
COLLECTIVE BARGAINING AGREEMENT

Between

THE TOWN OF NEW FAIRFIELD

And

LOCAL 677, INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(FULL TIME COMMUNICATIONS CENTER DISPATCHERS)

January 1, 2021 to December 31, 2023

ARTICLE 1- RECOGNITION

Section 1.0 - Recognition. The Town of New Fairfield (hereinafter the "Town") hereby recognizes Local 677, International Brotherhood of Teamsters, (hereinafter the "Union"), as the sole and exclusive bargaining agent with respect to wages, hours, and other conditions of employment for the employees of the Town covered by this Agreement (hereinafter "employee(s)").

Section 1.1 - Bargaining Unit. The employees covered by this Agreement are all full-time dispatchers employed in the Town of New Fairfield's Communications Center, excluding the supervisor of the Communications Center, the Per Diem Dispatchers and all others as defined by the Municipal Employee Relations Act (MERA).

ARTICLE 2A - UNION SECURITY

Section 2A.0 - Checkoff. The Town agrees to deduct monthly Union dues or service fees as the case may be from payroll checks of each employee who authorizes such deduction in the amount certified by the Union. The specific payroll check or checks each month from which deductions are made shall be determined by the Town and the Union but shall be uniformly applied to all employees.

Section 2A.1 - Agency Shop. Any employee hired after the effective date of this Agreement and any employee who has become a member of the Union prior to the effective date of this Agreement may remain or become and remain a member of the Union in good standing by paying to the Union monthly Union and administrative dues in the amount uniformly required of its members.

Section 2A.2 - Remittance. The Town agrees to remit to the person and place designated by the Union all dues and service fees together with a report which will show the name of each employee and the amount of money deducted. The Union shall provide employee signed payroll authorization cards to the Town and shall notify the Town as to which employees are service fee payers. Dues and fees shall be implemented as of the 31st day of employment for new hires.

Section 2A.3 - Administrative Dues. Commencing on the date this Agreement is signed, the Town agrees to deduct the amount of five cents (\$.05) per hour for each hour worked, not to exceed two dollars (\$2.00) per week, from the weekly pay of each employee. Deductions shall be made from the pay of each employee, provided such employee has voluntarily authorized the Town to do so, in writing, on an administrative dues authorization form to be furnished to the Town by the Union.

Section 2A.4 - Save Harmless. The Union agrees to defend and save harmless the Town from any claims, actions, damages or other loss, including attorney's fees and costs, which may arise from the Town's enforcement of and compliance with Article 2A.

Section 2A.5 - Union Steward. The Town recognizes the right of the Union to designate a Union Steward from among the employees in the bargaining unit. The Union shall furnish the Town with the name of the Union Steward and shall notify the Town of any and all changes.

Section 2A.6 - Union Business Agent. The Union Business Agent may meet with bargaining unit employees during normal business hours in the Community Room of the Police Building as long as there is no interruption in coverage of the dispatcher's work station or in the operation of the police department.

ARTICLE 2B - MANAGEMENT RIGHTS

Section 2B.0 - Management Prerogatives. Except as specifically relinquished, abridged or limited by a specific provision of this Agreement, it is agreed that the Town has retained all rights and privileges, whether exercised or not, it had prior to the signing of this Agreement. The right to manage business of the Town and direct the working force is vested exclusively in the Town, which right shall include, but shall not be limited to, the right to hire, promote and demote; to suspend, discharge or otherwise discipline; to maintain discipline and efficiency of employees and prescribe reasonable rules to that end; to layoff; to dismiss; to determine, the extent to which work or employment shall be increased or reduced, including the right to plan, direct and control operations; and to change equipment or facilities.

ARTICLE 3 - SENIORITY

Section 3.0 - Seniority. Seniority is defined as the employee's total length of continuous service as a full-time dispatcher with the Town. For employees who have the same date of hire, the employee reporting for work first shall have the greater seniority. In the event that two employees report for work at the same hour and minute of the day; seniority order shall be determined by date of application.

