

Agreement

Between

Town of Swampscott

And



Swampscott Public Library Employees
Chapter

July 1, 2018 – June 30, 2021

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PAY SCHEDULE "A"

This Agreement entered into by the Town of Swampscott, hereinafter referred to as the Employer, and SEIU Local 888 CTW-CLC, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations and peaceful procedures for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – RECOGNITION

Section 1. The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishment of salaries, wages, hours of work, and other conditions of employment for all regular permanent full-time and part-time employees (excluding pages) of the Town of Swampscott, Library Department.

Section 2. A full-time employee is defined as an employee who normally works a full work week and whose employment is expected to continue for twelve (12) months or more, or an employee who normally works a full work week and has been employed for twelve (12) consecutive months or more.

Section 3. A regular part-time employee is defined as an employee who normally works less than a full work week and at least twelve (12) hours per week.

Section 4. A regular part-time employee who is normally scheduled to work twelve (12) or more hours a week will be granted all benefits applicable to a full-time employee, excluding health insurance, prorated in proportion to the number of hours worked each week as it bears to thirty-five (35) hours.

Section 5. A part-time employee who normally works fewer than twelve (12) hours will be granted movement on the Union pay scale with steps for his/her position up to and including step 3.

For employees hired prior to April 1, 2006, the employee will be placed on Step 1 on July 1, 2006, on Step 2 on July 1, 2007, and on Step 3 on July 1, 2008. Employees hired after April 1, 2006 will move from step to step on their anniversary date.

Exclusions: All library pages.

A library page is defined as anyone hired on a temporary basis to do basic shelving and book repair.

ARTICLE 2 – UNION DUES

Section 1. Deduction of Dues. The Employer agrees that it will deduct from the wages of employees covered by this Agreement, who work at least twelve (12) hours per week, the weekly dues, and/or initiation fees of those employees who execute a proper authorization form. The

amount of the weekly dues and the amount of initiation fee shall be certified to the Employer in writing by the Union.

Employees covered by this Agreement who are not Union members, and who work at least twelve (12) hours per week, shall be required as a condition of employment to pay to the Union an agency service fee, within thirty (30) calendar days of the signing of this Agreement or thirty (30) calendar days from the date of hire, whichever is later. The Union agrees to indemnify the Town against any financial liability incurred in complying with this Section.

Section 2. Notification, Introduction to the Steward. The Employer will advise all new employees at the time of hire that the Union is their collective bargaining representative. During their first day at work, new employees will be introduced to the Union Steward. During this introduction, the Steward shall be provided with ten minutes to speak with the new employee and shall have the opportunity to sign the new employee into Union membership.

Section 3. Remittance Procedure. The Employer shall remit all monies deducted for Union dues and initiation fees to the Secretary-Treasurer of the Union not later than fifteen (15) days following the end of the calendar month during which the deductions were made. The remittance shall be accompanied by a listing of the employees from whom deductions were made and the amount of each individual's deduction. The remittance shall also be accompanied by a list of new hires, terminations, changes in classification or other personal transactions affecting bargaining unit members during the month involved. The Union agrees to indemnify the Town for any damages or costs complying with this Article.

ARTICLE 3 – DISCRIMINATION

Section 1. There shall be no discrimination by representatives of the Employer against any employee because of his/her activity or membership in the Union.

Section 2. The Town of Swampscott, recognizing the right of an individual to work and to advance on the basis of merit, ability, and potential without regard to race, sex, color, handicap, religion, national origin, national ancestry or age, resolves to take Affirmative Action measures to ensure equal opportunity in the areas of hiring, promotion, demotion or transfer, recruitment, layoff or termination, rate of compensation, in-service or apprenticeship programs, and all terms and conditions of employment.

