

Article 1
October 10, 2018 Special Town Meeting
Needham Building Custodian and Trades Independent Association

		Amount	Percent
Fiscal Year 2019	3% Base Wage Increase 11/1/2018	\$ 58,419	
	Night Differential Increase \$0.20/hour	\$ 6,473	
	Steps and Other Changes	<u>\$ 36,309</u>	
	Total	\$101,201	3.60%

Fiscal Year 2020	2.5% Base Wage Increase 7/1/2019	\$ 70,426	
	Steps and Other Changes	<u>\$ 33,022</u>	
	Total	\$103,448	3.55%
Fiscal Year 2021	3% Base Wage Increase 7/1/2020	\$ 86,819	
	Steps and Other Changes	<u>\$ 22,591</u>	
	Total	\$109,410	3.62%
Fiscal Year 2022	2.5% Base Wage Increase 7/1/2021	\$ 75,356	
	Steps and Other Changes	<u>\$ 27,586</u>	
	Total	\$102,942	3.29%

Summary of Key Language Items

- Increase the reimbursement rate for trades employees' prescription safety glasses from \$200 to \$400.
- Expand certain drug and alcohol testing policy provisions to all employees.
- Eliminate double time for Sunday hours, eliminate premium pay for overtime worked beyond 16 consecutive hours, and implement double time premium on the overnight shift from 11:00 p.m. to 7:00 a.m. (except regular shifts).
- Convert all employees to monthly vacation leave accrual.
- Implement a 401A Retirement Program (\$25,000).
- Eliminate Mandatory Agency Fee.
- Incorporate Town Educational Reimbursement and Bereavement Policies.
- Authorize limited compensatory leave program.
- Acknowledge GPS vehicle monitoring capability.