Section 3.1 - Seniority List. The Town shall prepare and maintain a seniority list showing the seniority order and date of hire for all employees. The Town will furnish the Union with a copy of the list upon request.

Section 3.2 - Probationary Period. A newly hired employee shall serve a probationary period of one year. If the new hire has been a per diem dispatcher who has worked for the Town at least one thousand (1,000) hours over the previous twenty-four (24) months and has maintained state certification as a dispatcher, the probationary period shall be six (6) months. During such probationary period, the employee shall be entitled to representation by the Union, but actions taken with respect to discipline and discharge or other termination shall be in the sole discretion of the Town and shall not be subject to the grievance and arbitration procedure. Upon completion of the probationary period, the employee's seniority shall date back to the date of hire.

Section 3.3 Seniority shall be broken by:

- (1) Discharge.
- (2) Resignation.

- (3) Layoff for a consecutive period exceeding the period of recall rights.
- (4) Failure to return to work after an authorized leave of absence or recall from layoff. Notice of recall shall be a minimum of seven (7) days.
- (5) Absence without leave exceeding three days without valid reason.
- (6) Retirement.
- (7) Any other termination from employment.

ARTICLE 4 - HOURS OF WORK AND OVERTIME

Section 4.0 - Normal Work Week. The normal work week shall commence Sunday at 0001 hours and end Saturday at 2400 hours and shall consist of 40 regularly scheduled hours per week. However, neither this provision nor any other in the Agreement shall be construed as a guarantee by the Town of any amount of work in any period or of payment for any time not worked.

Section 4.1 - Overtime. Each hour paid in excess of 40 hours in any work week shall be paid at the rate of 1-1/2 times the employee's straight-time hourly rate from the date of signing forward. Employees are required to work reasonable overtime when such work is scheduled by the Town to maintain the operation of the Communication Center. There shall be no compensatory time in lieu of overtime pay.

Section 4.2 - Schedule. The regular work schedule shall be posted no less than thirty days prior to implementation and shall consist of forty (40) hours per week for each employee. With the exception of new hires during the probationary period, an employee's shift shall be assigned in accordance with the employee's shift preference by seniority. Canvassing for shift preferences shall be conducted at least once a year. Schedules and shift assignments may be adjusted to accommodate training, to fill vacancies due to unanticipated absences, for any emergency needs, to resolve personnel conflicts and to address performance problems. Permanent changes in shift starting times shall be discussed with the Union prior to implementation. The Town may schedule per diem dispatchers to work when needed due to employee absences or other vacancies on the schedule.

Section 4.3 - Swapping. Employees may swap working shifts only when approved by the supervisor of the Communications Center and as long as the operation of the Communications Center is not adversely affected and there is absolutely no cost to the Town. The swapping of work shifts cannot result in the employee working more than sixteen (16) hours of work within a twenty-four (24) hour period.

Section 4.4 - Shift Coverage. Employees shall remain on duty at their post at all times during their working shift. They shall not leave the Communications Center during a working shift unless the center operations are covered by qualified personnel. Police officers who have not received training in the operation of the center and who have not been designated in writing as qualified by the supervisor of the Communications Center, are not qualified personnel.

Section 4.5 - Hold Over. Employees shall remain on duty at the end of a shift until relieved by qualified personnel. The parties recognize the obligation of employees to fill in for

each other so as to avoid situations where employees are required to work more than twelve (12) hours.

Section 4.6 - Breaks. Dispatchers shall be allowed a paid ten-minute break after every two (2) hours, provided a qualified replacement is available. If no qualified replacement is available, dispatchers shall remain at their station.

Section 4.7 - Call Back. Any employee who is called back to work hours not contiguous with the start or end of the employee's regularly scheduled shift shall be paid a minimum of two (2) hours, at the applicable rate, from the time the employee reports for work.

ARTICLE 5 - HOLIDAYS

Section 5.0 - Holiday Schedule. The following days shall be observed as holidays:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veteran's Day
Easter	Thanksgiving Day
Memorial Day	Christmas Day
	One Floating Holiday

Section 5.1 - Holiday Pay or Time Off.