Non-discrimination and equal opportunity are the policy of the Town of Swampscott in all of its programs and activities. To that end, all Town of Swampscott employees shall rigorously take affirmative steps to ensure equality of opportunity in the internal affairs of all agencies, as well as in their relations with the public, including those persons and organizations doing business with any agency of the Town of Swampscott. Each agency, in discharging its statutory responsibilities, shall consider the likely effects which its decisions, programs and activities shall have in meeting the goal of equality of opportunity.

Affirmative action requires more than vigilance in the elimination of discriminatory barriers on the grounds of race, color, handicap, creed, national origin, national ancestry, age and sex. It must also entail positive and aggressive measures to ensure equal opportunity in internal personnel practices and in those programs which can affect persons outside of Town government. This affirmative action shall include efforts necessary to remedy the effects of present and past discriminatory patterns and any action necessary to guarantee equal opportunity to all people.

ARTICLE 4 – PROBATIONARY PERIOD

Section 1. There shall be a probationary period of six (6) months of actual work performance, excluding from consideration sick leave, leave with pay and other time not worked. During the probationary period, the Library Director and or the Town Administrator may discharge newly hired employees with or without just cause and such discharge shall not be subject to the grievance procedure set forth herein.

ARTICLE 5 – GRIEVANCE AND ARBITRATION PROCEDURE

Any grievance or dispute which may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1. The Union Steward and/or Representative, with or without the aggrieved employee, shall take up the grievance or dispute in writing with the Director within five (5) working days of the date of the grievance or his knowledge of its occurrence. The Director shall attempt to adjust the matter and shall respond to the Steward within five (5) working days in writing.

Step 2. If the grievance has not been settled, it shall be presented to the Personnel Manager in writing five (5) normal working days after the supervisor's response is due. The Personnel Manager shall respond to the Steward in writing within ten (10) normal working days.

Step 3. If the grievance still remains unadjusted, it shall be presented to the Town Administrator in writing within ten (10) working days after the response of the Personnel Manager is due. The Town Administrator shall meet with the employee(s) and the Union for review of the grievance thereafter within seven (7) working days and shall issue a response within fourteen (14) working days. Failure by the Town Administrator to reply within this period shall thereafter be construed as a decision negative to the Employee.

Step 4. If the grievance is not resolved at Step 3, the Union may submit the grievance to arbitration within thirty (30) days of the Step 3 response. The parties shall use and follow the procedures set forth by the American Arbitration Association. Any step or steps in the grievance procedure, as well as any time limit prescribed at each step of this Agreement, may be waived by mutual agreement of the parties.

ARTICLE 6 – SENIORITY

The principle of seniority shall govern and control in all cases of provisional or temporary appointments for qualified employees in choice of vacations, days off, and work schedules. There shall be one seniority list which includes full – time and part- time employees.

ARTICLE 7 – HOURS OF WORK

Section 1. The hours of the workweek for full-time employees shall be as presently established (Monday through Saturday) to include thirty-five (35) hours total worked over five (5) days.

The hours of the workweek for part-time employees shall be as presently established (Monday through Saturday).

Section 2. All hours worked in excess of thirty-five (35) hour workweek shall be paid for at one and one half times the employee's average hourly earnings for the week. In the computation of overtime, paid holiday time not worked will be included.

Section 3. Any employee called back to work on the same day after having completed his/her assigned work and having left his/her place of employment and before his/her next regular scheduled starting hours will be guaranteed a minimum of two (2) hours' pay except for a call back between midnight and 6:00 A.M. which a three (3) hour minimum will apply. This section shall apply to all employees except those scheduled to work split shift in the same day.

Section 4. Bargaining unit staff will work the regular thirty-five (35) hours total on Monday through Friday during the months of July and August through Labor Day weekend as well as the Memorial Day weekend and the last two (2) weekends in the month of June. Employees will be released at 5:00 P.M. on the working day before the Thanksgiving, July 4th, Christmas and New Year's holidays.

Section 5. Except in emergency situations, work schedules shall not be changed without a thirty (30) day notice to the affected employee(s) and it is understood and agreed that no full-time employee shall be required to work more than every other Saturday the Library is open from September through June.

