and Medical Leave pursuant to the Family and Medical Leave Act of 1993 ("FMLA"), or to take Small Necessities Leave pursuant to the Massachusetts Small Necessities Leave Act ("SNLA"). The FMLA is a federal law that provides for up to 12 weeks of unpaid leave each year for the birth, adoption or placement of a child, or the serious health condition of the employee or an immediate family member. The SNLA is a state law that provides up to 24 hours per year of unpaid leave to attend to certain responsibilities regarding the education of the employee's child, or the placement of an older relative in a nursing home. Paid leave may be substituted for unpaid leave under certain circumstances. In the event that an employee qualifies for Family and Medical Leave, the Town has the right to designate sick or other leave as Family or Medical leave in accordance with the Family and Medical Leave Act. The Town shall have the right to establish rules and regulations concerning the use of Family and Medical Leave and Small Necessities Leave that are consistent with those laws.

ARTICLE 27 ALCOHOL AND DRUGS

A. PURPOSE

The Town and the Union recognize that ECO is a safety sensitive position, and that the Bedford Police Department must remain drug and alcohol free in order to accomplish its vital public safety mission. Emergency Communications personnel impaired by drugs or alcohol creates an unreasonable danger to their fellow officers, and to the public. In addition, drug and alcohol abuse impairs the health, well-being

and productivity of the police department and its members. Consequently, the abuse of illegal drugs or alcohol cannot be tolerated.

B. PROHIBITED CONDUCT

1. The following conduct shall constitute an offense under this Article.
 - a. The possession, use, transfer, manufacture or sale of any illegal drug when not related to performing official duties as an ECO.
 - b. The possession or use of alcohol during working hours, or while using Town vehicles or facilities, and when not related to performing official duties as an ECO.
 - c. Driving under the influence of alcohol or drugs.
 - d. Reporting to work with the metabolite of an illegal substance in the blood, with a blood alcohol level above 0.02, or impaired by drugs or alcohol.
2. Any employee who is arrested for or convicted of a drug-related offense or driving while intoxicated must notify the Chief immediately, irrespective of whether the conduct occurred during working time.

C. PROHIBITED DRUGS

For the purposes of this Article, prohibited drugs include all substances included in Schedules I through III of the Controlled Substances Act (21 U.S.C. §812). Included among those drugs are marijuana, cocaine, opiates, phencyclidine (PCP), amphetamines and methamphetamines. Possession of a controlled substance without a doctor's prescription or other legal authorization violates this Article and may be illegal.

An employee who is taking a controlled substance under a valid prescription should check with their physician to ensure that the medication will not interfere with the employee's ability to work safely and efficiently. Any questions or doubts should be raised with the Chief. Abuse of validly obtained prescription drugs will be treated in the same manner as abuse of alcohol. Abuse of prescription drugs in all other cases will be treated as abuse of illegal drugs.

D. DRUG AND ALCOHOL TESTING

1. Employees are required to submit to drug and/or alcohol testing in the following situations:
 - a. New Hires:
Each new employee will submit to a drug test shortly after their date of hire.
 - b. Reasonable Suspicion:
When the Town has reasonable suspicion to believe that an employee has reported to work or is working while impaired by drugs or alcohol, or has used illegal drugs, the Town will direct the employee to report for a drug and/or alcohol test.
 - c. Post-Incident:
Any employee involved in an accident on the job or an incident involving an unsafe practice or violation of a safety rule, standard or policy, may be directed by the Town to submit to a drug and/or alcohol test.
 - d. Follow-up Testing:
An employee who has violated the drug and alcohol policy, but has not been discharged, may be required to submit to follow-up testing as a condition of their continued employment. A program of follow-up testing will be set forth in writing and

will continue for a set period of time. During a follow-up testing period, an employee will be subject to unannounced testing for drugs and/or alcohol.

e. Promotion and Specialist Assignments:

Any employee being considered for classification advancement under the provisions of Article 11, Section 1.b will submit to a drug test showing a negative result as a requirement for advancement.

f. Failure to Submit to Testing:

A failure or refusal to submit to testing as outlined above, or refusal to cooperate with the testing laboratory, shall be treated as a positive test.

2. Alcohol Testing Procedures:

The Town will direct the employee to report to the testing laboratory for a blood or breathalyzer test. In the case of a blood test, blood will be drawn only by a qualified medical professional, in accordance with accepted medical standards. A breathalyzer test will be administered by a qualified operator superior or equal in rank, and may be administered on the premises of the Town (e.g., by the Bedford Police Department, or other law enforcement agency). The employee's blood alcohol level shall be reported to the Town immediately.

