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**AGREEMENT BETWEEN**

**TOWN OF OLD ORCHARD BEACH**

**WATER POLLUTION CONTROL FACILITY**

**AND**

**OLD ORCHARD BEACH WASTE WATER EMPLOYEE'S ASSOCIATION**

**MAY 1, 2024 TO JUNE 30, 2027**

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54

55 **AGREEMENT**

56  
57 This Agreement is entered into by the Town of Old Orchard Beach, hereinafter referred to as the  
58 “Employer”, and Old Orchard Beach Waste Water Employees Association, hereinafter referred  
59 to as the “Association.”

60  
61 **ARTICLE 1: RECOGNITION**

62  
63 Section 1: The Employer recognizes the Association as the sole and exclusive bargaining agent  
64 for the purpose of establishing salaries, wages, hours and working conditions pursuant to 26  
65 M.R.S.A. 965 for all employees of the Waste Water Department of Old Orchard Beach who are  
66 Association members and who are public employees as defined by M.R.S.A 962. This includes  
67 all public employees, except the Waste Water Superintendent.

68  
69 Section 2: All new employees shall serve a probationary period of six (6) months after  
70 beginning employment as public employees defined in Section 1 above during which  
71 time the Town may remove the probationary employee at any time.

72  
73 After thirty (30) days, the probationary employee, when hired for a permanent position, shall be  
74 subject to all other clauses of this Agreement.

75  
76 **ARTICLE 2: ASSOCIATION SERVICE FEE**

77  
78 Any present or future employee who is not an Association Member and does not make  
79 application for membership, may at the employee’s request, sign a payroll deduction form to  
80 voluntarily pay to the Association each week a service charge as a voluntary contribution  
81 towards the administration of his/her Agreement in an amount of the employee’s choice.

82  
83 It is understood that the Town will only collect dues and service fees when an  
84 employee has signed a check-off authorization form. It is understood that the Town will  
85 not be required to take any disciplinary action against any employee who does not sign  
86 a check-off authorization. The Association shall indemnify, defend and hold the  
87 Employer harmless against all claims, suits, legal costs, and penalties which may arise  
88 by reason of any action taken in making deductions of said Association fees and  
89 remitting the same to the Association pursuant to this Article.

90  
91  
92 **ARTICLE 3: ASSOCIATION MEMBER DEDUCTIONS**

93  
94 The Association shall have the exclusive right to Association deductions for employees included  
95 within the applicable bargaining unit and subject to the following provisions:

96 The Employer agrees to deduct the Association's weekly membership dues, voluntary fair share  
97 fees from the pay of those employees who individually request in writing that such deductions  
98 be made. The amounts to be deducted shall be certified to the Employer by OOBWWEA, and  
99 the aggregate deductions of all employees shall be submitted together with a list of employees  
100 having deductions made and the total amounts deducted for each of those employees to the  
101 Association in a weekly check.

102 The written authorization for payroll deductions of Association membership dues shall be  
103 irrevocable during the term of this Agreement except that an employee may revoke the

104 authorization, provided the employee notifies, in writing, the Employer and OOBWWEA at least  
105 thirty (30) days, but not more than sixty (60) days prior to the expiration date of this Agreement.  
106 The Association shall indemnify, defend and hold the employer harmless against all  
107 claims, suits, legal costs, and penalties which may arise by reason of any action taken  
108 in making deductions of said dues and remitting the same to the Association pursuant  
109 to this Article.

## 111 **ARTICLE 4: HOURS OF WORK**

### 113 **Section 1 - Regular Hours**

114  
115  
116 The regular hours of work each day shall be consecutive, except for interruptions for lunch  
117 periods. References to consecutive hours of work in the balance of this Article shall be  
118 construed generally to include lunch periods.

### 119 **Section 2 - Work Day**

120  
121  
122 The regular work day for Wastewater Pollution Control Facility personnel shall be from Monday  
123 through Thursday 6:30 a.m. to 3:00 p.m. and 6:30 am to 12:30 on Fridays.

124  
125 The employee's will have up to fifteen (15) minutes clean up time at the end of the work shift.  
126 The employee's will have the option of working (4) four (10) ten hour days Monday through  
127 Thursday. Management reserves the right to return to the regular work day as outlined above  
128 with a fourteen (14) day notice

129  
130 The primary on-call personnel shall receive thirty dollars (\$30.00) pay for each weekday they  
131 carry the pager with the exception of holidays. In addition, the primary call personnel shall  
132 receive seventy five dollars (\$75.00) pay for each Saturday, Sunday and full holidays that they  
133 carry the pager and three (3) hours overtime pay for each scheduled maintenance check for  
134 each Saturday, Sunday, and full holidays that they carry the pager.

135  
136  
137 Secondary on-call personnel shall receive ten dollars (\$10.00) pay for each weekday they carry  
138 the pager with the exception of holidays. Beginning on July 1, 2020, the secondary on-call  
139 personnel shall receive fifteen dollars (\$15.00) pay for each weekday they carry the pager with  
140 the exception of holidays. In addition secondary on-call personnel shall receive fifty dollars  
141 (\$50.00) pay for each Saturday, Sunday and full holiday(s). Secondary on-call personnel shall  
142 receive one hour (1) of overtime to answer and solve issues by phone with the primary on-call  
143 personnel. This overtime is not in addition to the normal call hours, if the on-call personnel must  
144 report to the Department to correct the issue.

145 Employees on-call shall carry a pager for seven (7) days, twenty-four (24) hours per day  
146 beginning on Monday at their regular shift. Employees shall be paid all other hours in the event  
147 of a call out during their period of stand-by in accordance with Article 12. Said employees shall  
148 be provided with a pager with the most optimum range. Weekend duties may be split with  
149 notification to the superintendent by the end of the work day Thursday. Any additional changes  
150 regarding the work week and/or work day may be negotiated at will upon the consent of both  
151 parties.

153 Section 3: During emergency situations, after employees have worked sixteen (16) consecutive  
154 hours, the Employer may send an employee home to rest for a maximum of eight (8) hours. In  
155 the event this situation occurs, the Employer shall not assign the Town equipment to any part-  
156 time or emergency employee except in an emergency as determined by the Waste Water  
157 Superintendent.

158  
159 If an employee is sent home to rest and told to return at a certain time and then his/her  
160 scheduled return is cancelled, said employee shall receive a minimum of six (6) hours pay.

161  
162 Section 4: Employees with a Saturday, Sunday or holiday duty are expected to complete work  
163 between the hours of 7:00am and 10:00am.

164

165

## 166 **ARTICLE 4A: WORK WEEK**

167

168 Section 1: All hours worked outside of the regular work day described in Article 4,  
169 Section 2 shall be paid at the rate of one and one half (1½) times the employee's  
170 regular rate of pay. Overtime compensation shall not be paid more than once for the  
171 same hours under any provision of the Article, the Agreement, or State or Federal law.