Section 6. All employees' work schedules of at least four (4) hours shall provide for a fifteen (15) minute rest period.

Section 7. All employees work schedules shall provide for a one (1) hour lunch period for each shift, not to be counted as part of the seven (7) hour work day.

ARTICLE 8 – LEAVE WITH PAY

Section 1. The Union shall have persons designated as official representatives of the Union, and their names will be submitted to the Employer.

Section 2. Attendance at professional meetings, with the Library Director's approval.

Section 3. Time to attend the Library courses, with the Library Director's approval.

Section 4. Union Stewards shall be granted reasonable time off during working hours to investigate and settle grievances, orient new hires to the Union, and negotiate contracts.

Section 5. The Town shall grant a total of three (3) days of leave with pay, for the bargaining unit as a whole, for the purpose of Union Business. These days are to be used in not less than one-half (1/2) day blocks.

Section 6. Any authorized official will be permitted to visit the Town buildings at reasonable hours for the purpose of adjusting disputes between Employer and Employee or any other matter relating to the terms and conditions of the Agreement. However, visitations are not to interfere with the normal functions of any department. Permission for Union meetings to be held at the Library during working hours shall be obtained from the Library Director and shall not be unreasonably denied.

ARTICLE 9 – LEAVE WITHOUT PAY

Extended leave without pay shall be granted at the discretion of the Director. Extended leave without pay shall also be granted under the Federal Emergency Family Leave Act.

Employees shall be granted non-paid leave for certain family obligations pursuant to MGL Chapter 149, Section 52D (as amended). Every effort will be made to coordinate the use of such leave with the Department Head on a timely basis. An employee's personal leave account may be utilized should the employee wish to take this leave with pay.

ARTICLE 10 – VACATIONS

Section 1. All regular full-time and regular part-time employees working at least twelve (12) hours per week, who have been regularly and continuously employed, may be granted a vacation without loss of pay. In cases where vacation requests by employees conflict, preference subject to the operating needs of the Library will be given to the employee on the basis of seniority. Such vacation shall be computed on a calendar basis January 1 - December 31 for those employees who are now on a fiscal year schedule (see attached list). Following that all of those individuals would be in line with the rest of the staff on a calendar based vacation schedule.

Vacation leave for regular part-time employees will be proportionate to their percent of full-time employment.

- After the expiration of one (1) year service, but less than five (5) years, a vacation of two (2) weeks.
- For five (5) years' service, but less than ten (10) years of service, a vacation of three (3) weeks.
- For ten (10) years of service, a vacation of four (4) weeks with an additional work day of vacation for each year of service up to fourteen (14) years of service.
- For fifteen (15) years of service or more, a vacation of five (5) weeks.

Extra vacation weeks earned for 5, 10 or 15 years' of service shall be available in the anniversary year after the anniversary date, but prior to the next January 1, which begins the new vacation entitlement year.

Vacation leave for regular part-time will be proportionate to their percent of full-time employment. Employees hired on or after ratification (May 21, 2018) will follow the following vacation schedule.

- After 10 years of service, a vacation of three (3) weeks.
- After 15 years of service, a vacation of four (4) weeks.
- After 20 years of service, a vacation of five (5) weeks

Section 2. An employee who has actually worked fewer than thirty (30) weeks in the aggregate will receive one (1) days' vacation for every month worked prior to the first day of January in the year that the vacation is due, up to a maximum of two (2) weeks.

Section 3. An employee who transfers from one department to another shall carry with him or her vacation time accumulated to the number of years of service.

Section 4. Employees who are reinstated or re-employed shall be credited with previously earned vacation time, when such reinstatement or re-employment occurs within three (3) years of previous employment.

Section 5. Employees shall use vacation time allotted for a particular year during that year. Employees may only carry over vacation from one year to the next with the approval of the director. Such approval shall not be unreasonably denied.