3. Drug Testing Procedures:

a. Collection:

An employee subject to drug testing will be directed in writing to report at a specified time to a testing laboratory certified by the U.S. Department of Health and Human Services. The Town will determine in each instance whether the drug test shall be administered utilizing a urine sample and/or a hair sample. Collection of a urine and/or hair sample will be supervised by qualified medical personnel, in accordance with the procedures established by the testing laboratory. The sample will be properly sealed and labeled, in the employee's presence, to avoid contamination, tampering or confusion of samples. Employees reporting for a drug test should be prepared to produce picture identification. If an employee has taken any prescription drugs, or has any other reason to believe that the test will result in a false positive, the employee must inform the testing laboratory before taking the test.

b. Processing:

Urine samples will be screened initially by an Immunoassay or comparable screening test, with positive results confirmed by Gas Chromatography / Mass Spectrometry or a comparable confirmatory test. Testing will be performed in accordance with federal government standards, under the supervision of qualified medical and laboratory personnel employed by the testing laboratory. The laboratory will test all samples for the presence of marijuana, cocaine, opiates, phencyclidine (PCP), and amphetamines/methamphetamines.

c. Reporting of Results:

The results of a drug or alcohol test will be reported verbally and in writing to the Chief or the person he designates to receive those results. The testing laboratory will reveal to the designated official only whether the employee has received a result of negative for drugs or positive for drugs. The results of the drug test will be maintained in the strictest confidence by the Town and will not be disseminated except on a "need to know" basis.

Positive Results. Before a positive test is reported to the Town by the testing laboratory, the doctor who interprets the results (“Medical Review Officer”) will consider whether the positive test result was caused by legal drug use (pursuant to a validly obtained prescription). The Medical Review Officer shall require that the employee produce any necessary written proof, and the employee shall authorize the Medical Review Officer to obtain further information from their health care providers. If the Medical Review Officer determines that the employee’s explanation is medically corroborated by the test results (e.g., the substance identified in the test is contained in the prescribed drug) then the test will be reported to the Town as “negative”. The laboratory will not provide to the Town any information it learns concerning prescription drugs that the employee is taking pursuant to a validly obtained prescription. If the Medical Review Officer is unable to obtain the employee’s cooperation in order to make this determination, the positive result will be reported to the employer.

d. The Testing Laboratory:

The testing laboratory shall be selected by the Town, and shall be certified by the U.S. Department of Health and Human Services. The Town will notify the Union of the laboratory selected.

E. SEARCHES

The Town has the right to search for alcohol or drugs on Town owned or controlled premises, including in desks, tool boxes, vehicles (excluding personal vehicles unless after a first incident in which an employee is tested positive for use of alcohol or drugs as defined herein and it is suspected that a personal vehicle is being used for concealing drugs or alcohol related to the prohibited conduct specified in Section B above), lockers, or in other containers on the premises that may conceal substances prohibited by this policy. During any such search one or more union members may be present.

F. ENFORCEMENT

Ordinarily, a first time offender without a history of significant disciplinary infractions will be referred to an employee assistance program, but the Town reserves its legal rights to discipline up to and including discharge for serious offenses involving criminal conduct or other conduct resulting in physical harm to a person, physical damage to public or private property, or the like. Except as stated above, any employee who violates this Article will be subject to discipline up to and including discharge. In an appropriate case, the Town, in its sole discretion, may retain an employee who has violated this Article. In such a case, the employee’s continued employment may be subject to certain conditions, which may include participation in a rehabilitation program and/or follow-up drug and alcohol testing.

G. EMPLOYEE ASSISTANCE PROGRAM

Any Town employee may receive assistance with treatment of a drug or alcohol dependency problem through the employee assistance program (“EAP”). Employees may voluntarily request such help or the Town may require participation in the EAP as a condition of continued employment. An employee’s participation in the EAP is treated confidentially. Participation in any program or treatment through the EAP will not be disclosed to the Town without the participant’s written permission. In cases where participation in the EAP is required as a condition of employment, the employee will be required to permit the Town to be informed only whether the employee is participating as required (i.e., keeping scheduled appointments).

H. LAW ENFORCEMENT OFFICER RESPONSIBILITIES

Nothing in this article shall limit the right and/or obligation of a law enforcement officer to administer alcohol or drug tests to an employee in the enforcement of public laws, or otherwise enforce the law.

