

COLLECTIVE BARGAINING AGREEMENT



between

TOWN OF ANDOVER
and
INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS
LOCAL 1658, AFL-CIO

JULY 1, 2025 – JUNE 30, 2028

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TOWN OF ANDOVER

and

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
LOCAL 1658, AFL-CIO**

This Agreement entered into by the Town of Andover, hereinafter referred to as the employer, and Local 1658, International Association of Firefighters, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion of harmonious relations between the employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE 1 – RECOGNITION

Section 1.1 The employer recognizes the Union as the sole and exclusive bargaining agent for the purposes of establishing salaries, wages, hours, standards of productivity and performance, and other conditions of employment for all employees of the fire department, excluding the Chief.

Section 1.2 The employer will not aid, promote, or finance any labor group or organization which purports to engage in collective bargaining, or make any agreement with any such group or individual for the purpose of undermining the Union or changing any condition contained in this agreement.

Section 1.3 The employer and the Union agree that unit work will be for bargaining unit members only.

ARTICLE 2 - MANAGEMENT RIGHTS

Section 2.1 Subject to the express, specific provisions of this agreement, the Town of Andover and its Fire Chief, Town Manager and the Board of Selectmen retain all the rights and authority they had prior to signing of this agreement to control the Fire Department to determine policy and the methods and means by which the operations of said department are to be carried on; to establish reasonable rules and regulations, and direct the members of the Fire Department.

Section 2.2 The parties agree that each side had a full opportunity during negotiations to bargain over any and all mandatory bargaining subjects whether or not included in this Agreement.

ARTICLE 3 - NO STRIKES

Section 3.1 The Union on its own behalf and on behalf of each of the members hereby agrees and covenants that it will not authorize, approve, participate, or in any way encourage any strike, work stoppage, slowdown, “sick-out” or the withholding of services, including extra hour services, from the employer, the Town of Andover.

Section 3.2 Any member who participates in the unlawful actions set forth in paragraph one shall be subject to disciplinary action up to and including discharge.

ARTICLE 4 - GRIEVANCE AND ARBITRATION

Section 4.1 A grievance is a claim or dispute based upon the interpretation or application of any provision of this agreement or amendments hereto executed in accordance with the provisions of Article 30, (Stability of Agreement)

Section 4.2 A grievance shall be processed in the following manner:

Step 1. The Union Stewards and/or representatives, not to exceed two, with or without the aggrieved member, or the member themselves, shall take up the grievance orally with the member’s immediate supervisor, (the Shift Commanders, or in the case of Deputy Chiefs, Step 1 will be with the Chief). Both parties agree that every possible effort will be made to settle grievances at this step.

Step 2. If the grievance is not resolved at Step 1., it shall be reduced to writing and presented to the Fire Chief or Acting Chief of the Fire Department within fourteen (14) calendar days after the occurrence of the incident on which the grievance is based or when the member first knew or should have known of the incident upon which the grievance is based. The Chief or Acting Chief may hold any hearings he feels are necessary and shall respond to the Union Stewards and/or representatives and aggrieved party in writing within seven (7) calendar days after presentation.

Step 3. If the grievance still remains unresolved, the member or their designated representative may appeal the grievance in writing to the Town Manager or his designee within seven (7) calendar days after the response of the Chief or Acting Chief of the department is due setting forth in detail the specific reasons for the appeal and the specific section of the contract which remained unresolved or in violation. The Town Manager or their designee shall respond in writing within seven (7) calendar days. If the Town Manager or their designee is absent for any reason within the said seven (7) calendar days, or any part thereof, then the time for response shall be extended for a period of seven (7) calendar days beyond the period of absence. If no response is forthcoming within the timeframe specified, then the Union may proceed forthwith to Step 4.

Step 4. If the grievance remains unresolved, the Union, and only the Union, shall, within fifteen (15) calendar days, after the Step 3 answer or date on which said answer is due,

have the right to submit the matter to arbitration. Submission to arbitration shall be accomplished by mailing the grievance, postage prepaid, to the Town Manager demanding arbitration.

