

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF HUDSON AND THE HUDSON POLICE, FIRE AND TOWN
SUPERVISORS ASSOCIATION

WHEREAS, the Parties desire to implement a change in the Fire Captains work schedules for a trial period of one hundred and eighty (180) days; and

WHEREAS, such a trial schedule change requires a temporary addendum to the existing Collective Bargaining Agreement for that trial period,

NOW, THEREFORE, the parties agree the implementation shall be accomplished as follows:

1. The trial period for the new twenty four (24) hour Fire Captain schedule shall commence on July 1, 2010.
2. For the purpose of implementation of this work schedule, the term "work day" shall mean a twenty four hour work day for Fire Captains.
3. Fire Captains shall work an average of forty two hours per week on an eight day cycle. Personnel who are on duty as a result of the 24-hour service period of a piece of apparatus shall work a duty shift comprised of one (24 hour) day on followed by two (48 hour) days off, then one (24 hour) day on followed by four (96 hour) days off. The cycle then repeats itself.

This work schedule is a change from the current Fire Captains schedule that consists of two consecutive ten-hour days, followed by two consecutive fourteen-hour nights, followed by ninety-six hours off.

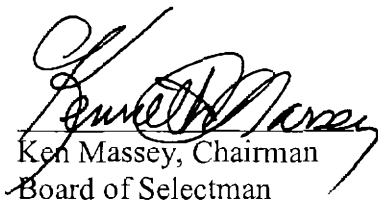
4. Earned time will be accrued, and may be used, in accordance with the provisions of the Collective Bargaining Agreement.
5. Holiday Pay will be paid for the eleven (11) named holidays referenced in the current Collective Bargaining Agreement. Fire Captains who are off-duty shall be paid eight (8) hours straight time and Fire Captains working the holiday for a minimum of twelve (12) hours will be paid ten (10) hours of straight pay for the holidays named in the provisions of the Collective Bargaining Agreement.
6. Court/Jury Leave will be paid in accordance with the provisions of the Collective Bargaining Agreement.
7. Bereavement leave of one (1) duty shift of 24 hours with pay shall be granted to those full time bargaining unit employees who work a 24 hour duty shift schedule.

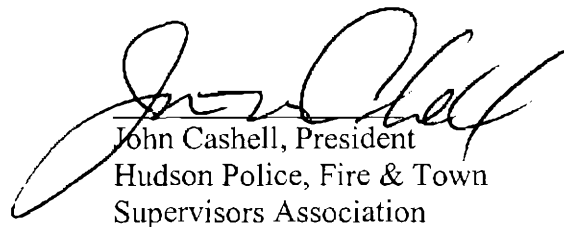
8. The transition from a 10/14 hour schedule to a trial 24 hour schedule will require the transfer of personnel from their current shift schedule to the trial schedule. In order to accomplish this transition in an expedient manner, all parties agree that the transfer of personnel may not allow for a 96 hour time period off as stated in the current Collective Bargaining Agreement. All FLSA requirements related to working 48 hours in an eight day cycle will be met.
9. Both parties agree that during this trial period minor adjustments may be made without the need to enter into another agreement. This will require both parties to present any concerns in writing to the other party for review. The parties will meet and come to agreement prior to any changes taking place.
10. The temporary schedule change shall take effect on July 1, 2010 for Fire Captains. This schedule shall continue in force and effect for a trial period of six (6) months - until January 1, 2011 or sooner if either party, in its sole discretion, determines the temporary schedule does not meet its needs. If either party decides to terminate the trial schedule prior to January 1, 2011, it shall provide the other party with 30 days' written notice prior to the effective date of the termination.

If either party terminates the new shift schedule, then at that time all the language changes will return to the language as written in the CBA dated July 1, 2008-June 30, 2011.

After the completion of the temporary period, the parties may mutually agree to either extend the trial period, or, if they agree that the new schedule is mutually beneficial to the Town and the Union, agree to substitute the trial schedule for the schedule described in the existing Collective Bargaining Agreement.

6/29/10
Date


Ken Massey, Chairman
Board of Selectman


John Cashell, President
Hudson Police, Fire & Town
Supervisors Association