ARTICLE 28 EXTRA ASSIGNMENTS

Any Emergency Communications Officer trained in Suicide Prevention shall have an opportunity to accept or reject prisoner watch assignments, but not before all full-time, eligible (as determined by the Chief) Bedford Police Officers have had the opportunity to accept or reject said assignments. Such assignments will be compensated at the same rate as that employee would receive for an Emergency Communications shift during the same time period. At no time shall a prisoner watch assignment conflict with an employee's scheduled shift. No employee shall be ordered in for a prisoner watch assignment. Between the hours of 11:00 PM and 7:00 AM, in the event that an Emergency Communications Officer is reassigned from their dispatching duties for prisoner watch, the ECO shall be given an additional \$2.00 per hour during that time.

During times of inclement weather, special events, and major incidents, and extra personnel are not called in for duty, one ECO on duty may be assigned duties associated with the Emergency Operations Center, and when so assigned, shall be given an additional \$2.00 per hour for the entire shift(s), provided that the Emergency Operations Center has not actually been activated.

ARTICLE 29 CLOTHING AND EQUIPMENT

Each employee shall be furnished with all essential equipment or special clothing required as determined by the Chief of Police.

Emergency Communications Officers shall receive a boot/shoe allowance of \$200 per year. The ECO shall continue to follow current procedures regarding duty uniforms, using the Town approved vendor.

One union member will be issued a Class dress uniform for each year of the contract based on seniority in the department.

ARTICLE 30 PERFORMANCE EVALUATIONS

A. INTENT An annual progress/performance review shall be conducted for each employee. The review system is intended to: (1) establish individual objectives in support of the employer's goals and to ensure a common understanding by both manager and employee of what is expected in terms of job performance; (2) serve as the basis for identifying employee accomplishments, as well as the need for performance improvement; (3) plan training, guidance and self-development activities that will help employees gain the knowledge and skills to improve performance, advance career goals, and increase job satisfaction; (4) provide documentation of employee performance to serve as the basis for personnel actions; and (5) to continuously improve Town services.

A performance evaluation may not: (1) itself be used as the basis of a disciplinary action; (2) be considered a reprimand/warning for the purposes of progressive discipline; or (3) offered into evidence at a disciplinary appeal hearing before an arbitrator for the purpose of proving the truth of any matter asserted by the Town

in the evaluation. If an evaluation is offered at such a disciplinary appeal hearing for some other purpose, any portion of the evaluation irrelevant to that purpose shall be redacted.

B. REVIEW TABLE Each employee shall receive an annual performance review, to be conducted by the employee’s immediate superior, unless otherwise directed by the Chief of Police.

C. APPEALS The parties agree that, subject to provisions of this Article, the performance evaluation system shall be governed by the written procedures developed by the Chief of Police, which provide for appeals to the Town Manager only, except that an evaluation may then be appealed to arbitration, using the grievance procedures in this agreement, if it is an overall “fail,” defined as an “unsatisfactory” rating in 50% or more of the performance elements.

D. INSTRUMENT/PROCEDURES The Chief of Police will develop a performance evaluation instrument and procedures for its use. The evaluations will be usable for all purposes set forth in Section A and will be kept as a personnel record of the affected employee.

**ARTICLE 31
APPLICATION OF SELECTED PROVISIONS OF POLICE REFORM TO
EMERGENCY COMMUNICATIONS OFFICERS.**

Notwithstanding any provision(s) of the parties’ collective bargaining agreement, the Town has the right to take any actions required under “An Act Relative to Justice, Equity and Accountability in Law Enforcement in the Commonwealth” (“Massachusetts Police Reform Law”) signed into law by Governor Baker in December 2020.”

**ARTICLE 32
DURATION OF AGREEMENT**


This agreement shall take effect on July 1, 202¹₇ and shall continue in effect until June 30, 2024.

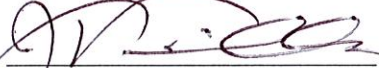
Either party to this Agreement wishing to negotiate a successor agreement, must so indicate by notifying the other party on or before November 1, prior to the termination of this Agreement. Within fifteen (15) days after receipt of such notification by either party, the parties agree to commence negotiations in accordance with M.G.L., Ch. 150E.

SIGNATURES

Agreed this 15th day of: August 2022

Bedford Emergency Communication Officers


Matthew Newman


Jeffrey Vinciulla


Mark Daly

7/25/2022
Date

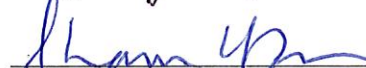

Sarah Stanton, Town Manager


Aug. 9, 2022
Date


Town of Bedford Select Board


Emily Mitchell, Chair


Margot Fleischman


Shawn Hanegan


Bopha Malone


Edward Pierce

8/15/22
Date