Where the parties are unable to mutually agree on an arbitrator, the Union shall forward its request for arbitration to the American Arbitrator Association, copy to the Town Manager, and the grievance shall be processed pursuant to the then existing rules of procedure of the American Arbitration Association. The costs of the arbitrator's services and any fees of the American Arbitration Association shall be shared equally by the parties. The decision of the arbitrator shall be final and binding, subject to the provisions of General Laws, Chapter 150C, provided that the arbitrator shall not alter, amend, add to, or subtract from the provisions of this Agreement.

Section 4.3 Notwithstanding any contrary provision of this Agreement, the following matters shall not be subject to the arbitration provisions of this Agreement:

- a. Any matter of policy or management rights reserved to the Town by this Agreement.
- b. Any matter that is outside the express terms of this Agreement. Any member or group of members may process disputes other than grievances as defined herein up to and including Step 3 of this grievance procedure.
- c. Any matter involving the discipline or discharge of a probationary member. The probationary period for members hired after the execution of this Agreement shall commence on the date of initial employment. Midway through the probationary period, the Chief, after consulting with a member's superior officers, will inform a probationary member as to the likelihood of successful completion of the probationary period and point out any areas of needed improvement. This conference procedure and substantive judgments expressed therein shall not be subject to the grievance and arbitration provisions of this agreement. Said mid- probation evaluation shall not preclude more frequent evaluations of members during the probationary period.
- d. Failure of the employer to request a renewal or extension of a provisional appointment.
- e. Appointment by the employer of a permanent employee in accordance with Civil Service laws, rules and regulations shall not be deemed discipline or discharge hereunder.
- f. Any matter involving the suspension, dismissal, removal, or termination of any member who has completed his probationary period unless the member and the Union elect arbitration as the exclusive remedy pursuant to General Laws, Chapter 150E, Section 8.
- g. Where an election is made in favor of arbitration, a just cause standard will apply.

Section 4.4 Time Limits: A grievance shall be deemed waived unless submitted at each step by the aggrieved member and/or their Union representative within the time limits provided herein. The parties may mutually agree to extend any of the time limits specified herein. Any oral agreement shall be confirmed in writing.

ARTICLE 5 - UNION DUES AND AGENCY SERVICE FEE

Section 5.1 During the life of this Agreement and in accordance with the terms of the Form of Authorization for check-off of dues hereinafter set forth, the employer agrees to deduct Union membership dues levied in accordance with the Constitution of the Union from the pay of each employee who executes or has executed such form and will remit the aggregate amount to the Treasurer of the Union along with a list of employees who have had dues deducted. Such remittance shall be made by the 10th day of the succeeding month.

Section 5.2 Pursuant to General Laws, Chapter 150E, Section 12, as amended by Chapter 903 of the Acts of 1977, it shall be a condition of employment that on or after the thirtieth (30th) day of employment in the bargaining unit, or the effective date of this Agreement, whichever is later, each and every member of the bargaining unit shall pay to the Union an agency service fee which shall be equal to the amount required to become and remain a member in good standing of the bargaining agent and its affiliates to or from which membership dues or per capita fees are paid or received. Said agency service fee shall be deducted monthly.

Section 5.3 The Union agrees to indemnify the Town for damages or costs in complying with this article. No request to dismiss or suspend an employee for non-compliance shall be honored so long as there is a dispute before the State Labor Relations Commission or a court of competent jurisdiction as to whether the bargaining agent has complied with all the provisions of General Laws, Chapter 150E, Section 12, or so long as an employee demand for rebate or part of the service payment remains in dispute, however, the Town will place into an interest-bearing escrow account on a monthly basis the amount of the agency fee which shall be disbursed as appropriate upon resolve of the matter.

Section 5.4 The employer agrees to deduct Andover Firefighters Relief Association dues from the pay of each employee and will remit the aggregate amount to the Treasurer of the Union along with a list of employees who have had dues deducted. Such remittance shall be made by the tenth day of the succeeding month.

