

**AGREEMENT
BETWEEN THE
TOWN OF NORTH ATTLEBORO
AND
NORTH ATTLEBORO FIREFIGHTERS,
LOCAL #1992, I.A.F.F., AFL-CIO
JULY 1, 2022 – JUNE 30, 2025**

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The following Agreement by and between the Town of North Attleborough, hereinafter referred to as the Town, and Local #1992, International Association of Fire Fighters, hereinafter referred to as the Union, is made in pursuance of, and subject to, the provisions of Chapter 150E, Massachusetts General Laws Annotated, as amended.

Article I

Section 1: Recognition

The Town recognizes the Union as the sole and exclusive bargaining agent for all the permanent full-time members of the North Attleboro Fire Department., In no event shall the bargaining unit include the Chief, Assistant Chief, Clerical, Intermittent or call men.

Section 2: Union Security

Neither the Town nor the Union will discriminate against any Employee because of his affiliation with the Union or because of his non-membership in the Union.

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Article II

Section 1: Hours

Except as provided in the following paragraphs of this section, firefighting employees shall average forty-two hours in a regular work week, averaged over an eight (8) week cycle as follows: a twenty-four (24) hour shift will be followed by twenty-four (24) hours off duty followed by a second twenty-four (24) hour shift followed by one hundred and twenty (120) hours off duty. (The twenty-four (24) hour shift shall be from 8:00 a.m. to 8:00 a.m.) Each shift will consist of two (2) tours, a DAY tour that extends from 8:00 a.m. to 6:00 p.m. and a NIGHT tour that extends from 6:00 p.m. to 8:00 a.m.

Notwithstanding the above paragraph, during a firefighter's first twelve (12) months of full-time employment the firefighter's work hours and shifts will be scheduled at the Chief's discretion and the Chief will be free to change the firefighter's schedule as he sees fit. It is agreed, however, that the firefighter's regular (straight-time) work hours shall not average more than forty-two (42) hours over an eight (8) week period.

The Deputy Chief, the Fire Alarm Superintendent and the Fire Prevention Captain shall work four (4) days per week, ten (10) hours per day. Said schedule shall be 40 hours per week, with days and hours to be mutually agreed upon by the Fire Chief and Local 1992.

Section 2: Overtime

In accordance with General Laws, Chapter 48, Section 58C, a regular firefighter in accordance with General Laws, Chapter 48, Section 58C, a regular firefighter time and one-half, determined by dividing his regular weekly rate by 42.

Section 3A: Call Back

Employees called back to duty for any reason shall be compensated as follows:

| | |
|---------------------|---------------------------------------|
| 0 - 120 minutes | 2 hours pay at 1 ½ rate |
| 120 minutes or more | pay to next full hour at 1 ½ as above |

Section 3B: Holdover

Overtime service shall be deemed to include time worked by a regular firefighter beyond scheduled quitting time as a result of an ambulance run or still alarm or any other emergency as defined by the Chief and time spent outside normal working hours in attendance at courses required by the Town or State.

When a permanent firefighter is required to work beyond the end of his/her regular work shift because of response to a call, the firefighter will be paid a minimum of one-half hour at his/her overtime rate. If required to work for more than one-half hour, the firefighter will be paid to the next full hour at his/her overtime rate.

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Section 4A: Overtime Distribution Policy

Subject to the discretion of the Chief to deviate out of turn in emergency situations, there shall be an equitable rotation and assignment of all overtime opportunities within grade and classification for regular shift overtime. If due to a non-intentional error a member is by-passed in the offering of an overtime opportunity, the incident will be reported to the Chief in writing, and after verification of the error, the by-passed individual will have the hours subtracted from their total hours on the overtime list.

Regular shift overtime shall be defined as hiring done when manning levels fall below the minimum staffing level established by the Chief of Department. Hiring for regular shift overtime will be done in 10 and 14 hour increments.

The overtime hiring procedure will be used to fill positions that caused the manning to drop below the minimum. These positions will be filled to maintain 2 officers (minimum of one Captain) and 4 assigned personnel, with a minimum of 2 Paramedics for Rescue/Ambulance staffing. Once these minimums are achieved all other positions will be hired by general list (least hours). In the event of a Captain vacancy during daytime hours (0800-1800), the Deputy Chief or Fire Inspection Captain may be utilized as the shift commander. The Fire Inspection Captain will be offered other shift overtime the same as shift Captains by least hours.

Overtime hiring procedure:

1. Normal hiring for the following week will be sent out 8 days in advance.
2. Messages will be sent out through the approved software for all shifts
3. All responses will be received within the 1-hour/15-minute time limit.
4. All members will refer to the approved software after the 1-hour/15-minute time limit to verify the awarding of overtime.
5. In the event a member accepts the shift and cannot work, the member will notify the Captain and then the Captain will move on to the next member on the list.
6. After the overtime is completed, the approved software will automatically add the hours to the member's total.
7. Once an available shift has been filled, the member whose absence caused the overtime shift, by vacation or personal leave, is committed to such leave and the shift

cannot be cancelled. If however another member wishes to take the available leave, they may do so as long as the awarded overtime is not cancelled.

8. A person on funeral leave or sick leave shall not be able to work a shift immediately following the shift for which they have been excused.

9. No member will be allowed to work overtime on any day that the member is already scheduled to work the member's normal shift.

10. All members governed by this contract will have all overtime hours entered on the overtime list.

11. In the event a member is forced to cancel the member's scheduled overtime, those hours will still be added, and the shift will be filled by awarding the shift to the next person that accepted the shift on the same date/list.

12. All overtime as a result of an unexpected absence (someone calls in sick, someone cancels their pre-hired shift) will be hired on the same day (our normal time of 1800 for the following day, 0630 with 15-minute response for same day, or 1500 for the same night shift).

13. No member shall be allowed to work longer than forty-eight (48) consecutive hours unless emergency conditions or manpower shortages require it. In emergency conditions or manpower shortages, the Chief or his designee may allow or order a Firefighter to work in excess of forty-eight (48) consecutive hours.

14. If any member involuntarily works forty-eight (48) consecutive hours, that member will be relieved from duty for the shift directly following the shift that caused the forty-eight (48) consecutive hours.

15. Deputy Chief/Captains are only eligible for General List overtime after the 1-hour/15-minute time limit has expired and no member has requested the overtime, resulting in a holdover or the shift going unfilled in the event of hiring over the established minimum.

16. If at any time the minimum staffing level has not been met, then a holdover will be required. The holdover policy will be explained in Article II Section 4B.

