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#### **Contract Database Metadata Elements**

Title: **Bedford, Town of and Town of Bedford Highway, Water, and Recreation Departments, International Brotherhood of Teamsters (IBT) Local 456 (2000) (MOA)**

Employer Name: **Bedford, Town of**

Union: **Town of Bedford Highway, Water, and Recreation Departments, International Brotherhood of Teamsters (IBT)**

Local: **456**

Effective Date: **01/01/00**

Expiration Date: **12/31/02**

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MEMORANDUM OF AGREEMENT

Bedford, Town Of And lbt Local 456  
(Highway/Water/Rec Depts)

Jan. 1, 2000  
to  
Dec. 31, 2002  
1322 TB  
29090 BC

IT IS HEREBY AGREED, by and between the bargaining team for Local 456 of the International Brotherhood of Teamsters (hereinafter "Local 456") and the bargaining team for the Town of Bedford (hereinafter the "Town") that, subject to ratification by the membership of Local 456 and ratification by the Town Board of the Town, that the following shall constitute the terms and conditions of the successor agreement to the collective bargaining agreement covering the period 1997-1999. 1/1/97 — 12/31/99

1. Term of Agreement: January 1, 2000 to December 31, 2002. All terms of the 1997-1999 Collective Bargaining Agreement, except as modified hereafter, shall constitute the terms and conditions of the new Collective Bargaining Agreement between the parties.

2. Salary Schedule:

(a) For all members of the bargaining unit, the salary schedule for 2000 shall be increased by 3.5 percent; for 2001, by 3.5 percent; for 2002, by 3.5 percent.

(b) It is agreed that if another unit within the Town receives a higher salary increase during the terms of the 2000-2002 contract, there will be a re-opener of the Collective Bargaining Agreement to negotiate wages only.

3. Article VI is amended as follows:

(a) Section 7, subparagraph B and B(1) is amended to substitute 30 hours for 40 hours in both references.

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(b) Section 7, Subparagraph D is amended to substitute one hour for half hour increments.

(c) The Town agrees that it will provide each member of Local 456 with a print out of leave time accruals (sick, compensatory and vacation) on a monthly basis. This provision will not appear in the CBA, but will be in effect for the term of the 2000-2002 CBA.

4. Article IX, Section 2 is amended as follows:

The sick leave accumulation chart is to be replaced with the following:

0 to 50 days	20% of all days
51 to 100 days	40% of all days
101 to 150 days	60% of all days
151 to 250 days	80% of all days

5. Article IX, Section 3 is amended as follows:

(a) In subparagraph A, substitute four days for three days.

(b) In subparagraph D, substitute two hours for one-half hour.

6. Article IX, Section 4 is amended to add grandparents to the list of relatives for which three days Death Leave is provided.

7. Article XVI, Section 2 is amended to read as follows:

"The Town shall provide the employees with a safety equipment allowance of Five Hundred Fifty (\$550.00) Dollars per year which shall be payable in the month of January of each year. Effective January 1, 2001, the safety equipment allowance shall be increased to Five Hundred Seventy-Five (\$575.00) Dollars. Effective January 1, 2002, the safety equipment allowance shall be increased to Six Hundred Twenty-Five (\$625.00) Dollars."

8. Article XVII, Section 5, Subparagraph A shall be amended to read as follows:

"Effective January 1, 2000, the town will pay the sum of One Thousand Two Hundred Fifty (\$1,250.00) Dollars per employee per year to the Teamster Local 456 Municipal Employees Welfare Fund. Effective January 1, 2001, the Town's contribution shall be One Thousand Two Hundred Seventy-Five ((\$1,275.00) Dollars per employee per year. Effective January 1, 2002, the Town's contribution shall be One Thousand Three Hundred (\$1,300.00) Dollars per employee per year."