ARTICLE 6 - NONDISCRIMINATION AND COERCION

Section 6.1 Neither the Union nor the Town shall discriminate against any employee based on race, creed, color, sex, sexual orientation, age, marital status or membership or non-membership in the Union. Employees shall be protected in the exercise of their rights under Chapter 150E or under this agreement.

Section 6.2 The provisions of this article shall not preclude requiring non-union members to pay a service fee pursuant to Article 5 of this agreement and in accordance with General Laws, Chapter 150E, Section 12.

ARTICLE 7 - CIVIL SERVICE

Section 7.1 The employer and the Union shall recognize and adhere to all Civil Service and State labor laws, rules and regulations relative to seniority, promotions, transfers, discharges, removals, demotions and suspensions, when and where applicable.

Section 7.2 The Union reserves the right to represent employees under any such established procedure so long as the employees elect said procedure as the exclusive remedy and provided further, the employee elects Union representation.

Section 7.3 Layoff: If any employee is laid off because of lack of money, such employee shall be placed on paid leave to the extent that he has vacation and shall remain on such paid leave until such leave is exhausted. Their name shall be placed on a rehire list for five (5) consecutive years and shall carry their accrued sick leave while on the re-hire list.

Section 7.4 No permanent employee in the bargaining unit shall be laid off so long as a probationary employee remains on active employment within the department. The Town shall retain the right to always determine the composition of the work force of the department in all regards.

Section 7.5 Hires and Re-hires. No temporary or probationary employee within the bargaining unit shall be hired as a new employee so long as there remains a former employee of the bargaining unit on a re-employment list as contemplated by Chapter 31, Section 40. A rehire list shall continue for five (5) consecutive calendar years from the date of layoff. The Town shall retain the right to always determine the composition of the work force of the department in all regards.

Section 7.6 All employees covered by the agreement shall reside within fifteen (15) miles of the limits of the Town of Andover (border to border).

ARTICLE 8 - REGULAR HOURS OF WORK

Section 8.1 The regular hours of work each day shall be consecutive.

Section 8.2 The standard work week shall be an average of forty-two (42) hours, (excluding the Fire Prevention Division).

Section 8.3 The regular work schedule in fire suppression (excluding the Fire Prevention and Training Division) shall be as follows: The regular work week shall consist of one (1) twenty-four (24) hour tour on duty, followed by one (1) twenty-four (24) hour tour off duty, followed by one (1) twenty-four (24) hour tour on duty followed by five (5) twenty-four (24) hour tours off duty referred to hereinafter as a cycle and shall continue in consecutive cycles to form the regular work year. A twenty-four (24) hour tour shall commence at 0800hrs and end at 0800hrs the following day equating to one (1) workday of twenty-four consecutive hours duration.

It is agreed that during any period the twenty-four-hour schedule is in effect, the following guidelines will apply:

Overtime shifts may be filled in increments of ten (10) hour days, fourteen (14) hour nights, or twenty-four (24) hour tours. The member who was originally responsible for part of the overtime shift will be responsible for the remainder of the shift if all other members have refused.

Section 8.4 The hours of work for the Fire Prevention Lieutenant shall be from 8:00 A.M. to 6:00 P.M., (10-hour days, 40 hours per week), four (4) days per week, Tuesday through Friday. Holidays falling on or celebrated on days falling within the Tuesday through Friday work schedule shall be repaid by the Lieutenant by working either the Monday preceding the holiday or Monday following the holiday. This position will not be filled with another bargaining unit member who is on a unit during his/her regular tour of duty. Firefighters assigned to the Fire Prevention office will receive the same benefits and stipend as the Fire Prevention Lieutenant. The hours of work for the Fire Prevention Deputy Chief shall be from 8:30 A.M. to 4:30 P.M., Monday through Friday. The hours of work for firefighters assigned to the fire prevention office shall be 0800hrs to 1800hrs, 10-hour days, 4 (four) days per week.

Section 8.5 The hours of work for the Training Lieutenant shall be 8:00 A.M. to 6:00 P.M. (10 hour days, 40 hours per week, Monday through Thursday). Holidays falling on or celebrated on days falling within the Monday through Thursday work schedule shall be repaid by the Lieutenant by working either the Friday preceding the holiday or Friday following the holiday. This position will not be filled with another bargaining unit member who is on a unit during their regular tour of duty. Schedule may be adjusted with the approval of the Chief.