Section 4B: Holdover Policy

Holdovers for positions other than officers will follow this procedure:

- If a member is to be held over, the junior member will be held. Once that member is held, they cannot be held again during that calendar month. If a second holdover is needed during the same calendar month it will move to the second most junior member and so on. Once the calendar month is over the policy will start again with the most junior member working.
- Any member who is held will **NOT** have his/her hours added to the overtime list.
- If a member declines the overtime for the purpose of being held the holdover will not count and said member will still be eligible for the next holdover
- If a member is being held and at any time, prior to the shift starting, another member notifies the captain on duty of their intent to work the shift, that member will be awarded the shift and the holdover will be canceled

Holdovers for officer positions:

- In the event there is not a Captain scheduled to work, the shift will be offered to the Deputy Chief and remaining Captain, by hours. If the overtime is not filled, the working Captain will be forced to stay.
- If a Captain is held, their hours will **NOT** be added to the overtime list
- In the event there are less than two officers scheduled to work, the overtime will be offered to any other officer that is willing to work. In the event no other officer takes the shift then the junior Lieutenant will be held.
- Once the junior Lieutenant is held, the following need for another holdover will require the senior Lieutenant be held.

If a Lieutenant is held, their hours will **NOT** be added to the overtime list.

Section 5: Apparatus & other vehicle staffing

When responding to an emergency, fire engines (excluding Engine 2 and any callback apparatus) and ladder vehicles (excluding any callback apparatus) shall be manned with three (3) firefighters regardless of rank. When manning is decreased for any period of time as a result of a medical transport, the Town shall not be required to backfill the vacancy, and the fire engine or ladder vehicle may respond to an emergency with two (2) firefighters. In the event manning is decreased for any other reason such as illness or injury subsequent to the beginning of a day or night tour, an attempt will be

made to backfill the created vacancy with an overtime callback for the remainder of the tour; however, the fire engine or ladder vehicle may respond to an emergency with two (2) firefighters. If this tour is a day tour, an attempt will also be made to backfill the created vacancy for the night tour with an overtime callback. In the event that no firefighters accept the overtime callback, the Chief may but is not required to take the fire engine/ladder vehicle out of service or the fire engine/ladder vehicle may respond to emergencies with two (2) firefighters. This paragraph shall not apply to the staffing of ambulances and staff vehicles. Engine 2 can respond to emergencies with two (2) firefighters (regardless of rank).

It is understood that (1) light passenger vehicles such as cars, (2) pick-up trucks that are not being utilized as brush fire trucks, and (3) vehicles returning from a scene "out of service" shall be exempt from the emergency apparatus manning level.

Section 6: Officers on Duty

There shall be at least two (2) officers on duty at all times.

Article III

Section 1: Holidays

The following days shall be granted as holidays for which compensation shall be paid in accordance with Section 4, Article V:

| | |
|-------------------------------|------------------|
| New Year's Day | Labor Day |
| Martin Luther King's Birthday | Columbus Day |
| Washington's Birthday | Veteran's Day |
| Patriot's Day | Thanksgiving Day |
| Memorial Day | Christmas Day |
| Juneteenth | |
| Independence Day | |

Holiday pay for firefighting personnel shall be computed as one-fourth (1/4th) of the employee's regular weekly salary. No employee shall be allowed to take compensatory time off for accrued holidays.

Section 2: Pension Provisions

The present pension and retirement plans and further amendments in effect in the Town of North Attleboro shall be applicable to all Employees of the Department. The Town acknowledges that it is subject to M.G. L. c. 32, Section 94B with regard to matters relating to a firefighter's retirement eligibility.

Article III-A

Section 1: Paid Leave Accrual Use

Under this Agreement employees accrue and use paid leave time (sick leave and vacation) in "tours." An employee will be charged for one "tour" of duty whether the tour taken is a ten (10) hour DAY tour or a fourteen (14) hour NIGHT tour.

Article IV

Section 1: Non-Occupational Sick Leave

The payment of compensation to Employees who are absent from work because of non-occupational sickness or injury or exposure to contagious disease shall be subject to the following provisions:

(a) Employees having six-months to one year of continuous full-time employment shall be entitled to paid sick leave of six working tours in the calendar year; those having one to two years of continuous employment shall be entitled to twelve such tours; and those having two years or more of continuous employment shall be allowed eighteen such tours. The Chief may, of his own motion, require a physician's certificate of illness of an employee who reports his inability to report for duty because of illness. This examination shall be at the expense of the Town by a physician appointed by the Board of Selectmen.

(b) Annual sick leave may be accumulated by Employees covered by this Agreement to a total of one hundred twenty (120) working tours

(c) Sick Leave Bank - Each member may contribute one tour of his sick leave per fiscal year to an accumulating Sick Leave Bank that may be drawn upon by any member who has exhausted all of his sick leave balance. The tour must be contributed before October 1st of each fiscal year; and it will not be counted against the sick leave bonus. If the accumulating Bank has been exhausted in any fiscal year, each member may contribute one additional tour of his sick leave.

A member to be eligible to draw from the Bank must present a doctor's certificate, must have utilized all of his/her vacation leave, and must have been out on sick leave for a minimum of 30 tours. At the discretion of the Committee, additional sick leave up to the balance of or any portion of the tours accumulated in the Bank may be granted. These additional tours will be granted after a review of all circumstances, including the member's previous attendance and performance record.

The Bank will be governed and distributed by a Committee consisting of two members of Local 1992, the Fire Chief and the Town Administrator. In the event of tie vote by the Committee's membership, the Town's Human Resources Director may vote to break the tie.

(d) An employee may during a fiscal year use up to ten (10) tours of his/her accumulated sick leave to attend to the illness or injury of his/her child, step-child, child to whom he/she serves as legal guardian, spouse, parent or parent in-law, or the birth of his/her child or adoption of his/her child.

Section 2: Occupational Sick Leave

An employee who is absent because of injury or illness arising out of his employment by the Town shall receive full pay for the entire period of his incapacity, or in accordance with applicable state laws.

Section 2: Time Off for Employee Representatives

Up to three (3) Employees covered by this Agreement who are duly elected or appointed by Local #1992, IAFF to represent bargaining unit employees in Union matters with the Town or Town Employees on any Town Board or Town organization calling for such representative, shall be allowed reasonable time off for meetings with such boards or organization, including collective bargaining meetings and grievance hearings relating to official Department business, without loss of pay or benefits and without the requirement to make up said loss of time, if approval is granted by the Chief. Time off granted under this section shall not count toward the 40 unrestricted tours of duty allowed by Section 3A, below.

Section 2A: Unused Sick Time at Retirement or Death

Effective July 1, 2022, employees who retire immediately upon separation from the North Attleborough Fire Department or who die while in service as a firefighter for the North Attleborough Fire Department, will receive ten percent (10%) of their unused sick time not to exceed twelve working tours at their base rate at the time of such retirement/death.

Section 3A: Union Business

The Town will allow the Association a total of 40 unrestricted tours of duty without loss of pay or other benefits per contract year that the Association may allocate among its officers and members for the purposes of attending Professional Firefighters of Massachusetts and International Association of Firefighters monthly/yearly or special meetings or other union functions and seminars. Notification for said leave shall be made as far in advance as possible to allow for scheduling and shift coverage. No more than two members per shift shall be allowed to take such leave on any day without the approval of the Chief.

