

Article 3
October 10, 2018 Special Town Meeting
ITWA Collective Bargaining Agreement

		Amount	Percent
Fiscal Year 2019	3% Base Wage Increase November 1, 2018	\$ 54,860	
	Step & Other Increases	<u>\$ 29,370</u>	
	Total	\$ 86,230	3.06%
Fiscal Year 2020	2.5% Base Wage Increase July 1, 2019	\$ 74,071	
	Step & Other Increases	<u>\$ 80,270</u>	
	Total	\$154,341	5.44%
Fiscal Year 2021	3% Base Wage Increase July 1, 2020	\$ 90,531	
	Steps & Other Increases	<u>\$ 27,192</u>	
	Total	\$117,723	3.93%

Other Key Provisions

- Update flexible schedule provisions.
- Ensure consistent compensatory leave provisions.
- Establish a four hour minimum for overtime purposes.
- Expand clothing reimbursement from \$100 to \$200 per year for eligible employees.
- Increase the maximum merit bonus opportunity from \$1,800 to \$3,600.
- Expand the 401A contribution match by \$500 per year effective in FY2020 (\$24,500).
- Modify sick leave conversion program.