172

173

### 174 Section 2: Compensatory Time

175

176 If an employee makes a request to receive compensatory time for overtime hours worked, the  
177 Superintendent or his/her designee shall make the sole determination as to whether or not to  
178 grant compensatory time-off for overtime worked or pay overtime. Compensatory time shall  
179 only accumulate for up to forty (40) hours. Use of compensatory time shall be used with the  
180 expressed permission of Superintendent. Compensatory time may be used in hourly  
181 increments.

182 Hours earned shall be used or paid out within the same calendar year that they are earned.

183 Employees may submit a written request for a pay out of accrued compensatory time, to the  
184 Director and HR, such notice shall be at least two (2) weeks in advance of payout.

185 All accrued compensatory time earned balances shall be paid out on the second pay check of  
186 December. No additional time can be earned from payout to the end of the calendar year.

187

188 Standby hours may not be converted to compensatory time.

189

### 190 Section 3 Hazardous Pay

191 The Town agrees to pay an employee at time and a half (1½) while they are performing work in  
192 a "permitted" below grade Confined Space Entry.

193

194

## 195 **ARTICLE 5: REST PERIODS**

196

197 Section 1: All employees' work schedules shall provide for a twenty (20) minute rest period  
198 during the morning one-half (½) shift. The rest period shall be scheduled, by the Supervisor, at  
199 an appropriate time of his/her one-half (½) shift whenever this is feasible. All other personnel  
200 will be granted two (2) fifteen (15) minute breaks - one (1) mid-morning and one (1) mid-  
201 afternoon.

202  
203 Section 2: Employees who for any reason work beyond their regular quitting time into the next  
204 shift shall receive a fifteen (15) minute rest period before they start to work on such next shift.  
205 In addition, they shall be granted the regular rest periods that occur during his/her shift.  
206

207

## 208 **ARTICLE 6: MEAL PERIODS**

209

210 Section 1: All employees shall be granted a lunch period during each work shift. Whenever  
211 possible, the lunch period shall be scheduled at the middle of each shift, from 12:00 noon to  
212 12:20 p.m.  
213

214

215

## 216 **ARTICLE 7: HOLIDAYS**

217

### 218 Section 1: Holidays Recognized and Observed

219

220 The following days shall be recognized and observed as paid holidays:

221

221 New Year's Day	228 Labor Day
222 Martin Luther King Day	229 Indigenous Peoples Day
223 Washington's Birthday	230 Veteran's Day
224 Patriot's Day	231 Thanksgiving Day
225 Memorial Day	232 Day after Thanksgiving Day
226 Juneteenth (June 19 <sup>th</sup> )	233 ½ day for Christmas Eve
227 Independence Day	234 Christmas Day

235

236 Eligible employees shall receive one (1) day's pay for each of the holidays listed above on which  
237 they perform no work.  
238

239

240 Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be  
241 observed as the holiday.

242

243 Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be  
244 observed as the holiday.

245

### 246 Section 2: Eligibility Requirements

247

248 Employees shall be eligible for holiday pay under the following conditions.

249

250 A. The employee would have been scheduled to work on such day if it had not been observed as a  
251 holiday.

252

253 B. The employee worked his/her last scheduled work day prior to the holiday and the day after,  
254 unless he/she is on an approved medical leave of absence or preapproved vacation as determined  
255 by the Waste Water Superintendent.

256

257 C. If a holiday is observed on an employee's schedule day off or during his/her vacation, he/she  
shall have another day off.

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Section 3: Holiday Pay

Eligible employees who perform no work on a holiday shall be paid their regularly scheduled work day hours for that holiday at their current hourly rate of pay.

Example:

10 hours = 10 hours  
8.5 hours = 8.5 hours  
6 hours = 6 hours

Section 4: Holiday Work

If an employee works on any of the holidays listed above, he/she shall be paid the following rate of pay in addition to his/her holiday pay:

Time and one-half (1½) his/her regular hourly rate for all hours worked.

**ARTICLE 8: SICK LEAVE**

Section 1: Allowance

Any employee contracting or incurring any non-service connected sickness or disability which renders such employee unable to perform the duties of his/her employment shall receive earned sick leave with pay. This includes when an employee is required to quarantine for the mandated number of days because you were notified and required to do so by CDC, medical professional or by the Town, whether symptomatic or non-symptomatic. Sick leave, with pay, will be granted for care of immediate family members. Immediate family members for his/her section shall be defined as parents, spouse, and children.

The Department Head, or designee may, after three (3) days as a condition precedent to continuance of sick pay, require a certificate of a qualified physician certifying the condition of the employee or of the employee's child, spouse or parent to be such as to justify the continued absence from employment.

Employees shall accrue 1.846 hours per weekly pay period up to a maximum of nine hundred and sixty (960) hours. Sick leave provisions shall not apply in cases of injury on the job. If the employer has reason to believe that an employee is not sick, said employee shall be required to submit for just cause, to the Town, proof of sickness from a doctor selected by the Town, at the town's expense. Sick time may be used in hourly increments.

Employees who are in good standing shall be paid out for fifty percent (50%) of their accumulated unused sick leave when they are permanently separated from employment as a result of voluntary resignation or retirement if the employee has worked for the Town for a period of ten (10) years or more. Employees with five (5) years of service, but less than ten (10) years, shall receive twenty five percent (25%) of their accumulated unused sick leave upon a voluntary separation. Any employee with less than five (5) years of service shall not receive any cash value for accumulated unused sick leave. In the event of death, one hundred percent (100%) payment is to be made to the estate or beneficiary of the employee.

The amount of payment for all unused sick leave is to be calculated at the employee's rate of pay in effect on the pay day immediately preceding the employee's separation. Payment shall be made within fourteen (14) days of separation unless mutually agreed otherwise.

311 Section 2: Extended Leave

312 An employee who is absent from their employment because of illness or injury, not arising out of their  
313 employment, or because they shall have been granted leave of absence for any other reason, shall  
314 retain their status as an employee for a period of twelve (12) months. Their status as an employee  
315 may be extended for further periods at the discretion of the Town upon written notice to the  
316 Association prior to the expiration of said twelve (12) month period. Any extension shall be for a  
317 time-specific period, and must be made upon written notice to the Association.

318  
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320

321 **ARTICLE 9: SENIORITY**

322

323 Section 1: A seniority list shall be established listing all employees covered by this Agreement, with  
324 the employee with the greatest seniority listed first. Seniority shall be based on the employee's date  
325 of hire and shall be retained by an employee for twenty-four (24) months from the date of  
326 termination.

327

328 Section 2: Seniority shall be considered in all matters affecting transfer, work shift, reduction in work  
329 force, recall, vacation preference and promotions. In the case of promotions, seniority shall be the  
330 determining factor provided the employees who are being considered for promotion are equally  
331 qualified.

332

333 Section 3: Promotions

334

335 The term promotion, as used in the provision, means the advancement of the employee to a higher  
336 paying position or the reassignment of an employee - at the employee's request to a position the  
337 employee considers to be in his/her best interest regardless of the rate of pay.