Section 6. Employees eligible to buy back unused vacation time must notify the Library Director by November 15th. Effective July 1, 2018, employees will be eligible to buy back three (3) days of unused vacation days.

ARTICLE 11 – JOB POSTING AND BIDDING

When a position covered by this Agreement becomes vacant, such a vacancy shall be posted in a conspicuous place listing the pay, duties, and qualifications. The Union Representatives shall be notified in writing at the time of the posting. This notice of vacancy shall remain posted for seven (7) days. Employees interested shall apply in writing within a ten (10) day period. Within a ten (10) day period of the expiration of the posting period, the Board of Trustees and the Librarian will award the position to the most senior qualified applicant.

In filling the vacancy, the Board of Trustees shall consider the seniority, qualifications, ability, reliability, productivity and all other relevant factors (provided that such judgment shall not be exercised arbitrarily or capriciously).

ARTICLE 12 – TEMPORARY SERVICE IN A HIGHER CLASSIFICATION

An employee who is assigned to work temporarily in a higher classification shall, commencing with the thirtieth (30th) day of work in that higher classification, be paid at the rate at which the employee would be entitled had he/she been promoted to that higher classification.

ARTICLE 13 – HOLIDAYS

All regular full-time and regular part-time employees working at least twelve (12) hours per week shall be granted holiday leave without loss of pay on the following legal holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Veterans' Day
Washington's Birthday	Thanksgiving Day
Patriots Day	Day after Thanksgiving (to be used anytime with permission of the Director)
Memorial Day	Christmas Day
Independence Day	

In addition, all regular employees, at the discretion of the Trustees, shall receive the following time off without loss of pay: A working day within a week either before or after the legal day of celebration of Thanksgiving, Christmas and New Year's Day.

Holiday pay shall be seven (7) hours of straight time rate for all full – time employees. Holiday pay for regular part – time employees shall receive pay for hours scheduled to work that shift. If the holiday occurs within and employee's vacation or on an employee's day off, he or she shall receive an additional day's vacation pay.

If the holiday falls within a period of sick leave, the employee shall receive holiday pay for the day in question and will not be charged with a sick day.

ARTICLE 14 – MISCELLANEOUS PROVISIONS

Section 1. Library Facilities: The Employer agrees to provide for all employees covered by this Agreement:

- Clean restroom facilities for use by the employees;
- Clean lunchroom with necessary facilities;
- Cot and First Aid provisions;
- Office equipment in good working order. New equipment shall be provided where needed;
- Clean, safe, well-lighted and well-ventilated or air-conditioned office space;
- Adequate parking facilities.
- The Town will provide one (1) locked Cabinet or Locker sufficient in size to store employee personal belongings.

Section 2. In emergencies, such as intolerable conditions of extreme heat or cold in the building, the building shall be closed and employees shall not be required to work. Employees shall not be required to report for work or remain at work during hurricanes or extreme winter storm conditions. When the Town declares a snow emergency/parking ban, employees shall be allowed to park in the Town Hall patron lot with the understanding that the designated library spots be used first. Such emergency conditions shall be determined by the Town Administrator and the Library Director.

Section 3. Any employee required to attend any meetings of the Trustees shall be given compensatory time off within the same work week.

Section 4. The Town will continue its present practices with respect to economic benefits (wages and fringes) generally applicable to bargaining unit employees not otherwise specified or improved in the Agreement.

Section 5. The Employer agrees to provide a bulletin board for Union announcements.

Section 6. Employees shall not be routinely required or expected to perform duties normally ascribed to the custodian's job description.

Section 7. If, after 6:00 P.M., the Library is to be open to the public, there shall be three (3) adults scheduled to work. The scheduled employees may consist of bargaining unit members and/or the Director. Any absence of any assigned personnel from the schedule for any reason shall not impose an obligation on the Town to hire at overtime or to otherwise provide substitute personnel.

