

Memorandum of Understanding

This memorandum of understanding is entered into between the Town of Winslow (Town) and the American Federation of State, County and Municipal Employees (AFSCME), dated Nov. 10, 2021

Whereas, a grievance was filed on July 9, 2021 concerning a member being recalled from an approved vacation:

Whereas, as the resolution to the grievance was for the parties to meet and develop a better leave management system;

Whereas, the parties met on November 3, 2021

Therefore the parties have agreed to add a new Section 5 to Article 15 – Vacation –to read as follows:

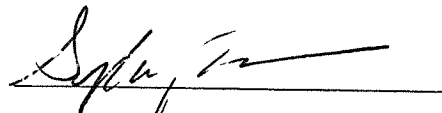
Section 5. An Employee of the Fire Department who has been approved for a vacation time shall not be called into service during said vacation, except for a declared State of Emergency on the Federal, State or Local level, or an unforeseen circumstance (I.E. illness or family emergencies of a co-worker(s)), that result in a critical staffing level. If the department is in need of additional staffing during said emergency, the employees on vacation will be called in by inverse order of seniority, until the necessary staffing levels have been achieved. The employee(s) called in during their schedule vacation shall be compensated at the rate of time and one half (1½) their hourly rate, for all hours worked plus they will be granted an additional personal day. The additional personal day must be used within the next 12 months. They shall also be credited with the amount of vacation time lost due to being called into service.



Erica LaCroix: Town Manager



Lt. Adam Burgess: Fire Unit Chair



Sylvia Hebert: AFSCME Staff Representative