Section 8.6 Nothing in this article shall be interpreted to preclude the Chief of the Department from reassigning personnel from one shift to another within the established work schedule, provided equivalent compensation is provided.

Section 8.7 When a member's relief arrives, position for position, they may be relieved of duty following permission of the Company Officer or Shift Commander up to one hour before shift change without putting in a written request. More than one-hour early relief constitutes a special leave and a written request is required.

ARTICLE 9 – OVERTIME

Section 9.1 All assigned or authorized overtime work performed prior to the scheduled starting time or subsequent to the scheduled time for conclusion of a member's tour of duty shall be paid at the rate of one and one-half (1 1/2) time the member's regular straight time hourly rate, subject to the following:

- a. The regular straight time hourly rate shall be the regular weekly salary divided by forty-two (42).
- b. If duty results in a member working beyond the normal quitting time of their tour of duty, the first fifteen (15) minutes shall not be deemed overtime.

- c. If a member works more than fifteen (15) minutes beyond the normal quitting time but less than thirty (30) minutes of overtime they shall be deemed to have worked thirty (30) minutes of overtime.
- d. If a member works thirty (30) minutes or more overtime, they shall be paid the overtime rate for all time worked. The calculation for overtime pay shall be in increments to the nearest quarter hour.

Section 9.2 Members called in to work for fires or other emergencies for which they are not scheduled to work shall be paid the overtime rate for all such hours worked with a minimum of four (4) hours overtime pay except that where said minimum hours run into the member's regular shift starting time, overtime rates shall be paid only for those hours in advance of the regular shift and straight time rates shall be paid for time worked after the regular shift starting time. It is understood that when the four-hour minimum is in advance of the member's regular shift starting time, the employer may require the member to remain on duty for the full four hour minimum in order to be paid for same.

Section 9.3 The Town shall continue to assign overtime in accordance with the present draft system, which is as follows:

- a. The Shift Commanders shall be responsible for maintaining all records required for the proper operation of this plan.
- b. Overtime shall be offered initially on a seniority rotation basis. As the list progresses, overtime shall be offered first to the Firefighter with the lowest number of cumulative hours on the master list, except where an EMT is required.
- c. Overtime work shall be offered first to the unit on duty immediately preceding the Shift in which the overtime work will be available. Thereafter, if all overtime during any one shift cannot be filled from the Firefighters from the unit on duty immediately preceding the shift the overtime work may be offered to Firefighters of any unit. However, in the event a person willing to accept an assignment on a voluntary basis cannot be found, the original person on the master list shall be held responsible for filling the overtime tour.
- d. In the event that an EMT is required, all other Firefighters shall be jumped and the EMT's in the unit offered the overtime work beginning with the EMT with the lowest number of cumulative hours on the master list.
- e. As each firefighter is offered overtime, they shall be charged on the master list for the full number of overtime hours offered, whether worked or not. However, firefighters will not be charged for more than one refusal per shift. If necessary to draft a firefighter from a unit not then on duty the firefighter who accepts the draft will be charged for the hours worked, the firefighter who refuses will not be charged. All overtime hours worked other than emergency call-backs by any member shall be charged on the master list. A firefighter shall be charged on the master list for overtime hours refused if they are absent by reason of a direct refusal, not to include a refusal because they are on approved or scheduled to work an approved special leave, attending an approved EMT class, outside detail, sick leave with doctors note, disability leave, vacation, personal or allowed leave or any approved instructional class during that overtime period.
- f. When a recruit firefighter joins a unit, whether provisional or permanent in the Andover Fire Department, they will be ineligible for overtime during their first thirty (30)

days. After the first thirty (30) days, they will assume high hours of the unit and then fall into the draft rotation.