338

339 A. Whenever a job opening occurs - other than a temporary opening as defined below - in any  
340 existing job classification or as a result of development or establishment of new job classifications, a  
341 notice of such opening shall be posted on all bulletin boards for ten (10) working days.

342

343 B. During this period, employees who wish to apply for an open position or job - including  
344 employees on layoff - may do so. The application shall be in writing and it shall be submitted to the  
345 employee's immediate supervisor.

346

347 C. The Employer may fill the opening by promoting from among the applicants if qualified.

348

349 D. Employees who are promoted shall serve a sixty (60) day probationary period, during which time  
350 management may require the employee to go back to his/her original position. If the employee feels  
351 that they cannot cope with the new position, they may return to their original position within twenty  
352 (20) days.

353

354 E. Temporary job openings are defined as job vacancies that may periodically develop in any job  
355 classification but do not exceed ten (10) days. Job openings that recur on a regular basis that  
356 remain open more than the ten (10) days at a time shall not be considered temporary job openings,  
357 excluding summer help.

358

359 F. Temporary job openings may be filled by an employer assignment or reassignment, and the  
360 assignment or reassignment shall be made in terms of a promotion based upon seniority.  
361 Temporary assignments shall be considered as training assignments by which an employee may  
362 obtain experience that will enable him to qualify for future promotions.



363  
364 G. Employees assigned to temporary job openings shall be paid the wage rate established for the  
365 job or their own wage rate whichever is higher providing a thirty (30) day training period has been  
366 logged to the credit of an individual employee. Said thirty (30) days need not be consecutive.

367  
368 Section 4: Transfer to Other Jobs

369  
370 Employees desiring to transfer to other jobs may submit an application in writing to their immediate  
371 supervisor. The application shall state the reason for the requested transfer.  
372 Employees requesting transfers, for reasons other than the elimination of jobs, may be transferred to  
373 equal or lower paying job classification on the basis of seniority.

374  
375 Section 5: New or Vacant Jobs

376  
377 New jobs or vacancies in existing job classifications (job vacancies are existing job classifications  
378 that are not occupied due to a curtailment of operations, employee illness, employee leaves of  
379 absence, or any other reason) may be filled initially by the Employer on the basis of temporary  
380 transfer. During the period of temporary transfer, the job may be posted on all bulletin boards.  
381 Employees desiring to transfer to the job may submit an application in writing to their immediate  
382 supervisor. The Employer upon awarding the job, shall fill the new job classification or the vacant  
383 job within (10) days. Applicants from outside the bargaining unit shall start at the first step of the  
384 wage scale.

385  
386 Section 6: Lay Off and Recall

387  
388 In the event it becomes necessary to lay off employees for any reason, employees in the same  
389 classification shall be laid off in the inverse order of their seniority, and shall be recalled from layoff  
390 according to their seniority. For purposes of this/her section seniority shall be the time within the  
391 bargaining unit.

392  
393 In the event of a layoff or a reduction in the size of the work force an employee may bump an  
394 employee in a lower classification provided that there is an employee with less seniority to be  
395 bumped. The employee who is bumped shall enjoy similar bumping rights. No employee may bump  
396 into a job for which he is not experienced or qualified nor may an employee bump in any instance in  
397 which there is no junior employee for him to replace.

398  
399 Employees on layoff shall retain pension and all other seniority rights for up to twenty-four (24)  
400 months while on layoff.

401  
402 No new employees shall be hired until all employees in the same classification on layoff status  
403 desiring to return to work have been recalled. All employees recalled from layoff shall be returned to  
404 the job classification from which they were laid off.

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415 **ARTICLE 10: ANNUAL VACATIONS**

416  
417  
418 Employees hired prior to 7/1/18 shall accrue vacation as follows:  
419

YEARS OF CONTINUOUS SERVICE (BEGINNING ACCRUAL)	MAXIMUM ANNUAL VACATION HOURS ACCUMULATION	HOURS OF VACATION ACCRUED PER WEEKLY PAY PERIOD
Date of hire through 3 <sup>rd</sup> year	160 hours	1.538 hours
Beginning 4 <sup>th</sup> year through 10 <sup>th</sup> year	200 hours	2.307 hours
Beginning 11 <sup>th</sup> year through 20 <sup>th</sup> years	240 hours	3.076 hours
Beginning 21 <sup>st</sup> year to retirement	280 hours	3.846 hours

420  
421  
422 Employees hired as of 7/1/18 shall accrue vacation as follows:  
423

YEARS OF CONTINUOUS SERVICE (BEGINNING ACCRUAL)	MAXIMUM ANNUAL VACATION HOURS ACCUMULATION	HOURS OF VACATION ACCRUED PER WEEKLY PAY PERIOD
Date of hire through 11 <sup>th</sup> year	200 hours	2.307 hours
Beginning 12 <sup>th</sup> year to retirement	240 hours	3.076 hours

424  
425  
426 Section 1: Employees shall begin accruing vacation time annually upon date of hire, however shall  
427 not be entitled to their accrued time until completion of their six (6) month probationary period. The  
428 employee shall be allowed to carry eighty hours (80) of vacation into a subsequent year. If the  
429 employee reaches the maximum allowed hours, the employee shall not accrue said time until they  
430 bring the hours down below the maximum allowed limit, upon which said time shall start to accrue  
431 again.

432  
433 Section 2: Employees hired prior to 7/1/2015, are grandfathered and shall be accruing vacation  
434 time in the current year to be used after their next year's anniversary date.  
435 .

436 Management will make every effort to afford reasonable time off for the vacation time requested,  
437 given however, that the successful operation of the plant is the highest priority. To that end, a  
438 mutually agreed upon system will be developed to accommodate vacation time requests to try to  
439 prevent any employee from not taking their desired time off. If for some reason beyond the  
440 reasonable control of the employee, management has contributed to the inability of an employee to  
441 take the expected vacation time off, the employee may be able to carry forward no more than 80  
442 hours of vacation.

443  
444 An employee may be allowed to work vacation at a straight time rate of pay with the expressed  
445 approval of the Town Manager.  
446

447 Section 3: Vacations will be scheduled based on department operational needs at the discretion of  
448 the Department Head. Vacation time shall be used in hourly increments.  
449

450 Section 4: Town agrees to allow one unit employee per week to be on vacation during June, July,  
451 and August with a maximum of two (2) weeks per employee during these months. Employees will  
452 not be eligible to select weeks during his/her time when they are on either Primary call or Back up on  
453 call duties. Selection will be based on seniority and will continue year to year until opportunities for  
454 selection have been afforded to all employees on the seniority list, then selection opportunities shall  
455 begin again at the top of the seniority list. Vacation scheduling shall be subject to needs of  
456 Wastewater Department.

