

**AMENDMENTS TO THE COLLECTIVE BARGAINING AGREEMENT DATED
JULY 1, 2021-JUNE 30, 2024**

ARTICLE 9 – PROBATIONARY PERIOD

C. Fire Department

All firefighters shall serve a nine (9) month probationary period upon hire. During that probationary period, the Town may discipline and/or dismiss such employee without regard to any provisions of this Agreement and without intervention of the Union. When the probationary period is successfully completed, seniority shall accrue from the first day of employment.

ARTICLE 10- HOURS OF WORK, WORK SCHEDULES, LUNCH AND REST PERIODS

A. Hours of Work

4. Fire Department

The normal work schedule for the Fire Department shall be one hundred and six (106) hours in a fourteen (14) day work period. Any work over one hundred six (106) hours in a fourteen (14) day work period shall be considered overtime. The Employer reserved the right to establish the normal work schedule for each employee or employee team. The schedule shall be posted thirty (30) days at a time and seven (7) days prior to the beginning of the first (1st) day of the start of the thirty (30) days except in cases of emergency. The Employer agrees to confer with the effected employees prior to revising the normal work week schedule regarding such changes.

I. New ¶3

Fire Department

An employee called to work more than 1 hour before his/her regularly scheduled shift or has left for the day and called back to work shall be paid a minimum of one (1) hour or for actual hours worked and be added to the regular hours worked in that work period and paid accordingly. The employee will be paid a minimum of one (1) hour if the work time is not annexed to the employee's work shift.

Tuition Reimbursement

The Town will reimburse firefighters for matriculated students working towards a degree in fire science, emergency medicine, public administration or health sciences. The courses cannot be taken on work time and are limited to no more than 6 credit hours per year. The rate of tuition that will be reimbursed is up to the rate charged by the Maine Community College system per credit hour and upon presentation of a transcript showing the employee

earned a B or better in the course. The courses have to be approved by the Chief in advance of taking the course and the reimbursement may be delayed until the following budget year.

For each three (3) credit hour course reimbursed by the Town, the employee must continue to work for the Town for no less than 6 months after being reimbursed. If the employee leaves employment before fulfilling this obligation, the total reimbursement must be repaid to the Town.

This amendment shall be effective March 22, 2023 and expire June 30, 2024.**

ARTICLE 11 – LEAVES OF ABSENCE

A. Vacation

Any employee who has more accrued vacation than permitted by the Agreement must use all days over the maximum by June 30, 2023 or lose them.*

C. Sick Leave

Any employees who have accrued more sick leave time than permitted by the contract, will be permitted to donate any excess to the sick leave bank to the maximum of the days deducted recently from the sick leave bank. Any remaining days over the maximum permitted by the collective bargaining agreement will be lost.*

ARTICLE 14 – INSURANCE AND OTHER BENEFITS

I. Meal Allowance

Firefighter position will be added to the exception language that is noted for police officers.

Wages

See attached

*Not to become contract language but represents transitioning provisions that once implemented will no longer apply.

**The new insurance carrier may not permit the insurance to be retroactive to March 22, 2023 therefore, it will be effective when Allegiant Care permits enrollment, 2022 for any employee who enrolls in the new carrier's plan.

MARCH 22, 2023 – JUNE 30, 2023

A. Scale: Position	After 1 Year of Continuous Service	After 3 Years of Continuous Service
Public Works		
Highway Foreman	\$25.35	\$26.00

Transfer Station Supervisor \$25.35 \$26.00

Fire
 Firefighter \$19.50 \$19.99

B. Longevity Bonus:	Years	Amount
	5	\$.20 per hour
	10	\$.40 per hour
	15	\$.70 per hour
	20	\$1.00 per hour

D. New Employees: New employees may be given credit for up to 5 years of longevity at the time of hire for previous relevant full time work experience in the position for which they are being hired.

E. Stipends/ Certifications:

Fire	EMR	\$.25
	EMT-Basic	\$1.00
All other employees	EMR	\$.25
	Maine Local Roads Center-Roads Scholar	\$.15
	Infrastructure/Storm Water Management	\$.15
	APWA Snow Fighter	\$.15
	Driver Trainer	\$.30
	CDL-A	\$.30
	CDL-B	\$.20

JULY 1 2023 – JUNE 30, 2024

A.Scale:

Position	After 1 Year of Continuous Service	After 3 Years of Continuous Service
Public Works		
Highway Foreman	\$25.85	\$26.50
Transfer Station Supervisor	\$25.85	\$26.50

Fire
 Firefighter \$20.00 \$20.50

B. Longevity Bonus:	Years	Amount
	5	\$.20 per hours
	10	\$.40 per hour
	15	\$.70 per hour
	20	\$ 1.00 per hour

D. New Employees: New employees may be given credit for up to 5 years of longevity at the time of hire for previous relevant full time work experience in the position for which they are being hired.

E. Stipends/ Certifications:

Firefighter	EMR	\$.25
	EMT-Basic	\$1.00
All other employees	EMR	\$.25
	Maine Local Roads Center-Roads Scholar	\$.15
	Infrastructure/Storm Water Management	\$.15
	APWA Snow Fighter	\$.15
	Driver Trainer	\$.30
	CDL-A	\$.30
	CDL-B	\$.20

EXHIBIT B-1***

FIREFIGHTERS UNIFORM AND REPLACEMENT LIST

A. Items of initial issue:


Item	Number	Estimated Useful Life
1. Shirts – long sleeve	3	2
Shirts – short sleeve	3	2
2. EMS duty pants	4	2
3. Hat – winter	1	2
Hat – summer	1	2
4. Boots – 3 season cold weather	1	2
5. Waterproof coat	1	3
6. Name tag/ID	1	10


- B. All items in section A will be exchanged for the item to be replaced on an “as needed” basis. In no case than the estimated usable life without written request.
- C. All items must be returned to the department when the employee is no longer on full time duty.
- D. The Town will provide all safety equipment used in the performance of their firefighting duty.
- E. The uniform items provided by the Town shall not be worn when off duty except going and leaving work.


***Exhibit B-1 shall be effective the date of the parties settle on its terms.

Town of Rangeley Board of Selectmen

Teamsters Local 340


Cynthia Egan, Chair


Brett Miller, President, and Business Agent


Ethna Thompson, Vice Chair


Ed Marzano, Secretary-Treasurer


Shelly Lowell, Member


Don Crockett, Business Agent


Ethan Shaffer, Member


Samantha White, Member

Dated

Dated: 5/12/2023