- a. Employees are eligible to take thirteen days (104 hours) off per: fiscal year as holidays. The day off need not be on the actual holiday but may be scheduled at any time during the fiscal year. Employees regularly scheduled to work on a holiday shall be paid at their straight time hourly rate for all hours worked.
- b. Employees shall work as scheduled on holidays. Requests for time off on holidays shall be granted or denied at the discretion of the supervisor of the Communications Center.
- c. Employees shall have the option of electing to receive up to a maximum of thirteen days (104 hours) of holiday pay in lieu of paid days off. Each day of holiday pay shall be computed by multiplying the employee's straight time hourly rate by eight hours.
- d. Holidays shall not be carried over from one fiscal year to the next. The holidays may be taken off in advance of being earned, as days off, but cannot be paid until earned in six month intervals, if so opted by the employee. Employees shall make written requests for payment of unused holidays only during the month of June or December. Holidays shall be paid in the second pay period of December and June each year.

- e. Any employee who terminates employment with the Town after taking holidays that the employee has not earned shall pay back the Town for such unearned, used holidays.
- f. Holidays are from 0000-hours to 2359 hours on the holiday date designated by the State of Connecticut.
- g. In the event the First Selectman, at his or her discretion, grants Town Hall employees additional paid time off on the day before the Christmas holiday and/or on the day before the New Year's holiday, the same amount of paid time off shall be granted to the full-time dispatchers as floating time. The floating time off shall be scheduled with the approval of the supervisor of the Communications Center, shall be taken within the fiscal year in which the additional time off was granted, shall not be carried over to a new fiscal year and shall not create overtime cost for the Town.

ARTICLE 6 - VACATIONS

Section 6.0 - Vacation Schedule. Employees shall be eligible for paid vacations in accordance with the following schedule:

<u>Service</u>	<u>Work Hours</u>
After one (1) year of employment	80 Hours
After five (5) years of employment	120 Hours
After ten (10) years of employment	160 Hours
After twenty-one (21) years of employment	168 Hours
After twenty-two (22) years of employment	176 Hours
After twenty-three (23) years of employment	184 Hours
After twenty-four (24) years of employment	192 Hours
After twenty-five (25) years of employment	200 hours

The employee's seniority date shall be used for vacation length calculation. The First Selectman may grant up to 24 hours of vacation leave to any employee with less than one year of seniority. Any leave so granted by the First Selectman shall be credited against vacation leave earned after one (1) year of seniority.

Section 6.1 - Vacation Year. The vacation year shall be July 1st though June 30th. Each employee shall be credited with vacation on July 1st based upon the employee's seniority as of the previous June 30th. If, within the vacation year, an employee reaches an anniversary date of hire

entitling the employee to additional vacation, said additional vacation shall be credited as of the anniversary date on a prorated basis through the end of the vacation year.

Section 6.2 - Vacation Selection. Vacations may be taken at any time throughout the year in increments no smaller than four (4) hours. Scheduling will be subject to the approval of the supervisor of the Communications Center. However, no more than one employee may be on vacation or holiday at the same time unless part-time or per-diem employees are available to cover the shift. The annual vacation will be posted at the beginning of January each year and will remain posted for thirty (30) days. Employees will bid their vacation by seniority. Any request for vacation made after the vacation bid period must be submitted to the supervisor at least one month in advance (for vacation requests of one week or more) and at least two weeks in advance (for vacation requests of less than one week). The supervisor will grant or deny the vacation, on a first-come, first served basis, within seventy-two (72) work hours of receiving the request.

Section 6.3 - Vacation Carry-Over. An employee may carry over a maximum of five (5) days of vacation into the next fiscal year, upon written application to and subject to prior written approval of the First Selectman or designee. Requests for carryover must be submitted no later than June 15th.

Section 6.4 - Payment In Lieu Of Vacation. Payment in lieu of vacation shall not be permitted except that an employee who terminates his/her employment shall be paid for all unused vacation. In the event of an employee's death, the employee's estate or named beneficiary shall receive any payment for unused vacation which is due.