Section 4: Substitutions

Uniformed members of the Fire Department shall be permitted to substitute time with members within the Department when approved by the Chief, Deputy Chief or Officer in Charge on duty. However, a substitution will not be allowed if it would result in either of the members working more than forty-eight (48) consecutive hours. If approval of such substitution is not granted, the Employee shall be given the reason for disapproval upon request. Neither the Department nor the Town is responsible for enforcing any Agreements made between Employees. No Uniformed member of the Fire Department shall be permitted to owe another uniformed member or other uniformed members of the Fire Department more than sixteen (16) tours in the aggregate at any one time. In the event a firefighter calls in sick on a shift, which he has agreed to substitute for another firefighter, the firefighter calling in sick will be charged for two (2) tours of vacation.

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Article V
Compensation

Section 1: Salaries

(A) See Attachment A: Weekly Salary Tables

| <u>Fiscal Year</u> | <u>Effective Date</u> | <u>Increase:</u> |
|--------------------|-----------------------|------------------|
| 2023 | July 1, 2022 | 2.0% |
| 2024 | July 1, 2023 | 2.0% |
| 2025 | July 1, 2024 | 2.5% |

F-2 Entrance will be 10% above F-1 Maximum

F-3 Entrance will be 10% above F-2 Maximum

F-4 Entrance will be 10% above F-3 Maximum

F-2, F-3, and F-4 MAXIMUM steps will be 7% above the corresponding Entrance Steps

Firefighters assigned to Fire Alarm positions shall be paid as follows:

FA-1 (Fire Alarm Assistant Superintendent): Entrance - 11% above F-1 maximum rate Maximum - 21% above F-1 maximum rate

FA-2 (Fire Alarm Superintendent): Entrance - 22% above F-1 maximum rate Maximum - 33% above F-1 maximum rate

(B) All annual salaries shall be on the basis of a fifty-two (52) week fiscal year. Salaries shall be adjusted appropriately for fiscal years of different duration.

(C) Employees at Grades F-1 shall progress from the ENTRANCE step to the next step after twelve (12) months in service at the ENTRANCE step, and shall thereafter progress from step to step after twelve (12) months in the preceding step. Employees at Grades F-2, F-3, F-4, FA-1 and FA-2 shall progress from the ENTRANCE or PROMOTIONAL ENTRANCE step directly to the MAXIMUM step after six (6) months in service at the ENTRANCE or PROMOTIONAL ENTRANCE step. Employees at Grades F-2, F-3, F-4, FA-1 and FA-2 shall not automatically move from the ENTRANCE step to a PROMOTIONAL ENTRANCE step during the six (6) months period under any circumstances.

*Effective July 1, 2022, there shall be a 10-year step for all ranks at 1.5% above the MAX for employees who have 10 years in the North Attleborough Fire Department. For employees who do not already have 10 years of service on July 1, 2022, they shall advance to the 10-year step on the employee's 10th anniversary date.

*Effective July 1, 2022, there shall be a 20-year step for all ranks at 1.5% above the 10-year step rate for employees who have 20 years in the North Attleborough Fire Department. For employees who do not already have 20 years of service on July 1, 2022, they shall advance to the 20-year step on the employee's 20th anniversary date.

*During Fiscal year 2023, the Town will be piloting the staffing of Engine 2 as a non-crossed staffed engine with two firefighters and will evaluate the impact of staffing Engine 2 on public service, department effectiveness, and cost. If during the pilot period, the Town does not intend to continue the staffing Engine 2, it will notify the Union president on or before June 1, 2023, and the salary increases for Fiscal Years 2023, 2024 and 2025 listed above will not go into effect, and instead the following increases for the Fiscal Years 2023, 2024 and 2025 will be effective:

| Fiscal Year | Effective Date | Increase instead of the increase listed above: |
|-------------|----------------|--|
| 2023 | July 1, 2022 | 2.25% |
| 2024 | July 1, 2023 | 2.25% |
| 2025 | July 1, 2024 | 2.00% |

Section 2A: Health Insurance

As of the effective date of this Agreement, the Town of North Attleborough was offering the health plans listed, below, and was contributing toward the premium cost of individual and family coverage for those plans at the percentage rates listed below:

| <u>Health Plan</u> | Town Contribution Toward Premium Cost for | Town Contribution Toward Premium Cost for |
|--------------------------------------|---|---|
| | <u>Individual Coverage</u> | <u>Family Coverage</u> |
| Network Blue New England Value (HMO) | 88.08% | 75% |
| Blue Care Enhanced Value (PPO) | 75% | 75% |

It is understood that should the Town decide to discontinue offering the above plans and replace them with such other plans as the Board of Selectmen deems appropriate, or should the Town decide to change its percentage contribution towards such plans or implement contribution rates for any new health plans, the Town will observe all applicable collective bargaining obligations with respect to such changes.

Section 2B: Opt-Out Incentive

Effective July 1, 2017, an employee who has been obtaining group health insurance through a plan offered by the Town as of July 1, 2016 and who elects to opt-out of such plan starting with Fiscal Year 2018 shall receive an opt-out incentive in accordance with the payment schedule below provided that such employee:

- Provides proof of health insurance coverage not sponsored by the Town of North Attleborough ("Town") or the North Attleborough Public Schools ("Schools"), and
- Remains off of all plans offered by the Town/Schools throughout the year. (An employee whose spouse is employed by or retired from the Town or Schools and who has health insurance through the Town/Schools shall not receive the incentive if such employee is covered as a dependent on his/her spouse's plan.)

Payment Schedule: An employee who has satisfied the requirements above and who remains off of a Town sponsored health insurance plan for the entire fiscal year shall receive an annual payment in July for the prior fiscal year in which the employee remained off of the plan in accordance with the following schedule:

| <u>Opt-out Incentive</u> | <u>Annual Payment</u> |
|--------------------------|-----------------------|
| For Individual Plan | \$ 750.00 |
| For Family Plan | \$1500.00 |

An employee who has opted out of the Town's plan and who has a COBRA qualifying event during the year s/he has opted out of the plan may return to the Town plan as provided by COBRA but shall not be eligible for the Annual Opt-Out incentive payment the following July.

Section 3: Life Insurance

The present life insurance policy or one comparable to it shall be provided to all members of the Department as is presently provided.

Section 4: Holiday Pay

Holiday pay (except Christmas) for personnel covered by this Agreement will be paid in a lump sum on the first payday in December. Christmas holiday pay will be paid on the payday after Christmas.

Section 5: Service out of rank

Any member appointed as an acting shift officer, acting Inspection Officer or acting Deputy Chief by the Board of Selectmen shall, for the duration of the acting appointment, be compensated at the first step of the pay grade of the position in which he is acting, except that after six (6) consecutive months served in the appointment, the member shall thereafter be compensated at the next step of the pay grade of the position in which he is acting for the remainder of the acting appointment. It is agreed that vacancies due to sick leave or line of duty injury of over 4 weeks in duration will be filled by the appointment of a member to the position on an acting basis within ten (10) days of the date upon which it becomes apparent that the position will be vacant for over 4 weeks. Job related injuries, which occur during such temporary service in a higher rank, will be compensated at the higher rate to the extent permitted by law. Vacancies, that the Town will be filling, created due to retirement, resignation, or death will be filled within ninety (90) days, on an acting or permanent basis, from the date of retirement, resignation, or death.