Dated: April 14, 2000

FOR THE BARGAINING TEAM  
FOR LOCAL 456, IBT:

John P. Henry

FOR THE BARGAINING TEAM  
FOR THE TOWN OF BEDFORD

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TOWN OF BEDFORD MAINTENANCE EMPLOYEES

NEW CONTRACT HOURLY RATES FOR 2000 BASED ON 2,080 HOURS

	1999 SALARY	2000 SALARY	90%	95	\$500.00	5%	7.5%	10%
ROAD MAINT. FOREMAN:	\$56,643	\$58,626	25.36	26.18	28.42	29.59	30.29	31.00
ASST. FOREMAN & MECHANIC:	\$52,381	\$54,214	23.45	24.06	26.30	27.26	28.01	28.67
TRAFFIC AND PARKING:	\$50,889	\$52,670	22.78	23.32	25.56	26.58	27.22	27.85
MED & ASST AUTO MECHANIC:	\$49,482	\$51,214	22.15	22.62	24.86	25.85	26.46	27.08
MED, WATER MAINT. GRADE I, AND PARK MAINT.(MED):	\$47,864	\$49,539	21.43	21.81	24.05	25.00	25.60	26.19
WATER MAINT. GRADE II, PARK MAINT, & REC PRG MAINT.:	\$44,860	\$46,430	20.08	20.32	22.56	23.43	23.99	24.55
WATER METER READER	\$43,690	\$45,219	19.56	20.73	21.98	22.82	23.37	23.91
LABORER & CUSTODIAN:	\$42,521	\$44,009	19.04	20.15	21.39	22.21	22.74	23.27

TOWN OF BEDFORD MAINTENANCE EMPLOYEES

NEW CONTRACT HOURLY RATES FOR 2001 BASED ON 2,080 HOURS

	2000 SALARY	2001 SALARY	90%	95	\$500.00	5%	7.5%	10%
ROAD MAINT. FOREMAN:	\$58,626	\$60,678	26.15	27.06	29.29	30.51	31.23	31.96
ASST. FOREMAN & MECHANIC:	\$54,214	\$56,111	24.18	24.87	27.11	28.21	28.88	29.56
TRAFFIC AND PARKING:	\$52,670	\$54,313	23.49	24.10	26.34	27.41	28.06	28.71
MED & ASST AUTO MECHANIC:	\$51,214	\$53,006	22.84	23.38	25.62	26.65	27.28	27.92
MED, WATER MAINT. GRADE I, AND PARK MAINT.(MED):	\$49,539	\$51,273	22.10	22.55	24.79	25.78	26.39	27.01
WATER MAINT. GRADE II, PARK MAINT, & REC PRG MAINT.:	\$46,430	\$48,055	20.71	21.01	23.25	24.16	24.74	25.31
WATER METER READER	\$45,219	\$46,802	20.17	21.41	22.65	23.53	24.09	24.65
LABORER & CUSTODIAN:	\$44,009	\$45,549	19.63	20.81	22.05	22.90	23.45	23.99

TOWN OF BEDFORD MAINTENANCE EMPLOYEES

NEW CONTRACT HOURLY RATES FOR 2002 BASED ON 2,088 HOURS

	2001 SALARY	2002 SALARY	90%	95%	\$500.00	5%	7.5%	10%
ROAD MAINT. FOREMAN:	\$60,678	\$62,802	27.04	30.07	20.31	31.58	32.33	33.08
ASST. FOREMAN & MECHANIC:	\$56,111	\$58,075	25.03	27.81	28.05	29.20	29.89	30.57
TRAFFIC AND PARKING:	\$54,513	\$56,421	24.31	27.02	27.24	28.37	29.04	29.72
WREO & ASST AUTO MECHANIC:	\$53,006	\$54,861	23.64	26.27	26.51	27.58	28.24	28.90
MED, WATER MAINT. GRADE I, AND PARK MAINT. (MED):	\$51,273	\$53,068	22.87	25.41	25.65	26.68	27.32	27.95
WATER MAINT. GRADE II, PARK MAINT, & REC PRG MAINT.):	\$48,053	\$49,737	21.43	23.82	24.05	25.01	25.60	26.20
WATER METER READER	\$46,802	\$48,440	20.87	23.19	23.43	24.35	24.93	25.51
LABORER & CUSTODIAN:	\$45,549	\$47,143	20.32	22.57	22.81	23.70	24.27	24.83