- g. All units shall begin a clean draft master list for all bargaining unit members January 1st of each year.
- h. Any firefighter detailed to the Fire Academy for other than recruit training upon satisfactory completion of the program, will be given priority in the draft procedure to make up for overtime shifts missed during the program. Upon satisfactory completion of the program, per diem cost reimbursement for out-of-pocket expenses of rooms and mileage shall be made in a prearranged amount as authorized in advance by the Chief and the Training Officer.
- i. Any firefighter who is transferred to another unit will assume high hours in their rank of this new unit on the tour they begin on this new unit.
- j. Firefighters working an overtime draft who are asked to work additional overtime drafts will only be charged for hours worked. In such cases there will be no charge for refusals. If the positions cannot be filled according to procedure, the bargaining unit members already working will be responsible to fill the positions required.
- k. Lieutenants and Deputy Chiefs attending officers' meetings who are not on duty at the time of the officers' meeting will be paid a minimum of two (2) hours overtime for their attendance. If the meeting extends beyond two (2) hours, they will be paid the overtime rates for the entire meeting.
- l. All Fire Prevention and Training Division personnel shall be paid for all time spent outside of their regular shift at time and one-half (1-1/2) overtime rate, for a minimum of four (4) hours.
- m. The bargaining unit member in the F.P.O. and/or Training Division will be offered overtime only after all other bargaining unit members who are assigned to a unit, both on and off duty, have been offered the overtime. These positions will not be used as a means to eliminate overtime for any bargaining unit members.

ARTICLE 10 - UNION REPRESENTATIVES

Section 10.1 A written list of Union Stewards and other representatives shall be furnished to the Town and updated as appropriate. No more than two (2) representatives at any one time shall be granted time during working hours to investigate and settle grievances or appear at the Labor Relations Commission or the Joint Labor-Management Committee, provided, however, said representatives shall request prior approval from the Chief or his or her designee. Such approval shall not be unreasonably withheld.

Section 10.2 A Union Negotiating Committee of up to three (3) members of the bargaining unit, and the President or Secretary, will be allowed time off to attend bargaining sessions including mediation, fact finding and final offer arbitration or meeting at the Joint Labor Management Committee. The Union shall attempt to minimize the Town's costs in compliance with this article. Employees of the Negotiating Committee are expected to work that portion of their scheduled tour of duty which does not conflict with the actual bargaining or other session at which Union representation is necessary.

Section 10.3 Effective July 1, 1995, a total of 240 hours with pay each calendar year may be used by the Union for purposes of having official representatives attend the International Association of Firefighters and State Professional Firefighters Conventions and to attend the P.F.F.M. meetings or seminars run by the P.F.F.M. or the I.A.F.F. or any other union business, provided that the Union shall request in writing leave for the purpose of conducting Union business designating each representative by name and who shall attend. It is understood that for each representative in attendance a separate day will be charged pursuant to the provisions of this article. If no overtime results from these requested Union days off, then such days off shall not be charged against the Unions total. Members holding an elected or appointed position in the P.F.F.M. or the I.A.F.F. shall be allowed time off with no loss of benefits or pay. This time will not be charged to the local union's total.

Section 10.4 Members of the bargaining unit while on Union business with permission from the Union President or his/her designees will be exempt from the draft.

ARTICLE 11 - HOLIDAYS

Section 11.1 The following days shall be considered to be paid holidays: New Year's Day, Washington's Birthday, Patriots' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day, and Martin Luther King Day.

Section 11.2 Holiday pay shall be one-fourth (1/4) or twenty-five percent (25%) of the member's weekly salary, it shall be paid to each employee over and above their weekly salary, whether they worked the holiday, were on vacation, emergency leave, injury leave, ordered military, allowed leave, family leave, or excused absence, which includes approved sick or funeral leave.

Section 11.3 Bargaining unit members being recognized on Founders Day who are scheduled to work will be relieved of duty at 15:30 on allowed leave to return to work at 18:00.