Section 6: Payment of Tuition

The Town shall pay all costs for tuition, registration fees and books for a fire department job-related course as approved in advance by the Chief. A total of \$2,500.00 per contract year shall be allocated in the Fire Department budget for such costs to the extent such are not reimbursable by the State or Federal Government. Books become Town property upon completion of a course.

Section 7: College Incentive Plan

All Firefighters covered by this agreement who have attained an Associate's, Bachelor's or Master's Degree in one of the following: Fire Science, Fire Administration, Physician's Assistant, Nurse Practitioner, Registered Nurse (RN), or Licensed Practical Nurse (LPN) prior to July 1 of the fiscal year in which payment is to be made shall be eligible for the following Educational Incentive payments for that year and each year thereafter:

| <u>Degree</u> | <u>Effective July 1, 2018</u> |
|--------------------|-----------------------------------|
| Associate's Degree | \$1700.00 |
| Bachelor's Degree | \$2700.00 |
| Master's Degree | \$3700.00 |

Payment shall be made in a lump sum on July 15 of each year.

Section 8: Court Time

Any employee required to appear in Court or at any other administrative board or official hearing in an official capacity as a North Attleboro Fire Department member, shall receive pay at the overtime (1 %) rate for all such hours required, including travel, with a guaranteed minimum of 2 hours' pay per appearance.

Section 9: Stipends

Individuals appointed to the following positions shall receive an annual stipend in the amount specified opposite the position. It is understood that the stipend shall not be included in the calculation of other benefits. It is also understood that an individual who is assigned to one of the positions for less than the entire contract year shall receive one-twelfth (1/12th) of the stipend for each month that he/she is assigned to the position.

| | |
|---|----------|
| Fire Investigator | \$400.00 |
| Dive Team | \$400.00 |
| Mechanic | \$400.00 |
| Fire Safety Education Officer | \$400.00 |
| EMS Coordinator | \$400.00 |
| EMT Bike Team | \$400.00 |
| One (1) SCBA Maintenance and Repair Technician | \$400.00 |
| One (1) in-house computer coordinator under the Supervision of the Chief of Department and IT Director | \$400.00 |

The above stipends shall be paid in lump sum in arrears on the payday immediately preceding June 30.

Section 10: Jury Duty

A firefighter required to perform jury duty shall receive leave with pay for the duration of such duty. Compensation shall be the difference between jury duty pay, exclusive of mileage reimbursement, and the firefighter's regular pay. A firefighter performing jury duty shall receive paid leave only for the ten (10) hour DAY tour (and will be expected to report at 6:00 p.m. for the beginning of his/her NIGHT tour) unless the jury has been sequestered.

Section 11: Hazardous Materials Training

All hazardous materials training above the required hours done on duty will be compensated at time and one-half with a two-hour minimum.

Section 12: Educational class, Release From Duty

Any member attending a class with the Chief's permission that is department related shall be released from duty to attend such class.

Section 13: Direct Deposit, Electronic Pay Advisories, BI-Weekly Pay

Bi-weekly pay: The Union agrees that the Town has satisfied its bargaining obligations with respect to paying employees on a bi weekly basis and the Town agrees to provide the union and employees with ninety (90) calendar days' notice prior to implementation of bi-weekly pay. The Town agrees to pay employees for overtime worked no later than six (6) calendar days after the close of the pay period in which the overtime is worked.

Article VI **Quint Apparatus**

Section 1: Definition

A Quint is defined as a piece of apparatus that is dually utilized as both an Engine and a Ladder Truck upon arrival at any incident.

Section 2: Manning

Whenever a Quint is placed in a service to be utilized as a Quint, a minimum manning of one (1) Officer and three (3) Firefighters shall be assigned to that apparatus. Mutually agreed upon Standard Operating Procedures (SOP's) will be developed by the Union and the Chief of the Fire Department.

Article VII **Grievance Procedure and Arbitration**

Section 1: Definition

The term "grievance" shall be defined as any dispute concerning the interpretation or application of any provision of this Agreement.

Section 2: Procedure

Step One - Grievances must be first presented in writing by the Employee and/or the Union representatives to the Fire Chief within twenty (20) calendar days of the occurrence or failure of occurrence giving rise to the grievance. The Fire Chief shall give his written answer with specification of grounds within seven (7) calendar days of the submission of the grievance. If a grievance is adjusted at any step of the grievance procedure, the adjustment shall be noted on the grievance form and shall be signed by the Town representative(s) and the Union representatives reaching said adjustment.

Step Two - If the written grievance is not resolved at Step One, it may be appealed to the Town Manager within ten (10) calendar days of the response of the Fire

Chief or, if the Fire Chief does not respond, within twenty (20) calendar days of the submission of the grievance at Step One. The Town Manager shall respond to the grievance within ten (10) calendar days of the submission of the grievance at Step Two.

Step Three - Arbitration - If the grievance is not resolved at Step Two, the Union may, in any instance, submit the grievance to arbitration. Such submission shall be made within thirty (30) calendar days after Town Manager's response or if the Town Manager fails to respond, such submissions shall be made within thirty (30) calendar days after the expiration of the ten (10) calendar day period for the Town Manager's response at Step Two. Within the said thirty (30) calendar days, written notice of said submission shall be given to the Town by delivery in hand or by mail, postage prepaid, addressed to the attention of the Town Manager. Either party may request the American Arbitration Association to provide a panel of arbitrators from which a selection of a single arbitrator shall be made in accordance with the rules of the American Arbitration Association. Expense for the arbitrator's services shall be shared equally by the parties. The arbitrator shall be without power to alter, add to, or detract from the language of this Agreement. The arbitrator shall submit in writing the arbitrator's findings of fact and award within thirty (30) calendar days after the conclusion of testimony and argument, or as soon as practicable thereafter. The decision of the arbitrator shall be final and binding on both parties.

Any matter which is subject to the jurisdiction of the Civil Service Commission or any Retirement Board established by law shall not be a subject of grievance or arbitration hereunder.

Failure to abide by the time limits set forth in the procedure shall be taken to be a negative response, and the moving party may proceed to the next higher step. Any provisions found in this procedure may be waived or altered by mutual agreement of the parties, executed in writing.

Article VIII

Section 1: Leaves of Absence

An employee may, upon written request and with the approval of the Human Resources Director, be granted an unpaid leave of absence for good and sufficient reasons for periods not to exceed three months. Upon further approval of the Director, such leaves of absence may be extended every three months for an additional nine months. During leaves of absence, sick leave and vacation time shall not accrue. Failure to report for duty following the expiration of an authorized leave of absence may result in disciplinary action up to and including discharge.

Section 2: Bereavement Leave

In the event of a death in the immediate family of an employee, the employee shall be granted up to three (3) consecutive calendar days leave without loss of pay, the last day of any such leave to be the day after the funeral. Immediate family shall include parent, sister, brother, spouse, child, parent-in-law or grandchild. For death of relatives other than the immediate family, leave without loss of pay for up to one (1) shift may be allowed to attend the funeral or memorial service.