457  
458

## 459 **ARTICLE 11: PAID LEAVES**

### 460 461 **Section 1: Bereavement Leave**

462  
463 In the event of a death in the employee's immediate family, employees may be granted a leave of  
464 absence with pay of up to five (5) days. Immediate family is defined as an employee's spouse,  
465 domestic partner, parent, child/stepchild, brother, sister, and/or grandparents. This leave is intended  
466 for use during the work days that fall within the family member's time of death and the day after the  
467 funeral. This leave may also be used for delayed services with the prior approval of the departmental  
468 supervisor.

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In the event of the death of an employee's father-in-law, mother-in-law, brother-in-law, and/or sister-  
in-law, the employee may be granted up to three (3) days leave of absence with pay to make  
household arrangements and/or to attend the funeral services.

474 An additional day of paid bereavement leave may be granted if an employee is required to travel to a  
475 location that is 250 miles or more from Old Orchard Beach in order to make said household  
476 arrangements or to attend the funeral services.

477  
478

### 479 **Section 2: Jury Duty**

480 Employees shall be granted a leave of absence for jury duty or jury services and be paid the  
481 difference in salary pay, upon presentation of proof, and jury pay. If an employee is excused from  
482 jury duty, he/she will return to work within one (1) hour.

483  
484

### 485 **Section 3: Civic Duty**

486 Employees required to appear before a court or other public body on any matter not related to their  
487 work and in which they are not personally involved (as a plaintiff or defendant) and employees  
488 elected or appointed to any non-municipal political or non-municipal legislative position who request  
489 a leave of absence may be granted a leave of absence, without pay, for a reasonable period to fulfill  
490 these responsibilities.

491  
492

### 493 **Section 4: Personal Leave**

494  
495 Unit employees shall be allowed sixteen (16) hours of personal leave per calendar year. Said  
496 personal hours shall only be taken with the approval of the Superintendent. Personal hours may be  
497 used in hourly increments. Personal hours do not accumulate year to year.

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**ARTICLE 12: CALL TIME**

Any employee called to work outside of his/her regularly scheduled shift shall be paid for a minimum of three (3) hours at the rate of time and one half (1½) to respond in person at the facility. If the call can be handled remotely, the employee shall receive one and one half hours (1 ½) at the rate of time and one half (1 ½).

If an employee is called in over two (2) hours prior to the start of their shift, they will receive three (3) call hours. If an employee is called in sixty-one (61) minutes to two (2) hours prior to the start of their shift, they will receive two (2) call hours. If an employee is called in one (1) hour or less prior to the start of their shift, they will receive overtime for time worked.

Call time shall begin when SCADA sends a page to the primary on-call and when the primary calls the secondary.

**ARTICLE 13: INSURANCE AND RETIREMENT**

**Section 1: Worker's Compensation**

Worker's Compensation shall be governed and applied in accordance with the applicable State of Maine Workers' Compensation Law.

All job-related injuries and/or illnesses shall be immediately reported to the employee's supervisor who, with the employee's assistance, shall submit the first report of injury form. Supervisors are responsible for reporting an injury within twenty-four (24) hours of its occurrence, or their knowledge of the occurrence, regardless of the timing of the employee's first written report.

Employees who are eligible to receive Workers' Compensation benefits will receive the percentage of pay covered by Workers' Compensation for the duration of the Workers Compensation coverage period. Employees will be given the option to use their accumulated sick time to offset the amount paid under Workers Compensation for the duration of Workers' Compensation benefit eligibility period. The weekly amount paid to an employee through the combination of sick time pay and Workers' Compensation benefits during the period of eligibility shall not exceed the employee's regular weekly base pay prior to the injury.

Until such time as the employee is capable of returning to his/her position, the Town may assign the employee to other duties or to another position within the Town on a temporary or regular basis consistent with the abilities of the employee.

**Section 2: Health Insurance**

A comprehensive health insurance plan is available to regular full time employees. The Town will pay eighty percent (80%) of the premium cost of this coverage for the employee and his/her qualifying dependents. The Town further agrees to provide the MMEHT (Maine Municipal Employees Health Trust) Comprehensive Point of Service (POS C) plans or a plan(s) that is/are equal to or better than the present coverage.

Each employee covered under this bargaining Agreement will pay twenty percent (20%) of the premium cost for their individual health insurance plan. Employees will have their portion of this cost withheld through payroll deduction with pre - tax dollars.

552 Eligibility for our group health insurance plan is determined according to the guidelines set forth by  
553 the health insurance plan administrator.

554  
555 Employees who choose not to enroll under our group health insurance plan and who can provide  
556 documentation that they have health insurance coverage under a spouse/partner's plan may be  
557 eligible to receive cash in-lieu-of this benefit. Employees who are eligible for the in-lieu-of benefit will  
558 receive twenty-five percent (25%) of the Town's share of annual single rate premium from the POS  
559 plan. Cash-in-lieu payments will be made on a weekly basis through regular payroll processing. Any  
560 cash-in-lieu payments will be taxed in conjunction with an individual's regular gross taxable earnings.

### 561 562 Section 3: Life Insurance

563  
564 All full-time employees have the option of enrolling in our group life insurance plan. The Town will  
565 pay the basic life insurance premium (equaling 1x an individual's annual salary) for these  
566 employees. Any supplemental life insurance coverage that an employee chooses will be paid by the  
567 employee through regular payroll deduction.

### 568 569 Section 4: Retirement

570  
571 On behalf of unit members, the Town shall contribute a percentage of an individual's gross earnings  
572 to either the Maine Public Employees Retirement System (MainePERS, formerly known as the  
573 Maine State Retirement System) OR to the International City Management Retirement Corporation  
574 (ICMA). The system to which contributions are made is dependent on an individual employee's  
575 preference and personal choosing.

576  
577 If an employee chooses to enroll under the ICMA plan, the Town will contribute five percent (5%) of  
578 an individual's gross earnings to their plan. In addition to this employer portion, the employee has  
579 the option of contributing to the plan as well (up to the annual percentage limits set forth by the ICMA  
580 plan). Participants are fully responsible for any fees assessed by the Plan and are responsible for  
581 choosing from among a number of investment options.

582  
583 If an employee chooses to enroll under MainePERS, both the participant's portion and the Town's  
584 matching contributions are mandated by MainePERS.

585  
586 Employee contributions for either plan will be withheld through payroll deductions. The Town is not  
587 liable for any tax implications to individual plan participants.

588  
589 Unit members may enroll in either or both plans. However, the Town will only pay into one  
590 retirement plan on an individual employee's behalf.

### 591 592 Section 5: Eye Glasses

593  
594 The Town agrees to pay the cost of replacement of an employee's prescription/safety eyeglasses  
595 that are damaged or destroyed during working hours, including any related medical costs.

### 596 597 Section 6: Health Insurance upon Retirement

598  
599 Upon retirement an employee may continue his/her membership in the Town's health insurance  
600 program, at his/her own expense, until such time as the employee becomes eligible for federally  
601 subsidized health insurance such as Medicaid or Medicare.