ARTICLE 7 - LEAVE PROVISIONS

Section 7.0 - Sick Leave. Employees hired before July. 1, 1994 shall have sixteen (16) sick days each fiscal year to be credited to the employees' sick leave accounts at the beginning of the fiscal year. Employees hired on or after July 1, 1994 shall accrue sick days at one and one-third (1 1/3) days per month. Employees shall earn one third (1/3) additional sick days for each sick day unused in any fiscal year. Sick days unused in any year may be accumulated up to a maximum of one hundred twenty (120) days. Each day of sick leave equals eight (8) hours. Sick days may be taken for non-job related injury or illness (including pregnancy-related disabilities) which render an employee unable to perform his/her work. Except as provided in Section 7.1, use of sick days for any other reason is prohibited and will lead to disciplinary action. After two (2) consecutive sick days or a pattern of absenteeism suggesting abuse of sick leave, the First Selectman may require that the employee provide a doctor's statement documenting the illness, or injury. For any illness or injury of five (5) days or more, the First Selectman may require periodic statements concerning the employee's condition from a medical professional who is caring for the employee and/or a statement releasing the employee to return to work.

If any illness or injury results in a disability of more than six (6) months duration, the Town shall have the right to retire or discharge the employee if the medical prognosis indicates that the employee will not be able to return to the position that was held prior to the injury or illness or after the employee has been absent for twelve (12) months, whichever is earlier. For the purpose

of this paragraph, date of disability is the first day the employee was unable to report to work due to the disabling illness or injury. Successive periods of disability separated by less than two (2) calendar months are considered as the same disability when the illness or injury rendering the employee disabled remains the same.

Section 7.1 - Sickness In Family Leave. Employees shall have three family sick days per fiscal year as per current practice for the purpose of attending to members of their immediate family who are sick or injured. Immediate family shall be defined as parent, spouse, child or other dependent.

Section 7.2 - Bereavement Leave. Full-time employees are entitled to up to four (4) consecutive working days (32 hours) bereavement leave with pay at the time of death of a spouse, parent, child, step-child, grandchild, brother or sister; and up to two (2) consecutive working days (16 hours) with pay for the death of a grandparent, father-in-law, mother-in-law, brother-in-law or sister-in-law. At the discretion of the First Selectman, where unusual circumstances and equity dictate, one (1) working day (8 hours) may be granted with pay at the time of death of any other person not described in this section in order to attend the funeral of that person. Any additional time requested by an employee and approved by the First Selectman shall be charged against accrued vacation time or holidays.

Section 7.3 - Jury Duty Leave. Employees shall be entitled to full pay at the current base rate for absence due to jury duty provided that reimbursement for same and regular pay together does not exceed employee's regular wage. The employee shall give adequate notice of the jury call so that an appeal to be excused from jury duty can be made.

Section 7.4 - Military Leave. An employee who is a member of the National Guard or Naval Militia, or of the military or naval forces of the United States and is required to undergo field training will receive the difference between his/her salary and payment received from the government, exclusive of the travel allowance, for a period of up to two (2) weeks per year.

Section 7.5 - Child Rearing Leave. An employee shall receive unpaid leave following the birth or adoption of that employee's child pursuant to applicable Federal and State law. Should applicable Federal and/or State law be repealed, an employee shall receive up to two (2) months unpaid leave.

Section 7.6 - Personal Days. Employees are entitled to twenty-four (24) working hours of personal leave each fiscal year to be used with-discretion and with at least forty-eight (48) hours notice to the supervisor of the Communications Center. These hours may not be accrued beyond the end of the fiscal year. The scheduling of personal leave days will be on a first come, first serve basis, subject to the supervisor of the Communications Center's discretion. In cases of emergency, the requirement of forty-eight (48) hours notice may be waived by the supervisor of the Communications Center, which waiver shall not be unreasonably withheld provided the emergency nature of the request has been adequately explained by the employee.

ARTICLE 8 - WAGES

Section 8.0 — Wage Groups. There shall be three (3) wage groups as follows:

- Dispatcher I: Entry Level.