Section 3: Military Leave

(A) An employee in full-time employment serving in the military reserve shall be paid his/her regular rate of compensation while on active duty for annual reserve training not to exceed two (2) weeks at his/her regular compensation rate

(B) An employee serving in the military reserves should notify, in writing with a copy of the orders to report, his/her department head at least two weeks prior to the scheduled assignment.

(C) An employee of the Town who is a member of the National Guard or a Military Reserve Component of the United States Armed Forces and who is called-up to active duty during a national emergency shall for the duration of the period that he/she is activated be paid the difference between his/her regular weekly straight-time compensation and the total weekly compensation that he/she received for such military services. Such individual shall also be eligible to continue his/her participation in the Town's group insurance programs and the Town shall continue to pay its contribution toward the premium cost of such coverage during the period that he/she is on active duty.

Section 4: Personal Leave

During each fiscal year an employee shall be granted paid leave for two tours of duty as personal- leave. An employee will not be allowed to take personal leave or vacation time for a given tour if two employees on his/her platoon are taking personal leave or vacation leave for that tour. Additional Firefighters may be allowed to take personal leave at the discretion of the Chief or his designee. If an employee does not take the tours of personal leave during the fiscal year, it shall be lost.

Article IX

Section 1: Uniform Allowance

The Town shall supply, for firefighters and other personnel covered by this Agreement, the necessary firefighting equipment for the performance of their required duties. The Chief of the Department shall supply the employees of the Department covered by this Agreement with adequate uniforms and shall include in his budget an appropriation sufficient to fund an account for uniforms in the amount of \$515.00 for each private and each officer. As is current practice, employees shall be issued purchase orders with which they may purchase uniform components from vendors.

Each new employee will receive a full dress uniform as required by the Town upon completion of the 12-month probationary period. On two (2) occasions during each fiscal year the Department will provide cleaning for those uniforms at a location designated by the Department.

Section 1-A: Personal Protective Clothing

Personal Protective Clothing (PPC) shall consist of, but not be limited to, the following: Helmet, Nomex Hood, SCBA Mask, Turnout Coat, Turnout Pants with Suspenders, Firefighting Boots (leather or equivalent), Firefighting Gloves (two pair), Winter Mittens (one pair), Utility Gloves (one pair, leather or mechanics-type), Eye Protection (goggles or glasses), Flashlight, Escape Rope with two Carabineers and Bag, and any other mutually agreed upon items.

PPC meeting all NFPA standards at the time of purchase shall be provided to each Firefighter. The Fire Chief and the Union shall mutually agree upon the type and manufacturer of PPC to be purchased by the Department.

Replacement of primary PPC (turnout coat and pants and firefighting boots) shall be every five (5) years or upon failure of annual inspection, which ever occurs first. Each Firefighter shall have a back-up set of primary PPC capable of passing annual inspection and no older than ten (10) years from date of first issuance. Effective July 1, 2008, the Town shall annually fund the replacement of one-fifth (1/5) of the Department's primary PPC.

Maintenance of each Firefighter's PPC shall be the responsibility of the Town.

Maintenance shall include, but not be limited to, the following: annual inspection by trained personnel, repairs by manufacturer-approved facilities, and semi-annual cleaning. The Town shall provide proper cleaning equipment to include firefighting gear washer/extractor. In absence of approved cleaning equipment, the Town agrees to pay

each Firefighter semi-annually an additional two (2) hours of overtime as compensation for locating and delivering their PPC to an equipped cleaning facility.

Section 2: Physical Examination

The employer shall pay the costs of regularly scheduled physical examinations as required and those physical examinations scheduled for promotional purposes; and will attempt to schedule such examinations at a mutually convenient off-duty time.

Section 3: Professional Associations

Employees designated as Fire Alarm personnel, EMTs or Mechanics and who have obtained the prior written approval of the Chief will be reimbursed for membership fees in professional associations, which relate to those specialized responsibilities.

Article X

Section 1: Duties of Permanent Firefighters

The duties of the members of the Fire Department shall be in accordance with all Civil Service Rules and Regulations and the By-laws of the Town of North Attleboro as the same now exist or may be amended.

Section 2: Duty Performed Outside Town of North Attleboro

In the event an employee is ordered to perform duties beyond the limits of the Town of North Attleboro, whether under a formal mutual aid compact or otherwise, such employee shall be considered to remain an employee of the Town of North Attleboro and shall have all the benefits and protections afforded him as such employee.

Section 3: Safety Belt Use

A firefighter operating a Department vehicle shall be required to use a safety belt. A firefighter shall be required to use a safety seat belt while riding in the front passenger seat of the ambulance vehicle. A firefighter riding in a Departmental vehicle in a non emergency shall be required to use a safety seat belt.

Section 4: Fire Fighter Certification

Each firefighter hired by the Fire Department after July 1, 2004 is required, as a condition of employment, to attend the Massachusetts Fire Academy's recruit training program within three (3) years of his/her date of hire (unless the employee is disqualified from attending the training program due to his/her previous length of service as a firefighter or unless the Chief, in his/her sole discretion, exempts a firefighter from such training because the firefighter successfully completed training in another academy that the Chief determined provided the same or greater training than that

provided by the Massachusetts Fire Academy). Any member who fails to pass the training program will be immediately terminated from his/her employment with the North Attleborough Fire Department.

Article XI

Section 1: Complete Agreement

This writing constitutes the complete Agreement of the parties and there are no collateral agreements or understandings between the parties. Any amendments to this contract or any interpretation differing from the language of this contract shall be of no validity unless reduced to writing and signed by both of the parties.

Article XII

Section 1: Severability

In the event that any federal or state law or court of competent jurisdiction invalidates any section of this Agreement, the remainder of the Agreement shall remain in full force and effect.

Article XIII

Current:

Section 1: Civil Service

The employee shall retain his Civil Service Rights, as determined in accordance with Chapter 31 of the General Laws of Massachusetts. All promotions and new appointments through the rank of Deputy Chief shall be made as a result of competitive examination given and granted by the Division of Civil Service.

Section 2: Probationary Period

Each newly hired firefighter shall serve a twelve (12) month probationary period pursuant to M.G.L. c.31, Sec. 61.

On the effective date when the Town comes out of Civil Service (Mass. General Laws Chapter 31) for the Fire Department, the following changes to Article XIII shall become effective:

Section 1: Civil Service

A tenured civil service employee shall retain his Civil Service Rights to the extent provided by law, upon the Town's rescission of its prior acceptance of Civil Service law. All promotions and new appointments through the rank of Deputy Chief shall be made as a result of competitive examination/assessment center. The Union agrees that the Town has satisfied its bargaining obligations with respect to the promotional process and competitive examinations/assessment centers to be used by the Town and agrees to the provisions associated with such promotional process as described in Exhibit I appended to this Agreement.

Section 2: Probationary Period

Each newly hired firefighter shall serve a twelve (12) month probationary period.

Article XIV

Section 1: Management Rights Clause

Except where such rights, powers and authority are specifically relinquished, or abridged or limited by the express provisions of the Agreement, the Employer has and will continue to retain, whether exercised or not, all of the rights, powers and authority heretofore had by it and delegated to it in the future by any statute, by-law or ordinance. It shall have the sole and unquestioned right, responsibility and prerogative of management of the affairs of the Employer and direction of the working forces.