602  
603  
604

605 Section 7: Inoculations

606  
607 The Town shall pay for employee inoculations determined by the Town to be required for the safe  
608 performance of an employee's assigned responsibilities. In order to qualify for payment, employees  
609 must schedule such inoculations through the Town and must utilize a physician selected by the  
610 Town.

611  
612 Section 8: Dental

613  
614 The Town agrees to provide fifty percent (50%) payment for said dental insurance plan. For  
615 example, depending upon each employee's legal status, the Town will pay fifty percent (50% family  
616 coverage or fifty percent (50%) employee and spouse coverage or fifty percent (50%) single  
617 employee coverage. The employee's share shall be made through payroll deduction.

618  
619 The Town will provide either Maine Municipal Employees Health Trust Dental Plan A or equivalent.  
620

621 Section 9: Short Term Disability

622  
623 The Town currently provides income protection coverage (i.e., short term disability insurance) to all  
624 full time employees through the Maine Municipal Employees Health Trust. The Town currently pays  
625 to insure each employee for fifty-five percent (55%) of his/her base pay. Employees may choose a  
626 coverage level higher than the fifty-five percent (55%) and may pay the additional premium for this  
627 coverage through a weekly payroll deduction.

628  
629 It shall be the employees' responsibility to complete and submit all claim forms in accordance with  
630 the rules and requirements of the insurer and/or plan administrator. Employees may obtain copies of  
631 the applicable forms and instructions from the Town's Human Resource Office upon request. All  
632 determinations regarding eligibility for benefits will be made by the insurer and/or the plan  
633 administrator. Any dispute between an employee and the insurer and/or plan administrator  
634 regarding this benefit shall not be the subject of a grievance under this Agreement.

635  
636 Section 10: Liability Insurance

637  
638 The Town provides liability insurance coverage for employees covered by this Agreement to the  
639 extent and limits stated in such policy of insurance. Such policy shall defend the employee when  
640 sued for damages as a result of acts as stated, defined and limited in said policy which arise out of  
641 and in the regular course of duty. The limits of liability coverage as stated in said policy meet or  
642 exceed the following limits:

643

644 Each Person	Policy Period Aggregate
645 \$1,000,000	\$1,000,000

646

647  
648 **ARTICLE 14: DISTRIBUTION**

649  
650 Overtime work shall be distributed equally to employees working within the same job classification.  
651 The distribution of overtime shall be equalized over each six (6) month period beginning on the first  
652 day of the calendar month following the effective date of this Agreement, or on the first day of any  
653 calendar month this Agreement becomes effective.

654  
655

656 **ARTICLE 15: DISCIPLINE AND DISCHARGE**

657  
658 **Section 1: Discipline**

659  
660 It is the intent of the Town to follow the concept of progressive discipline and just cause for  
661 employees with the understanding that the discipline steps listed below may be bypassed  
662 by management depending on the severity of the offense.

663  
664 Disciplinary action or measures shall include only the following:

- 665  
666
  - Oral reprimand
  - Written reprimand
  - Suspension (notice to be given in writing)
  - Discharge

667  
668  
669  
670  
671 Disciplinary action may be imposed upon an employee only for failing to fulfill his/her responsibilities  
672 as an employee. Any disciplinary action or measure imposed upon an employee may be processed  
673 as a grievance through the regular grievance procedure.

674  
675 If the Employer has reason to reprimand the employee, it shall be done in a manner that will not  
676 embarrass the employee before other employees or the public except the final disposition of  
677 discipline is subject to public review as permitted by law.

678  
679 **Section 2: Discharge**

680  
681 The Employer shall not discharge any non-probationary employee without just cause. An employee  
682 will not be terminated from employment without first being notified of the reasons for termination and  
683 offered the opportunity to respond to the charges. The reasons for termination must be in writing.  
684 The Town recognizes the right of an employee to have an Association representative present at a  
685 disciplinary hearing or meeting.

686  
687 The Association shall have the right to take up the suspension and/or discharge as a grievance at  
688 the third step of the grievance procedure and the matter shall be handled in accordance with this  
689 procedure through the arbitration step if deemed necessary by either party.

690  
691 Any employee found to be unjustly suspended or discharged shall be reinstated with full  
692 compensation for all lost time and with full restoration of all other rights and conditions of  
693 employment.

694  
695 If, in the course of the grievance procedure, it is determined by the parties that an offense was  
696 committed but also that termination is too harsh a penalty for the offense committed the parties may  
697 mutually agree to a waiver of the preceding paragraph. An arbitrator shall also have the authority to  
698 amend the preceding paragraph.

699  
700  
701 **ARTICLE 16: SETTLEMENT OF DISPUTES**

702  
703 **Section 1: Grievance and Arbitration Procedure**

704  
705 Any grievance or dispute which may arise between the parties, involving the application, meaning, or  
706 interpretation of this Agreement, shall be settled in the following manner:

707

708 Step I - The Association Steward, with or without the employee, shall take up the grievance  
709 or dispute orally with the Waste Water Superintendent within ten (10) working days of the  
710 date of the grievance or when by reasonable diligence the employee should have known of  
711 its occurrence. The Waste Water Superintendent shall attempt to adjust the matter and shall  
712 respond orally to the Steward within seven (7) working days.

713  
714 Step II - If the Grievance has not been settled, it shall be presented in writing by the  
715 Association Steward or the Association Grievance Committee to the Waste Water  
716 Superintendent within seven (7) working days after the Waste Water Superintendent's  
717 response under Step I is received. The Waste Water Superintendent shall respond to the  
718 Association Steward or the Association Grievance Committee in writing within seven (7)  
719 working days.

720  
721 Step III - If the grievance still remains unadjusted, it shall be presented by the Association  
722 Steward, Association Representative or Association Grievance Committee to the Town  
723 Manager in writing within seven (7) working days after the response of the Waste Water  
724 Superintendent is received. Town Manager shall respond in writing to the Association  
725 Steward, Representative or Grievance Committee (with a copy of the response to the  
726 Association President) within fifteen (15) days after receipt of Associations written Step III  
727 response.

728  
729 Step IV - If the grievance is still unsettled, either party may, within fifteen (15) working days  
730 after the reply of the Town Manager is received, by written notice to the other, request  
731 arbitration.

732  
733 The arbitration proceeding shall be conducted by an arbitrator(s) to be selected by the Employer and  
734 the Association within seven (7) working days after notice has been given or the parties may  
735 mutually agree to in writing request the assignment of an arbitrator(s) through the Maine Board of  
736 Arbitration and Conciliation. If the parties fail to select an arbitrator(s), either party may request the  
737 assignment of an arbitrator(s) by the American Arbitration Association.

738  
739 The decision of the arbitrator(s) shall be final and binding on the parties, and the arbitrator(s) shall be  
740 requested to issue a decision within thirty (30) days after the conclusion of testimony and argument.