Section 8. In the event that neither the Library Director, Assistant Library Director, or the custodian is working when the library is open for evening hours, one (1) bargaining unit member

shall be designated to take responsibility for securing and preparing the Library for closing. That member shall receive an additional \$15.00 per shift for such duties.

In the event that the Library Director, Assistant Library Director, or the custodian is not working when the Library is open, one (1) bargaining unit member shall be designated to take responsibility for preparing and opening the Library. That member shall receive an additional \$15.00 per shift for such duties.

Section 9. Personnel Records. The Town shall follow MGL Chapter 149, Section 52 c (as amended) in honoring requests pursuant to this section.

ARTICLE 15 – SICK LEAVE

Section 1. Sick leave shall be credited at the rate of one and one quarter (1 1/4) days per month. Sick leave shall be credited at the rate of one day (1) per month, beginning on the last year of the contract.

Section 2. Accumulation of sick leave shall be unlimited.

Section 3. Each employee, upon retirement from the Town service under the provisions of the Contributory Retirement System for Public Employees shall be entitled to payment of an amount equal to his or her daily rate of pay at twenty (20%) per cent payback of his or her accumulated sick leave up to a maximum of 250 days accumulation. Employees hired on or after July 1, 2014 shall be entitled to payment of an amount equal to his or her daily rate of pay at twenty (20%) percent payback of his or her accumulated sick leave up to a maximum of one hundred twenty five days (125) accumulated. In case of death while in the service, the same percent will be paid to the employee's estate or that person chosen to be the beneficiary under the employee's group insurance. Effective July 1, 2018 sick leave accumulation shall be capped at two hundred (200) days.

Section 4. Employees shall be allowed to use up to seven (7) days of sick leave per year for family illness. Family is defined as father, mother, father-in-law, mother-in-law, sister, brother, husband, wife, child or person living in the immediate household.

Section 5. Any employee who uses no sick leave for a six-month period will receive a cash incentive of \$300. An employee who uses only one (1) day during the same period will receive a cash incentive of \$100. This will repeat at the Town's sole option for the subsequent six-month periods. Payments to be made in the secondary pay period after the closing date of that six-month period. Payments will be prorated for part-time employees. For part-time employees "one day of sick leave" shall be interpreted as missing one regularly scheduled shift.

Regular part-time employees will be granted the cash incentive above, prorated in proportion to the number of hours worked each week as it bears to thirty-five hours.

Section 6. Regular part-time bargaining unit members shall receive sick leave on a pro-rated basis using the average number of hours she/he works.

ARTICLE 16 – MATERNITY/PATERNITY/ADOPTIVE LEAVE

Section 1. Employees shall be entitled to a maternity, paternity or adoptive leave of up to one (1) year from the date of delivery or adoption upon presentation of written notice of their intent to take such leave.

Section 2. A pregnant employee may continue to work for as long as her physician certifies she is able to do so.

Section 3. An employee on maternity leave may utilize accumulated sick leave only during the period of physical disability. However, employees who are on maternity, paternity or adoptive leave shall be entitled to use any accrued vacation, personal or compensatory time available and owed to them during their leave. Any other time off shall be subject to the provisions of Section 1 and 4 of this Article.

Section 4. Upon returning from maternity, paternity or adoptive leave, an employee may elect to return to work as a regular part-time employee for a period of up to one (1) year, provided that return in such status can be accommodated within the operating needs of the library as determined by the Director. The employee and the Director shall meet in an effort to make such arrangements. The Director shall not unreasonably refuse to make the necessary accommodations. At the end of the one (1) year, the employee may be required to return to the number of hours s/he worked prior to the commencement of the leave.

ARTICLE 17 – JURY DUTY

The Town will pay the difference between jury pay and the employee's salary.

ARTICLE 18 – BEREAVEMENT LEAVE

In the event of death in the immediate family of an employee, the employee shall be granted a leave of absence without loss of pay not to exceed four (4) work days.