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Article XV

Section 1A: Vacation Periods and Selection for Employees Who Commenced Employment in a position in the Bargaining Unit on or before June 30, 2017.

Employees in continuous service which commenced on or before June 30, 2017 shall be granted annually, as of July 1, tours or days of paid vacation in accordance with the following schedule:

| <u>Years completed Prior July 1</u> | <u>Vacation for Shift Personnel (By Tours)</u> | <u>Vacation for Employees Assigned a Five Day Work Week (By Days)</u> |
|---|--|---|
| 1 to 4 years | 8 | 10 |
| 5 to 9 years | 12 | 15 |
| 10 to 14 years | 18 | 22 |
| 15 to 19 years | 20 | 25 |
| 20 to 24 years | 22 | 27.5 |
| 25 years or more | 30 | 36 |

Section 1B: Vacation Periods and Selection for Employees Who Commenced Employment in a position in the Bargaining Unit on or after July 1, 2017.

Employees in continuous service which commenced on or after July 1, 2017 shall be granted annually, as of July 1, tours or days of paid vacation in accordance with the following schedule:

| <u>Years completed Prior July 1</u> | <u>Vacation for Shift Personnel (By Tours)</u> | <u>Vacation for Employees Assigned a Five Day Work Week (By Days)</u> |
|---|--|---|
| 1 to 4 years | 8 | 10 |
| 5 to 9 years | 12 | 15 |
| 10 to 14 years | 18 | 22 |
| 15 to 19 years | 20 | 25 |
| 20 years or more | 22 | 27.5 |

Section 2:

Notwithstanding the provisions of Section 1, an employee shall accrue 8 tours of vacation leave on his or her 1st anniversary of employment (10 days if assigned to a Five Day Work Week). That vacation leave must be used prior to the succeeding July 1. Thereafter he/she will accrue vacation on July 1 of each year in accordance with Section 1, above.

An employee who has completed 6 months of employment will be permitted to use up to 4 tours (5 days if assigned to a Five Day Work Week) of the vacation that he/she will accrue on his/her first anniversary of employment.

Section 3:

Any two (2) Firefighters per platoon shall be allowed to take vacation leave for a given tour, and their positions need not be filled during such vacation periods. Additional Firefighters may be allowed to take vacation at the discretion of the Chief or his designee.

Employees' preference shall be limited to two cycles during the months of July, August, and June each year.

There shall be a preference for vacation periods during the months of July, August, and June each year, based on seniority. During the month of January each year such preference shall be claimed as follows in writing and delivered to the Chief or his appointed delegate:

(a) The top two (2) senior men on each platoon shall select their preference for such period on or prior to January 8.

(b) The next two (2) senior men on each platoon shall select their preference for such period on or prior to January 16.

(c) The next two (2) senior men on each platoon shall select their preference for such period on or prior to January 24.

(d) The next two (2) senior men on each platoon shall select their preference for such period on or prior to February 1.

(e) In the event such preferences are not made as provided herein, any employee shall be given additional vacation preference on a first-come first-served basis.

(f) Vacation schedules shall be subject to final approval by the Chief, who shall make every effort to schedule vacation as requested.

Section 4:

Vacation leave may be taken in increments of single tours (or in increments of single days for members assigned to a Five Day Work Week) but the scheduling and approval of such increments is at the discretion of the Chief or his appointed delegate.

However, single tours (or single days) may be requested no sooner than one week in advance of the day requested for such vacation leave. A "tour" of vacation shall mean either a ten (10) hour Day tour or a fourteen (14) hour Night tour.

Any recognized holidays falling within the individual's vacation period shall be paid holidays (Holidays are listed in Article III, supra.)

Article XVI

Section 1: Anniversary Date

The anniversary date for all employees for all purposes of this Agreement requiring a determination of years of service shall be the employee's first date of Civil Service appointment to the North Attleboro Permanent Department, including provisional service, if any.

Section 2: Fire Inspector

It is agreed that the position of Fire Inspector shall be assigned to a firefighter holding Captain rank. The Fire Inspector will be responsible for supervising and performing inspectional, investigative and regulatory duties pertaining to the prevention and extinguishing of fires in all occupancies. The Fire Inspector shall also be responsible for the performance of all other duties of the Fire Captain position. It is agreed that the Fire Inspector shall be considered "non-shift-assigned personnel" for purposes of the first sentence of the third paragraph of Article II, Section 1.

The Fire Inspector may be assigned by the Chief to augment fire suppression crews during emergency response or emergency situations. The Fire Inspector will not be assigned (during his regularly scheduled work shift) to one of the four designated duty groups (unless there is an emergency).

The Fire Inspector shall use and accrue holiday pay, vacation leave and other leave/benefit entitlements on the same basis as the Deputy Chief.

Article XVII

Section 1: EMT Classification

It is agreed, as a condition of employment, that the sixteen (16) most junior Firefighters in the Department at any time shall maintain their as-hired EMT certification (in accordance with Civil Service regulations) and shall be liable to perform mandatory ambulance duty at the Chief's assignment. In no event shall EMT status or ambulance

duty assignment be mandatory for any Firefighter whose officer rank, job classification or seniority places him outside of the group referenced above. Any Firefighter once removed from mandatory ambulance duty shall not again be liable for such status unless there is a staff reduction resulting layoffs, in which case he may be re-assigned to mandatory ambulance duty if, following the layoff, he is among the 16 most junior members remaining on active status. It is agreed that at least four (4) Firefighters assigned to mandatory ambulance duty shall be assigned to each of the four (4) shifts.

Notwithstanding the last paragraph, firefighters hired after January 1, 2014 will be liable to perform mandatory ambulance duty at the Chief's assignment for as long as they are among the twenty-four (24) most junior firefighters in the Department. However, once a firefighter hired after January 1, 2014 is removed from mandatory ambulance duty status he shall not again be liable for such status unless there is a staff reduction resulting in layoffs in which case he may be re-assigned to mandatory ambulance duty if, following the layoff, he is among the twenty-four (24) most junior members remaining on active status.

Notwithstanding anything in Section 1, each firefighter hired on or after July 1, 2018, will be liable to perform mandatory ambulance duty at the Chief's assignment for as long as s/he is among the twenty-eight (28) most junior firefighters in the Department. However, once a firefighter hired after July 1, 2018 is removed from mandatory ambulance duty status, s/he shall not be liable for such status unless there is a staff reduction resulting in layoffs in which case s/he may be re-assigned to mandatory ambulance duty if, following the layoff, s/he is among the twenty-eight (28) most junior members remaining on active status.

Section 2: EMT Compensation

Firefighters who hold the various levels of EMT certification shall be paid a stipend for such certification equal to a percentage of their base pay depending on their highest level of certification and whether or not they are assigned to ambulance duty.