741  
742 Expenses for the arbitrator(s) services and the proceedings shall be borne equally by the Employer  
743 and the Association. However, each party shall be responsible for compensating its own  
744 representatives and witnesses. If either party desires a verbatim record of the proceedings, it may  
745 cause such a record to be made, providing it pays for the record and makes copies available without  
746 charge to the other party and to the arbitrator(s).

747  
748 Grievances initiated by the Employer shall be processed in the same manner, but they may be  
749 initiated at either Step I or Step II.

## 750 751 Section 2: Grievance Committees

752  
753 Employees selected by the Association to act as Association Representatives shall be known as  
754 Stewards and the names of other Association Representatives who may represent employees shall  
755 be certified in writing to the Employer by OOBWWEA within twenty (20) days of the signing of the  
756 contract and the individuals so certified shall constitute the Association Grievance Committee.

757  
758 All Grievance Committee Meetings, including the regular monthly meeting, shall be held after  
759 working hours, on the Employer's premises and without pay.

760



761 The purpose of Grievance Committee Meetings will be to adjust pending grievances and to discuss  
762 procedures for avoiding future grievances. In addition, the Committee may discuss with the  
763 Employer other issues which would improve the relationship between the parties.

764  
765

## 766 **ARTICLE 17: GENERAL PROVISIONS**

767

### 768 **Section 1: Pledge Against Discrimination and Coercion**

769

770 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit  
771 without discrimination as to age, sex, marital status, race, color, creed, national origin or political  
772 affiliation; the Association shall share equally with the Employer the responsibility for applying this  
773 provision of the Agreement.

774

775 Section 2: All references to employees in this Agreement designate both sexes and wherever the  
776 male gender is used, it shall be construed to include male and female employees.

777

778 Section 3: The Employer agrees not to interfere with the rights of employees to become members of  
779 the Association and there shall be no discrimination, interference, restraint or coercion by the  
780 Employer or any Employer Representative against any employee because of Association  
781 Membership or because of any employee activity in an official capacity on behalf of the OOBWWEA.

782

783 The Association recognizes its responsibility as bargaining agent and agrees to represent all  
784 employees in the bargaining unit without discrimination, interference, restraint or coercion.

785

786

## 787 **ARTICLE 18: ASSOCIATION BULLETIN BOARDS**

788

789 The Employer agrees to furnish and maintain suitable bulletin boards in convenient places in each  
790 work area to be used by the Association.

791

792 The Association shall limit its posting of notices and bulletins to such bulletin boards.

793

794

## 795 **ARTICLE 19: ASSOCIATION ACTIVITIES ON EMPLOYER'S TIME AND** 796 **PREMISES**

797

798 Section 1: The Employer agrees that after working hours, on the Employer's premises and without  
799 pay, Association Representatives shall be allowed to:

800

- 801 • Collect Association Dues, initiation fees and assessments if these funds are not collected  
802 through payroll deductions;
- 803 • Post Association notices;
- 804 • Distribute Association literature;
- 805 • Solicit Association membership during other employees' non-working-time;
- 806 • Attend negotiation meetings;
- 807 • Transmit communications, authorized by the OOBWWEA or its officers, to the Employer or  
808 his/her representative;
- 809 • Consult with the Employer, his/her representative, OOBWWEA officers, or other Association  
810 representatives, concerning the enforcement or any provisions of this Agreement.

811

812 With due notice to the Town Manager, representatives of the Old Orchard Beach Waste Water  
813 Employees Association may enter Town premises for the investigation of pending disputes under the  
814 contract. A list of authorized Association representatives who may enter Town premises shall be  
815 furnished by the Association within thirty (30) days from the signing date of this Agreement to the  
816 Town Manager and Waste Water Department Superintendent.

817  
818 Section 2: If negotiations are scheduled on company time, three (3) employees shall be allowed to  
819 negotiate on company time without loss of pay and benefits.

820

## 821 **ARTICLE 20: WORK RULES**

822

823 Section 1: All existing and future work rules shall be submitted in writing to all employees by the  
824 Employer. Employees will also be provided with copies of the Association Contract upon request.

825

### 826 Section 2: Revisions

827

828 Changes in existing work rules shall not become effective until they have been agreed upon by the  
829 Employer and the OOBWWEA.

830

831 In addition, when existing work rules are changed or new rules are established, they shall be posted  
832 prominently on all bulletin boards for a period of ten (10) consecutive work days before becoming  
833 effective.

834

### 835 Section 3: Informing Employees

836

837 The Employer further agrees to furnish each employee in the bargaining unit with a copy of all  
838 existing work rules thirty (30) days after they may become effective. New employees shall be  
839 provided with a copy of the rules at the time of hire.

840

### 841 Section 4: Enforcing

842

843 The employees shall comply with all existing reasonable rules that are not in conflict with the terms  
844 of this Agreement, provided the rules are uniformly applied and uniformly enforced.

845

846 Any unresolved complaint as to the reasonableness of any new or existing rule, or any complaint  
847 involving discrimination in the application of new or existing rules shall be resolved through the  
848 grievance procedure.

849

850

## 851 **ARTICLE 21: UNIFORMS AND PROTECTIVE CLOTHING**

852

853 Section 1: Employees are required and agree to wear appropriate uniforms while working for the  
854 Town. Employees agree that the uniforms will be kept in a neat, clean, and well maintained  
855 appearance. Soiled, worn or torn clothing is not acceptable. Such uniforms shall include appropriate  
856 OSHA approved footwear.

857

858 The employer will pay five hundred fifty dollars (\$500.00) per year on the first payroll in July for the  
859 purchase of the above mentioned uniforms. Maintenance and care of the uniforms will be at the  
860 expense of the employees.

861

862 The word uniform as referred to in his/her contract shall include the following: Gray “dickeys type  
863 button down shirts”, Grey pull-over work shirts, Grey or Blue “dickeys type” work pants, Blue jeans  
864 and “dickeys type” Grey Jackets. The shade of Grey or Blue shall be the same for all employees.  
865

866  
867 Section 2: If any employee is required to wear protective clothing or any type of protective device  
868 (not covered by Section 1) as a condition of employment, such protective clothing or protective  
869 device shall be furnished to the employee by the employer.  
870

871  
872 **ARTICLE 22: MANAGEMENT RIGHTS**

873  
874 Section 1: Nothing in this Agreement shall be construed as delegating to others the authority  
875 conferred by law on the Employer or in any way abridging or reducing such authority.  
876

877 Section 2: This Agreement shall be construed as requiring the Employer to follow its provisions in the  
878 exercise of the authority conferred upon the Employer by law.  
879

880  
881 **ARTICLE 23: NO STRIKE**

882  
883 Section 1: There shall be no stoppage of work or slow-down by the Association, or any lockout by  
884 the Town during the life of this/her Agreement.  
885