Immediate family shall be defined as father, mother, father-in-law, mother-in-law, sister, brother, wife, child, husband, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandmother, grandfather, grandchild. In the event of the death of a niece, nephew, aunt or uncle of the employee, the employee will be granted up to two (2) consecutive days leave provided one (1) of the days is used to attend the funeral or memorial service regardless of work schedule.

In the event of the death of a relative not enumerated in the preceding sentence, an employee may, in the discretion of his or her department head, be granted a sufficient leave of absence to attend the funeral services of the relative.

Regular part-time employees, who work at least twelve (12) hours per week, shall be granted bereavement leave prorated in proportion to the number of hours worked each week as it bears to thirty-five (35) hours.

ARTICLE 19 – PERSONAL LEAVE

Section 1. All regular full-time and regular part-time employees who work at least twelve (12) hours per week shall be granted time off at the discretion of the Director, to conduct personal business for which he or she will be paid his or her normal rate of pay. Personal leave shall not exceed four (4) days in any calendar year. Personal leave for regular part-time employees who work less than full-time will be proportionate to their percent of full-time employment. Personal leave for employees hired on or after May 21, 2018, personal leave shall not exceed three (3) days.

ARTICLE 20 – HEALTH AND WELFARE

The Town of Swampscott currently offers health insurance plans on an individual coverage or family coverage basis through employee payroll deduction. Employees are eligible for Health Insurance benefits provided they are covered either under the Town Retirement system.

ARTICLE 21 – LONGEVITY

All full-time and regular part-time employees shall be granted a longevity award, computed and paid to each eligible employee on July 1 in the following amounts:

5 Years of completed Service	\$250.00	12 Years of completed Service	\$600.00
6 Years of completed Service	\$300.00	13 Years of completed Service	\$650.00
7 Years of completed Service	\$350.00	14 Years of completed Service	\$700.00
8 Years of completed Service	\$400.00	15-19 Years of completed Service	\$800.00
9 Years of completed Service	\$450.00	20-24 Years of completed Service	\$1,000.00
10 Years of completed Service	\$500.00	25+ Years of completed Service	\$1,650.00
11 Years of completed Service	\$550.00		

All full-time and regular part-time employees hired on or after July 1, 2014 shall be granted a longevity award, computed and paid to each eligible employee on July 1 in the following amounts:

5 Years of Completed Service	\$250
10 Years of Completed Service	\$500
15 Years of Completed Service	\$750
20 Years of Completed Service	\$1,000
25 Years of Completed Service	\$1,250

All regular part-time employees shall receive longevity award on a pro-rated basis.

ARTICLE 22 – WAGES

Wages shall be increased as follows:

July 1, 2018 – 2 % & \$200 *bonus*

July 1, 2019 – 2% & \$200 *bonus*

July 1, 2020 – 2% & \$200 *bonus*

The rates of pay are reflected in the pay schedule attached as Exhibit "A".

ARTICLE 23 – DISCIPLINE AND DISCHARGE

No library employee shall be suspended, demoted, disciplined or discharged without just cause.

ARTICLE 24 – LAY-OFF CRITERIA

For purposes of lay-off and recall, seniority shall be defined as service in the library. Part-time employees' seniority shall be prorated in proportion to the number of hours actually worked each week as it bears to thirty-five (35) hours.

Once the Town determines that particular library positions are to be eliminated:

- Seniority in grade shall be the rule for lateral bumping procedures;
- Seniority for bumping purposes to a lower grade, provided there is no vacant position at his/her present grade, shall be determined by date of hiring by the library. The least senior employee in that lower grade shall be bumped;
- An employee who is laid off shall be given the first opportunity to return to his/her former position if and when that position is vacant or to any other position for which he or she is qualified.

The Town shall give at least two (2) weeks' notice of any intent to lay-off or recall to work.