Stipends for all Firefighters, regardless of hire date, shall be calculated as follows:

| July 1, 2022 | | |
|--------------------------|-------------------|------------------------------|
| <u>EMT certification</u> | <u>Unassigned</u> | <u>Assigned to Ambulance</u> |
| EMT-B | 5% | 8.5% |
| EMT-P | 8% | 14% |

D. Firefighters who are assigned to ambulance duty for less than the entire fiscal year or who hold a particular level of certification for less than the entire fiscal year shall receive

portions of the above stipends pro-rated monthly based upon each individual's status and certification level for each month. A firefighter shall not receive any stipend for a month during which his/her certification has lapsed. Payment of the stipend as a whole shall be made on or before June 15 of the fiscal year.

Section 3: EMT Training

Firefighters enrolled in EMT classes for certification, re-certification or on-going training shall be paid at their overtime rate for all classes attended during their off-duty hours in accordance with the following schedule:

EMT-B - up to fifty-two (52) hours of overtime over a two (2) year period

EMT-P - up to one hundred twenty (120) hours of overtime over a two (2) year period

If the Commonwealth increases requirements for certification, re-certification or on-going training in any of the EMT categories, the above schedule shall be subject to renegotiation.

Firefighters on duty during scheduled classes should be released from duty to attend such classes. However, should the Town determine that coverage is necessary and such coverage is not available, the Town may refuse to allow such release from scheduled duty.

Article XVIII

(This Article intentionally left blank)

Article XIX

Section 1: Private Detail

Whenever the services of fire department employees are required for private duty or details, such work shall be distributed in accordance with Article II, Section 4, Overtime Distribution. In no event will an employee be assigned a detail if such assignment would result in the employee working more than forty-eight (48) consecutive hours.

Section 2: Private Detail Rate

The hourly rate for such work shall be calculated by adding six (\$6.00) dollars to the overtime rate of the employee performing such detail. Effective July 1, 2022 the hourly rate for private details (excluding all Town and school department details) shall be \$66.00/hour for all firefighters regardless of rank. No assignment of a private detail shall be made until the entity requesting the detail has agreed to pay the rate set forth herein for a minimum of six (6) hours.

Article XX

The Town has adopted M.G.L. Chapter 41, Section 100G, providing for burial and funeral expenses of members killed in the line of duty all as more fully set forth in the statute and as it may be amended from time to time.

Article XXI DRUG SCREENING

Members of the North Attleborough Fire Department will be subject to drug screening as herein provided.

All firefighters shall be subject to random drug screening at such times as the Chief may designate. It is understood, however, that no firefighter shall be subject to "random" drug testing on more than four (4) occasions during a fiscal year. In addition, where circumstances provide reasonable suspicion that a particular firefighter is illegally using controlled substances, that firefighter will be subject to immediate testing.

The employee to be tested (the "subject") will be notified of the test requirements just prior to his/her transport to the medical facility or laboratory designated by the Department to obtain the urine sample. At the time of the test, the subject will be notified of the specific drugs, which will be screened by the test and will be advised of the

specimen collection procedures. The subject will be accompanied by a Testing Officer from the Department.

The subject will be assigned an identification number by the Department for purposes of maintaining anonymity and to assure privacy throughout the sampling and testing procedure. Prior to collection of the urine sample the subject will be directed to disclose on an information form all prescription and over-the-counter drugs, which he/she has taken, within the preceding ninety (90) days. At the sampling site the subject will be required to deposit a sample of urine into an approved container in the minimum quantity necessary for laboratory testing purposes.

The subject will be required to thoroughly wash hands and fingernails prior to urination and shall be required to deliver the urine specimen under direction of the medical or laboratory technician. The container holding the urine sample shall be sealed in the presence of the subject. After the container is sealed, the subject shall initial the seal and shall write his/her identification number on it. From the point of embarkation and at all stages of the urine-sampling procedure the subject will be under the direct supervision of the Testing Officer and is expected to follow strictly each instruction of the Testing Officer. Following the completion of the urine sampling procedure, the Testing Officer will sign a form attesting to the integrity of the sampling procedure. The subject will then be transported back to his/her original point of departure.

Upon the delivery of each specimen to the laboratory the Department will designate certain specific drugs for which the specimen is to be analyzed. The testing laboratory will report findings only as to those specific substances designated in the Department request.

To ensure optimum accuracy the tests shall be drug-specific. The initial tests of each urine sample shall employ a methodology different from the confirmation tests. The initial test for drugs other than cannabinoids shall use a thin-layer chromatography process, unless the Department determines that a newer test process is superior. The initial analysis will be completed by the laboratory in 24-48 hours. The confirmation test shall be accomplished by enzyme immunoassay or gas liquid chromatography-mass spectrometry unless the Department determines that a newer test process is superior.

The test procedure for determining the presence of cannabinoids will be immunoassay. Secondary confirmation testing of a positive finding for the presence of cannabinoids will be gas liquid chromatography-mass spectrometry.

The foregoing drug-testing procedures are not meant to be an exhaustive compilation of the tests that will be or could be used to implement the drug-screening process.

The actual testing of urine samples shall be performed by a medical laboratory selected by the Department. The testing laboratory will preserve, store, and secure one portion of the original urine specimen for independent confirmation testing by experts chosen and authorized by the subject-employee. This independent confirmation test will be performed at the testing laboratory by a joint panel consisting of the employee's designated expert(s) and chemist(s) employed by the medical laboratory. The testing laboratory will make available to the employee or his representatives all records of primary and confirmation testing done by the testing laboratory on the urine specimen provided by the employee.

Any firefighter whose confirmatory test results in a positive finding for controlled substances will be placed on a leave of absence during which he/she will be required to satisfactorily complete a drug rehabilitation program. (It is understood that the type of program, as well as the location and duration of the program, will be determined by the Chief. The Town will not be responsible for the cost of the program.) Any firefighter who refuses to participate in the designated drug rehabilitation program, or who fails to satisfactorily complete said program, will be subject to discharge.

Upon satisfactorily completing the program, the firefighter will be reinstated to duty upon such conditions as the Chief considers appropriate. Thereafter, the firefighter shall be subject to testing at any time and as frequently as the Chief shall determine. Any firefighter who, after completing a rehabilitation program, tests positive in a confirmatory test will be subject to discharge.

Article XXII

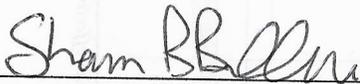
Section 1: Duration of Agreement

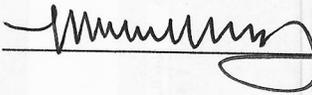
This Agreement shall be effective as of July 1, 2022 and shall continue in force until June 30, 2025 and thereafter shall be renewed automatically from fiscal year to fiscal year (July 1 to June 30) unless either party gives written notice of its desire to amend or terminate this Agreement to the other prior to September 1, 2024 or, in the event this Agreement is renewed beyond June 30, 2025, unless written notice is given prior to the September 1 immediately preceding the date of termination of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this instrument to be executed in duplicate copies by their duly authorized officers and representatives as of the day and year so indicated.