886  
887 **ARTICLE 24: PAY SCHEDULE**

888  
889 Section 1 Cell Phone

890 The Chief Operator and the Foreman will receive either a cell phone stipend of \$5.77/week  
891 (\$25.00/month) for carrying a personal phone or a cell phone through the Town’s business account.  
892

893 Section 2:

894 At the sole discretion of the Town, newly hired employees may be placed up to step 5 in the wage  
895 scale for qualified candidates. A qualified candidate is defined as one who has experience working  
896 in a wastewater facility relative to the position. Advancement in the scale in such circumstances will  
897 continue as if the employee had completed the years of service at the place in the wage scale they  
898 were placed in at hire. All other seniority and benefit issues shall be based on the actual date of  
899 hire, unless otherwise specified within this agreement. Any current employee in the same  
900 classification as the new hire, who is below the step at which the new hire is placed, shall be moved  
901 up a maximum of two (2) steps in the pay scale, but no higher than the step in the pay scale in which  
902 a new hire is placed. Advancement in the scale for any such current employee in such  
903 circumstances will continue as if the employee had completed the years of service at the place in the  
904 wage scale they were moved to.  
905

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914 Section 3: License/Grade Certificates

915  
916 When an employee attains State License Certification in the following grades, their base rate will be  
917 increased by the amount listed below:

- 918  
919 a. Chief Operator- \$0.50 per grade up to Grade 5  
920 b. Foreman- \$0.50 per grade up to Grade 5  
921 c. Senior Operator- \$0.50 per grade up to Grade 4  
922 d. Senior Mechanic \$0.50 per grade up to Grade 3  
923 e. Operator-\$0.50 per grade up to Grade 3  
924 f. Mechanic- \$0.50 per grade up to Grade 3  
925 g. Assistant Operator-\$0.50 per grade up to Grade 2  
926 h. Assistant Mechanic- \$0.50 per grade up to Grade 2

927  
928 **ARTICLE 25: EDUCATION & PHYSICAL FITNESS**

929  
930 For education to obtain or maintain a license for employment, the Town will pay:

- 931  
932 • Tuition, books, lab fees, license fees  
933 • Pay for all time (including travel) for classes  
934 • Pay for the Application cycle fee to allow for test taking privileges  
935 • Pays for two (2) testing requirements for the wastewater exams per application cycle

936  
937 If classes are scheduled outside of regular work hours the employee shall receive comp time for  
938 hours as outlined above at a straight time rate.

939  
940 The Town agrees to pay the annual Wastewater Association membership fee for full time employees  
941 covered under this Agreement. The Town further agrees to pay the registration and travel costs for  
942 two (2) representatives to attend the annual Wastewater Association meeting each year.

943  
944 The Town shall provide fifty percent (50%), up to a maximum of four hundred dollars (\$400)  
945 annually, toward an employee's individual health club membership at a licensed health club facility.

946  
947 **Safety Officer Stipend**  
948 The bargaining unit employee assigned as the Waste Water Department Safety Officer  
949 shall receive a weekly stipend of \$9.62.

950  
951 **Commercial Driver's License (CDL)**  
952 The Town agrees that once the Waste Water Department no longer has equipment that requires a  
953 Commercial Driver's License, that the requirement will be removed from the job descriptions, the  
954 employees will be removed from the Random Screening Pool and will be allowed to rescind their  
955 commercial license. If the Department acquires equipment that requires a Commercial Driver's  
956 License in the future, the Town agrees to pay for an employee to retake the Commercial License  
957 test, within one year (1) and provide the equipment to take the test.

958  
959  
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961  
962  
963

964 **ARTICLE 26: TERM OF AGREEMENT**

965 This Agreement shall be effective as of the 1st day of May, 2024 and shall remain in full force and  
966 effect until the 30th day of June, 2027, or as otherwise noted. It shall be automatically renewed from  
967 year to year thereafter unless either party shall notify the other in writing sixty (60) days prior to the  
968 anniversary date that it desires to modify this Agreement. In the event that such notice is given,  
969 negotiations shall begin no later than thirty (30) days prior to the anniversary date; this Agreement  
970 shall remain in full force and effect during the period of negotiations.  
971

972  
973  
974  
975 IN WITNESS WHEREOF, the parties hereto have set their hand this 30 day of  
976 April, 2024.

977  
978  
979 FOR THE TOWN:

FOR THE OOBWWEA:

980  
981 *Diana H. Asanza*  
982 Diana H. Asanza (Apr 30, 2024 11:32 EDT)  
983 Diana Asanza, Town Manager  
984 Town of Old Orchard Beach

*James Beaulieu*  
James Beaulieu (Apr 23, 2024 17:17 EDT)  
James Beaulieu, Staff Representative  
OOBWWEA

985  
986 *Chris White*  
987 Chris White (Apr 17, 2024 09:14 EDT)  
988 Chris White, Superintendent

*Tim Reynolds*  
Tim Reynolds (Apr 17, 2024 11:20 EDT)  
Tim Reynolds, OOBWWEA President

989  
990 *Fran Beaulieu*  
991  
992 Fran Beaulieu,  
993 Director of HR & Communications

*Dan Fraser*  
Dan Fraser (Apr 22, 2024 10:39 EDT)  
Dan Fraser,  
OOBWWEA Negotiating Committee Member.

*Ben Quiram*  
Ben Quiram (Apr 17, 2024 11:28 EDT)  
Ben Quiram,  
OOBWWEA Negotiating Committee Member

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**Appendix A - Wage Scale 05/01/2024-06/30/2025**

step	0	1	2	3	4	5	6	7	8	9
Months	0-12	13-24	25-36	37 -48	49 -72	73-96	97-120	121-144	145-168	169+

Foreman	\$ 36.73	\$ 37.06	\$ 37.38	\$ 37.72	\$ 38.05	\$ 38.40	\$ 38.74	\$ 39.09	\$ 39.44	\$ 39.80
Chief Operator	\$ 36.87	\$ 37.20	\$ 37.53	\$ 37.86	\$ 38.21	\$ 38.55	\$ 38.89	\$ 39.24	\$ 39.60	\$ 39.95
Senior Mechanic	\$ 31.45	\$ 31.73	\$ 32.01	\$ 32.29	\$ 32.57	\$ 32.86	\$ 33.14	\$ 33.43	\$ 33.73	\$ 34.03
Senior Operator	\$ 31.45	\$ 31.73	\$ 32.01	\$ 32.29	\$ 32.57	\$ 32.86	\$ 33.14	\$ 33.43	\$ 33.73	\$ 34.03
Mechanic	\$ 29.94	\$ 30.20	\$ 30.45	\$ 30.72	\$ 30.99	\$ 31.26	\$ 31.53	\$ 31.81	\$ 32.09	\$ 32.37
Operator	\$ 29.94	\$ 30.20	\$ 30.45	\$ 30.72	\$ 30.99	\$ 31.26	\$ 31.53	\$ 31.81	\$ 32.09	\$ 32.37
Asst Mechanic	\$ 27.64	\$ 27.88	\$ 28.11	\$ 28.36	\$ 28.61	\$ 28.85	\$ 29.10	\$ 29.34	\$ 29.60	\$ 29.86
Asst Operator	\$ 27.64	\$ 27.88	\$ 28.11	\$ 28.36	\$ 28.61	\$ 28.85	\$ 29.10	\$ 29.34	\$ 29.60	\$ 29.86
Equipment Operator/Laborer	\$ 22.53	\$ 22.72	\$ 22.91	\$ 23.10	\$ 23.29	\$ 23.48	\$ 23.67	\$ 23.87	\$ 24.07	\$ 24.27
Laborer	\$ 20.27	\$ 20.42	\$ 20.59	\$ 20.76	\$ 20.93	\$ 21.09	\$ 21.26	\$ 21.44	\$ 21.61	\$ 21.79