ARTICLE 25 – TECHNOLOGICAL CHANGE

Should the Employer wish to introduce new equipment or machinery such as video display terminals, into the library, it shall first meet and discuss with the Union the impact of such a proposed change. Such discussion shall include health and safety concerns for affected employees.

ARTICLE 26 – MAINTENANCE OF STANDARDS

All benefits, wages, working conditions and privileges enjoyed by the employees covered by this Agreement, shall continue in effect unless specifically waived or improved in this Agreement.

ARTICLE 27 – LABOR MANAGEMENT

In order to provide a means for the exchange of views between the Town and the Union, a joint labor-management committee shall be established consisting of the Library Director, the Personnel Manager or designee, and Union Stewards from the bargaining unit.

The Committee shall meet monthly at times mutually agreed upon by the Library Director, the Personnel Director or designee, and the Union Stewards. Such meetings shall be for the purpose of discussing and resolving matters relating to the general application of the Agreement and to other matters of mutual concern including, but not limited to, health & safety issues, matters and issues unique to the Swampscott Public Library, the library profession and the Noble Library Network.

ARTICLE 28 – EFFECTIVE DATE

Section 1. This agreement shall be in full force and effect from July 1, 2018 up through and including June 30, 2021. Should both parties agree, any provision of this Agreement may be reopened for discussion during the term of this agreement?

The parties agree to reopen this agreement for the purpose of negotiation a new agreement prior to June 30, 2021.

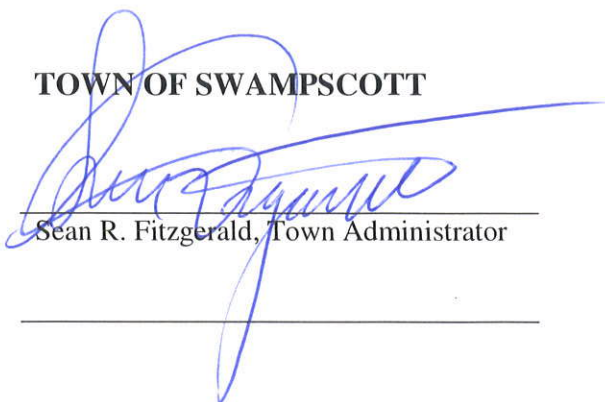
Section 2. Termination:

Either party may terminate this Agreement by registered mail to the responsible signatories to this agreement at the address given on the date of signing, or such termination notice may not be sent less than thirty (30) days prior to the scheduled expiration date.

Section 3. Renewal:

Should neither party to this Agreement send a notice of termination as described in Section 2, this Agreement shall be considered to have been automatically renewed for another year.

TOWN OF SWAMPSCOTT



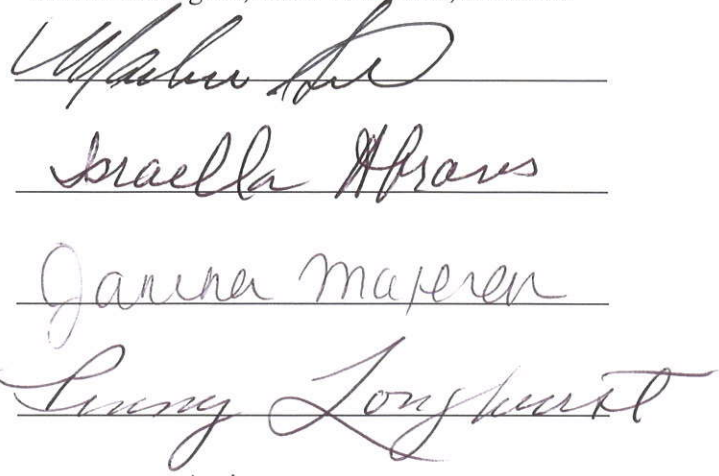
Sean R. Fitzgerald, Town Administrator

Date:

11/20/18

LOCAL 888, SEIU, CTW-CLC

Brenda Rodrigues, SEIU Local 888, President



Date:

8/8/2018