- Dispatcher II: Completion of state mandated training and six months on the job.*

- Dispatcher III: Completion of state mandated training and one year on the job.*

* Hours worked as a per diem dispatcher for the Town or as a dispatcher for another municipality may be credited in the placement of new hires on the wage schedule.

Section 8.1 - Wage Rates. Employees shall be paid in accordance with the wage schedule attached hereto as Appendix A.

Section 8.2 - APCO Membership. The Town shall reimburse employees for annual APCO membership fees, up to \$30.00 per year.

Section 8.3 - Longevity. Beginning calendar year 1994, and each year thereafter, each employee shall be paid the following annual longevity, payable in the second pay period of July based on years of service completed in the current calendar year:

- Completion of five (5) years of service - \$100

- Completion of ten (10) years of service - \$200

- Completion of fifteen (15) years of service - \$300

- Completion of twenty (20) years of service - \$400

Section 8.4 - Credit Union. The Town shall continue to provide a payroll deduction for employees who choose to participate in the Danbury Federal Municipal Credit Union in accordance with current practice.

ARTICLE 9- INSURANCE AND PENSION

Section 9.0 - Teamsters' Health Services and Insurance Plan.

- A. The Town of New Fairfield agrees to pay the following amounts to provide coverage for Employees in the Teamsters' Health Services and Insurance Plan:
 - Effective January 1, 2021 \$10.95 per hour
 - Effective January 1, 2022 \$10.95 per hour

Effective January 1, 2023 \$10.95 per hour

Payments shall be based on forty (40) hours worked per week. Payments shall be made from the first hour of employment for all employees who are members of the bargaining unit for work covered by this Agreement.

If the Teamsters 677 Health Services and Insurance Plan offered under this Article is projected to trigger an excise tax under Internal Revenue Code Section 4980I, including any successor thereto, or any other local, state or federal health care legislation, the Trustees of the Plan may make benefit changes to avoid the tax; such benefit changes to be effective as of the effective date of the tax. If such tax is triggered, the Town and the Union each reserve the right to assert which party is responsible for the tax.

- B. For the purpose of this Section, each hour paid, figured to the nearest quarter (1/4) hour, as well as hours of paid vacation, paid holidays and other hours for which pay is received by the employee, shall be counted as hours for which contributions are payable. All contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent certified public accountant audit the bargaining unit payroll and wage records of the Town for the purposes of determining the accuracy of contributions to the Teamsters Health Services and Insurance Plan.
- C. If an employee is injured on the job, the Town shall continue to pay contributions until such employee returns to work; however, the Town shall pay the applicable contribution rate for thirty-two (32) hours per week for a period of not more than twelve (12) months or as otherwise provided by State Workers' Compensation Law.
- D. If an employee is absent because of illness or off-the-job injury, and the employee notifies the Town of such absence and provides such certification from a physician as the Town may require, the Town shall continue to make the contributions required to maintain health benefits at the applicable contribution rate for thirty-two (32) hours per week for a period of not more than twelve (12) weeks.
- E. Payment to the fund for hours paid but not worked shall be made only when the employee is taking paid leave during the course of his/her active employment. No payment to the fund will be made on lump sum payments to the employee for unused paid leave.
- F. The Town and the Union, who are signators hereto, ratify, the designation of the Employer and Employee Trustees under such Agreement and ratify all action already taken, or to be taken by such Trustees within the scope of their authority.

Section 9.1 - Life Insurance. The Town, at Town expense, shall provide each employee with Group life and Accidental Death and Dismemberment Insurance in the amount of \$50,000.

Section 9.2 - Long Term Disability. The Town shall continue to maintain the long term disability plan currently in effect at no cost to the employee.

Section 9.3 - Eligibility for Insurances. Newly hired employees shall be eligible for insurances provided pursuant to this Article on the first of the month following two consecutive months during which the employee has been paid for at least two hundred and fifty (250) hours.

Section 9.4 - Retirement Plan. The Town of New Fairfield Retirement Income Plan (herein referred to as "Pension Plan") is the retirement plan for employees and is made part of this Agreement.