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**Appendix B - Wage Scale 07/01/2025-06/30/2026**

step	0	1	2	3	4	5	6	7	8	9
Months	0-12	13-24	25-36	37 -48	49 -72	73-96	97-120	121-144	145-168	169+

Foreman	\$ 38.20	\$ 38.54	\$ 38.88	\$ 39.23	\$ 39.58	\$ 39.94	\$ 40.29	\$ 40.66	\$ 41.02	\$ 41.39
Chief Operator	\$ 38.34	\$ 38.69	\$ 39.03	\$ 39.38	\$ 39.74	\$ 40.09	\$ 40.45	\$ 40.81	\$ 41.18	\$ 41.54
Senior Mechanic	\$ 32.71	\$ 33.00	\$ 33.29	\$ 33.58	\$ 33.87	\$ 34.17	\$ 34.47	\$ 34.77	\$ 35.08	\$ 35.39
Senior Operator	\$ 32.71	\$ 33.00	\$ 33.29	\$ 33.58	\$ 33.87	\$ 34.17	\$ 34.47	\$ 34.77	\$ 35.08	\$ 35.40
Mechanic	\$ 31.14	\$ 31.40	\$ 31.67	\$ 31.95	\$ 32.23	\$ 32.51	\$ 32.79	\$ 33.08	\$ 33.37	\$ 33.66
Operator	\$ 31.14	\$ 31.40	\$ 31.67	\$ 31.95	\$ 32.23	\$ 32.51	\$ 32.79	\$ 33.08	\$ 33.37	\$ 33.66
Asst Mechanic	\$ 28.75	\$ 28.99	\$ 29.24	\$ 29.49	\$ 29.75	\$ 30.01	\$ 30.26	\$ 30.52	\$ 30.79	\$ 31.05
Asst Operator	\$ 28.75	\$ 28.99	\$ 29.24	\$ 29.49	\$ 29.75	\$ 30.01	\$ 30.26	\$ 30.52	\$ 30.79	\$ 31.05
Equipment Operator/Laborer	\$ 23.43	\$ 23.63	\$ 23.82	\$ 24.02	\$ 24.22	\$ 24.42	\$ 24.62	\$ 24.83	\$ 25.03	\$ 25.24
Laborer	\$ 21.08	\$ 21.24	\$ 21.41	\$ 21.59	\$ 21.76	\$ 21.94	\$ 22.11	\$ 22.30	\$ 22.47	\$ 22.66

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**.Appendix C - Wage Scale 07/01/2026-06/30/2027**

step	0	1	2	3	4	5	6	7	8	9
Months	0-12	13-24	25-36	37 -48	49 -72	73-96	97-120	121-144	145-168	169+
Foreman	\$ 39.73	\$ 40.08	\$ 40.43	\$ 40.80	\$ 41.16	\$ 41.53	\$ 41.90	\$ 42.29	\$ 42.66	\$ 43.04
Chief Operator	\$ 39.88	\$ 40.24	\$ 40.59	\$ 40.95	\$ 41.33	\$ 41.69	\$ 42.07	\$ 42.44	\$ 42.83	\$ 43.21
Senior Mechanic	\$ 34.02	\$ 34.32	\$ 34.62	\$ 34.92	\$ 35.23	\$ 35.54	\$ 35.84	\$ 36.16	\$ 36.49	\$ 36.81
Senior Operator	\$ 34.02	\$ 34.32	\$ 34.62	\$ 34.92	\$ 35.23	\$ 35.54	\$ 35.84	\$ 36.16	\$ 36.49	\$ 36.81
Mechanic	\$ 32.38	\$ 32.66	\$ 32.94	\$ 33.23	\$ 33.52	\$ 33.81	\$ 34.10	\$ 34.40	\$ 34.71	\$ 35.01
Operator	\$ 32.38	\$ 32.66	\$ 32.94	\$ 33.23	\$ 33.52	\$ 33.81	\$ 34.10	\$ 34.40	\$ 34.71	\$ 35.01
Asst Mechanic	\$ 29.90	\$ 30.15	\$ 30.41	\$ 30.67	\$ 30.94	\$ 31.21	\$ 31.47	\$ 31.74	\$ 32.02	\$ 32.30
Asst Operator	\$ 29.90	\$ 30.15	\$ 30.41	\$ 30.67	\$ 30.94	\$ 31.21	\$ 31.47	\$ 31.74	\$ 32.02	\$ 32.30
Equipment Operator/Laborer	\$ 24.37	\$ 24.57	\$ 24.78	\$ 24.98	\$ 25.19	\$ 25.39	\$ 25.60	\$ 25.82	\$ 26.04	\$ 26.25
Laborer	\$ 21.92	\$ 22.09	\$ 22.27	\$ 22.45	\$ 22.63	\$ 22.82	\$ 23.00	\$ 23.19	\$ 23.37	\$ 23.57

1040












# Contract May 1, 2024-June 30, 2027

Final Audit Report

2024-04-30

Created:	2024-04-17
By:	Fran Beaulieu (fbeaulieu@oobmaine.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXhZLSXnzWQYAZUqW6BK5pLyFvOqcZiOr


## "Contract May 1, 2024-June 30, 2027" History

-  Document created by Fran Beaulieu (fbeaulieu@oobmaine.com)  
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 Signer Jim Beaulieu (meu@maine.rr.com) entered name at signing as James Beaulieu

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 Document e-signed by James Beaulieu (meu@maine.rr.com)


Signature Date: 2024-04-23 - 9:17:10 PM GMT - Time Source: server

 Email viewed by DIANA ASANZA (dasanza@oobmaine.com)

2024-04-30 - 3:31:43 PM GMT

 Signer DIANA ASANZA (dasanza@oobmaine.com) entered name at signing as Diana H. Asanza

2024-04-30 - 3:32:33 PM GMT

 Document e-signed by Diana H. Asanza (dasanza@oobmaine.com)

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 Email viewed by Fran Beaulieu (fbeaulieu@oobmaine.com)

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Signature Date: 2024-04-30 - 4:52:35 PM GMT - Time Source: server

 Agreement completed.

2024-04-30 - 4:52:35 PM GMT