**NORTH ATTLEBOROUGH
FIREFIGHTERS, LOCAL #1992, I.A.F.F.**

TOWN OF NORTH ATTLEBOROUGH





ATTACHMENT A

Effective July 1, 2022, the following weekly salaries shall be paid

| North Attleboro Firefighters (NAFF) FY2023 | | | | | | | | | | | |
|---|------|-------------|---|-------------|-------------|-------------|--------------------------|-------------|-------------|---------------------------------|----------------------------------|
| FIREFIGHTER | 2.0% | ENTRANCE | ENTRANCE Promoted with more than 10 years but less than 20 years of service * | STEP 1 | STEP 2 | STEP 3 | STEP 4 | MAX | MAX | 10 Year 1.5% Above MAX | 20 Year 1.5% Above Year |
| | | | | | | | | | | | |
| FIREFIGHTER | F-1 | \$ 1,025.85 | | \$ 1,070.99 | \$ 1,118.11 | \$ 1,167.32 | \$ 1,218.69 | \$ 1,272.31 | \$ 1,291.39 | \$ 1,310.76 | |
| LIEUTENANT | F-2 | \$ 1,399.54 | \$ 1,420.53 | \$ 1,441.84 | | | 7% Above Entrance | \$ 1,497.51 | \$ 1,519.97 | \$ 1,542.77 | |
| FIRE ALARM ASSISTANT SUPERINTENDENT | FA-1 | \$ 1,412.26 | \$ 1,433.45 | \$ 1,454.95 | | | 21% Above F-1- MAX | \$ 1,539.50 | \$ 1,562.59 | \$ 1,586.03 | |
| FIRE ALARM SUPERINTENDENT | FA-2 | \$ 1,552.22 | \$ 1,575.50 | \$ 1,599.13 | | | 33% Above F-1- MAX | \$ 1,692.17 | \$ 1,717.55 | \$ 1,743.32 | |
| CAPTAIN | F-3 | \$ 1,647.26 | \$ 1,671.97 | \$ 1,697.05 | | | 7% Above Entrance | \$ 1,762.57 | \$ 1,789.01 | \$ 1,815.84 | |
| EMS CAPTAIN FIRE INSPECTOR | | | | | | | | | | | |
| DEPUTY | F-4 | \$ 1,938.83 | \$ 1,967.91 | \$ 1,997.43 | | | 7% Above Entrance | \$ 2,074.55 | \$ 2,105.67 | \$ 2,137.25 | |

* Promotional Entrance Step - Years of service are determined as of the date that the promotion becomes effective and only includes service in the North Attleboro Fire Department

Effective July 1, 2023, the following weekly salaries shall be paid

| North Attleboro Firefighters (NAFF) FY2024 | | | | | | | | | | | |
|---|-----------------------------|---|--|-------------|-------------|-------------|--------------------------|-------------|---------------------------------|---------------------------------|------|
| FIRE FIGHTER | 2.0% ENTRANCE | ENTRANCE Promoted with more than 10 years but less than 20 years of service * | ENTRANCE Promoted with more than 10 years with more than 20 years of service * | STEP 1 | STEP 2 | STEP 3 | STEP 4 | MAX | 10 Year 1.5% Above MAX | 20 Year 1.5% Above MAX | Year |
| | | | | | | | | | | | |
| F-1 | \$ 1,046.37 | | | \$ 1,092.41 | \$ 1,140.47 | \$ 1,190.67 | \$ 1,243.06 | \$ 1,297.76 | \$ 1,317.22 | \$ 1,336.98 | |
| F-2 | 10% Above F-1- MAX | \$ 1,427.53 | \$ 1,448.94 | \$ 1,470.68 | | | 7% Above Entrance | \$ 1,527.46 | \$ 1,550.37 | \$ 1,573.63 | |
| FA-1 | 11% Above F-1- MAX | \$ 1,440.51 | \$ 1,462.12 | \$ 1,484.05 | | | 21% Above F-1- MAX | \$ 1,570.29 | \$ 1,593.84 | \$ 1,617.75 | |
| FA-2 | 22% Above F-1- MAX | \$ 1,583.26 | \$ 1,607.01 | \$ 1,631.11 | | | 33% Above F-1- MAX | \$ 1,726.01 | \$ 1,751.90 | \$ 1,778.19 | |
| F-3 | 10% Above F-2- MAX | \$ 1,680.21 | \$ 1,705.41 | \$ 1,730.99 | | | 7% Above Entrance | \$ 1,797.82 | \$ 1,824.79 | \$ 1,852.16 | |
| F-4 | 10% Above F-3- MAX | \$ 1,977.61 | \$ 2,007.27 | \$ 2,037.38 | | | 7% Above Entrance | \$ 2,116.04 | \$ 2,147.78 | \$ 2,180.00 | |

* Promotional Entrance Step - Years of service are determined as of the date that the promotion becomes effective and only includes service in the North Attleboro Fire Department

Effective July 1, 2024, the following weekly salaries shall be paid

| North Attleboro Firefighters (NAFF) FY2025 | | | | | | | | | | | |
|---|-----------------------------|-------------|---|-------------|-------------|-------------|--------------------------|-------------|----------------------------------|-----------------------------------|--|
| FIREFIGHTER | 2.5% | ENTRANCE | | STEP 1 | STEP 2 | STEP 3 | STEP 4 | MAX | 10 Year 1.5 % Above MAX | 20 Year 1.5 % Above Year | |
| | | ENTRANCE | Promoted with more than 10 years but less than 20 years of service * | | | | | | | | |
| | | \$ 1,072.53 | | \$ 1,119.72 | \$ 1,168.98 | \$ 1,220.44 | \$ 1,274.14 | \$ 1,330.20 | \$ 1,350.15 | \$ 1,370.40 | |
| LIEUTENANT | 10% Above F-1- MAX | \$ 1,463.22 | \$ 1,485.16 | \$ 1,507.45 | | | 7% Above Entrance | \$ 1,565.65 | \$ 1,589.13 | \$ 1,612.97 | |
| FIRE ALARM ASSISTANT SUPERINTENDENT | 11% Above F-1- MAX | \$ 1,476.52 | \$ 1,498.67 | \$ 1,521.15 | | | 21% Above F- 1-MAX | \$ 1,609.55 | \$ 1,633.69 | \$ 1,658.19 | |
| FIRE ALARM SUPERINTENDENT | 22% Above F-1- MAX | \$ 1,622.84 | \$ 1,647.19 | \$ 1,671.89 | | | 33% Above F- 1-MAX | \$ 1,769.16 | \$ 1,795.70 | \$ 1,822.64 | |
| CAPTAIN | 10% Above F-2- MAX | \$ 1,722.22 | \$ 1,748.05 | \$ 1,774.26 | | | 7% Above Entrance | \$ 1,842.77 | \$ 1,870.41 | \$ 1,898.46 | |
| EMS CAPTAIN | | | | | | | | | | | |
| FIRE INSPECTOR | | | | | | | | | | | |
| DEPUTY | 10% Above F-3- MAX | \$ 2,027.05 | \$ 2,057.45 | \$ 2,088.31 | | | 7% Above Entrance | \$ 2,168.94 | \$ 2,201.47 | \$ 2,234.50 | |

* Promotional Entrance Step - Years of service are determined as of the date that the promotion becomes effective and only includes service in the North Attleboro Fire Department