Section 9.5 - Tax Sheltered Annuity Plan. The Town agrees to provide a tax sheltered annuity plan for all employees who choose to participate. The plan shall conform to guidelines set forth for Governmental Deferred Compensation Plan (26 U.S.C. 457).

ARTICLE 10 - DISCIPLINARY PROCEDURE

Section 10.0 - Discipline and Discharge. No employee shall be discharged or otherwise disciplined except for just cause; except that the Town shall have the right in its sole discretion to discharge any employee during such employee's probationary period.

Section 10.1 - Progressive Discipline. Discipline shall be administered in a fair and equitable manner. Discipline shall be progressive and shall normally include the following actions:

1. oral warning;
2. written warning;
3. suspension;
4. discharge.

However, discipline for severe infractions, including, but not limited to, stealing, defrauding the Town, gross misconduct, may result in immediate suspension or discharge.

Section 10.2 - Notice of Discipline. Notice of all disciplinary actions will be given to the employee in writing at the time that the disciplinary action is instituted. The notice shall state the reason or reasons for the actions taken. The Union Business Agent will be promptly notified of all disciplinary actions taken against any employee.

ARTICLE 11- GRIEVANCE AND ARBITRATION

Section 11.0 - Grievance Procedure. This procedure is established to ensure an equitable resolution of problems arising out of the employer-employee relationship between the Town and the Union and to provide a means and method of settling disputes on as low an administrative level as possible and thereby achieve maximum efficiency as well as the highest morale among the employees.

Section 11.1 - Definitions. A "grievance" for the purpose of this procedure shall be deemed to be an employee complaint involving a matter relating to the interpretation and application of the specific terms and conditions of this Agreement. "Working days" for the purpose of this procedure shall be deemed to be Town Hall business days.

Section 11.2 - Time Extensions. Time extensions beyond those set forth in this Article may be agreed upon by mutual written consent of the parties hereto. If one party has made a timely written request for a time extension, the applicable time limits shall be tolled until the other party's written response is received by the requesting party.

Section 11.3

Preliminary Step - Union Steward

Before filing a grievance at Step One, the grievant shall present the grievance to the Union Steward.

Step One - Supervisor of the Communication Center

Within five (5) working days of the date of the occurrence giving rise to the grievance, the aggrieved may submit the grievance in writing to the supervisor of the Communications Center. The supervisor of the Communications Center shall schedule a meeting as soon as possible and no later than three (3) working days with all those concerned to discuss the grievance. No grievance settlement at this step shall be final and binding upon the Town unless or until such settlement is reduced to writing and approved by the First Selectman.

Step Two - First Selectman

If the grievance is not resolved at the Step 1 level meeting, the aggrieved may, within five (5) working days following the date of the discussion at the Step 1 level, submit the grievance in writing to the First Selectman or designee. The First Selectman or designee shall schedule a meeting within five (5) working days with all those concerned to discuss the grievance. The decision of the First Selectman or designee shall be delivered in writing to the employee and to the Union Representative within five (5) working days after the meeting.

Step Three - Arbitration

If the grievance shall not have been disposed of at Step 2 to the satisfaction of the Union, the Union shall have the right to submit the grievance for final resolution to the American Arbitration Association within fifteen (15) working days after the date of the decision by the First Selectman. The decision of the arbitrator(s) shall be final and binding upon both parties but shall not contravene or alter the specific terms of this Agreement. The costs of arbitration shall be borne equally by both parties except that the costs of representation are the sole responsibility of the party retaining representation.

ARTICLE 12 - MISCELLANEOUS

Section 12.0 - Separability. If any section, sentence, clause or phrase of this Agreement shall be held for any reason to be inoperative, void or invalid, the validity of the remaining portions of this Agreement shall not be affected thereby, it being the intention of the parties in adopting this Agreement that no portion thereof or provision herein shall become inoperative or fail by reason of invalidity of any other portion or provision and the parties do hereby declare that it would have severally approved of and adopted the provisions contained herein, separately and apart from the other.

Section 12.1 - Bulletin Boards. The Town shall provide the Union access to one bulletin board at the Dispatch Center.

Section 12.2 - Job Description. The Town shall maintain the job description which was in effect prior to the execution of this Agreement, provided, however, that the Town reserves any rights it has or may have to modify said job description.

Section 12.3 - No Smoking. Dispatchers are prohibited from smoking on the job.

Section 12.4 - Substance Abuse Prevention and Testing. Employees shall be subject to the Town's Substance Abuse Policy for employees not subject to the Substance Abuse Policy for Public Works Employees. In addition, employees are subject to random testing for use of alcohol and controlled substances. Each employee who is notified of random selection for testing must proceed to the test site immediately.

Section 12.5 - On-The-Job Training. Employees who provide on-the-job training shall receive one hour of compensatory time off for each day that training is conducted. Compensatory time for training may be accumulated within the fiscal year but may not be carried over to the next fiscal year. Each fiscal year, compensatory time that remains unused will be paid at the employee's straight time hourly rate in the last pay period of June. It is recognized that the supervisor of the Communications Center and full-time dispatchers who are certified as trainers provide training to new dispatchers. The opportunity to train new dispatchers will be made available to all qualified full-time dispatchers and dispatchers may be required to swap shifts to take advantage of an opportunity to act as a trainer.

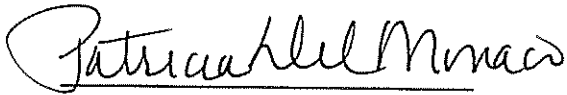
ARTICLE 13 - DURATION

Section 13.0 — Effective Date — Termination. Unless otherwise provided within the body of this Agreement, this Agreement shall become effective when signed and shall remain in full force and effect through December 31, 2023. Negotiations for a successor Agreement shall be governed by applicable law.

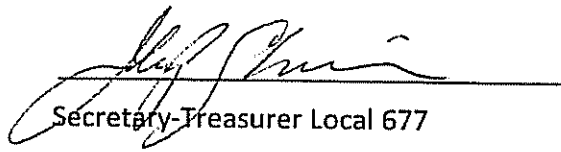
IN WITNESS WHEREOF, the parties have caused their names to be signed on this 16th day of
March 2021.

TOWN OF NEW FAIRFIELD

TEAMSTERS LOCAL UNION NO. 677
DISPATCHERS



Town of New Fairfield



Secretary-Treasurer Local 677

10 Feb 21

APPENDIX A

WAGE SCHEDULE OF FULL-TIME COMMUNICATIONS CENTER DISPATCHERS

	1-1-2021 Through 12-31-2021	1-1-2022 Through 12-31-2022	1-1-2023 Through 12-31-2023
Dispatcher I	\$22.89	\$23.41	\$23.94
Dispatcher II	\$24.11	\$24.65	\$25.20
Dispatcher III	\$25.35	\$25.92	\$26.50

If the Town chooses to operate a Security Operations Center (SOC) with a certified telecommunicator (Dispatcher) from the New Fairfield Communications Center (NFCC), telecommunicators (Dispatchers) may bid by seniority on available shifts in the SOC or NFCC or, if the SOC is not in operation, in the NFCC. This provision does not require the Town to hire and/or maintain and/or employ any specific number of full-time telecommunicators (Dispatchers).

For rotating shifts, in the week the employee is normally scheduled for and works four 12 hour shifts in one week and the fourth shift is an overnight from Saturday to Sunday, the employee will be paid time and one-half for the first four hours worked after 12 a.m. Sunday. This provision does not apply where an employee works four shifts in one week for any other reason.

In the event the town assigns an employee as Lead Dispatcher, the lead dispatcher will receive a paid premium of \$2.00 per hour in addition to the employee's regular hourly rate for all hours worked in the capacity of lead dispatcher. In addition, when the lead dispatcher is on vacation or away from work for a period of a week or more, a temporary replacement if designated by the Supervisor will receive a paid premium of \$2.00 per hour in addition to the employee's regular hourly rate for all hours worked in that capacity. These payments are in lieu of, and supersede, any prior stipends or wage adjustments provided for an employee assigned as lead dispatcher.