ARTICLE 12 – VACATIONS

Section 12.1a Employees covered by this agreement shall be entitled to the following vacation plan beginning July 1, 1994 and are governed by the rules herein:

After one (1) year of continuous service - 96 Hours
After five (5) years of continuous service - 144 Hours
After ten (10) years of continuous service - 192 Hours
After fifteen (15) years of continuous service - 240 Hours

Section 12.1b Notwithstanding any other provision of this agreement or past practice, members of the bargaining unit who are appointed as fire fighters on or after January 1, 2014, shall be granted the same number of hours of vacation set forth in Section 12.1a above, but granted on an anniversary date system as follows:

After one year of continuous service, 96 hours vacation shall be granted on the employee's anniversary date. The same number of hours of vacation shall be granted on each successive anniversary date, until, on the anniversary of five (5) years of continuous service, 144 hours vacation shall be granted and thereafter on successive anniversary dates until the next level of service under section 12.1a is reached. For employees appointed as fire fighters on or after January 1, 2014, no vacation will be granted on July 1 or on any date other than the anniversary date. For purposes of this provision, "anniversary date" shall be the date such fire fighter was hired by the Town of Andover.

Section 12.2 Members shall not take vacation the eve, day or the night shifts of the following: Thanksgiving, Christmas, and New Year's. The exception is New Year's Eve, where only the 10-hour portion (DAY) on the eve can be taken off with vacation or personal time.

Section 12.3 In order to provide an adequate firefighting force for the protection of life and property under normal conditions, the total number of members allowed off at any one time shall be fourteen (14) in fire suppression. A separate vacation tour shall start at 8:00 a.m. of the day posted and end at 8:00 a.m. the following day. Members may carryover annually not more than fourteen (14) hours of vacation to the next fiscal year, not to exceed the ninety-six (96) hours as stipulated in Section 12.12.

Section 12.4 The Town reserves the right through the Chief with the approval of the Town Manager to reduce the number of bargaining unit members on vacation at any one time in order to maintain an adequate firefighting force for the protection of life and property during unusual emergencies. An example of such an emergency would be numerous or prolonged absences due to sick leave(s) or disability leave(s).

Section 12.5 Vacations will be chosen by rank and seniority-in-rank. Identical seniority dates will be decided by Civil Service mark or members order on the list.

Section 12.6 Employees of the bargaining unit may take vacation with one hour's notice by telephone for any individual day/night vacation tours.

Section 12.7 Employees will be entitled to the full number of hours earned for the fiscal year. Vacations will be chosen by seniority prior to January 1st each year. After January 1st vacation will be chosen on a first serve basis.

Section 12.8 The vacation schedule for the Fire Prevention Personnel and Training Lieutenant shall be separate from the schedule of members assigned to units. The vacation schedule for Fire Prevention Personnel will reflect the appropriate number of hours of vacation earned according to the formula in the contract under Section 12.1. This position will not be included in the formula for the total number of members allowed off duty. The remaining rules regarding vacation according to the contract remain in effect where applicable. The Fire Prevention personnel shall be entitled to the hours of vacation applicable in Section 12.1

Section 12.9 The Shift Commanders will be responsible for the posting of vacation and dating of same on the bulletin board at Central Station, along with their initials.

Section 12.10 Advance vacation pay requests must be submitted in writing to the Shift Commander of one's unit at least two (2) weeks in advance of the pay day one wishes to receive their check. Requests must be signed by the individual and include the vacation period dates and the date of the pay day one wishes to receive payment.

Section 12.11 Upon termination of active employment, the member will receive payment on a pro-rata basis equal to the amount of vacation pay he would have been entitled to had termination not occurred. If termination is caused by death, this payment will be made to the member's beneficiary.

Section 12.12 A member of the bargaining unit may carryover not more than ninety-six (96) hours of vacation from one fiscal year to the next fiscal year not to accumulate, effective on the date of the Arbitration Award. (Prior to said date, the carryover shall be no more than forty-eight (48) hours.) In order to be eligible for this carryover program, bargaining unit members shall not utilize more than eighty-four (84) hours of sick leave from July 1st to June 1st in any fiscal year. Requests for such carryover of vacation shall be filed with the Chief or his or her designee, on or before June 15th. For members of the bargaining unit who are appointed as fire fighters on or after January 1, 2014, in order to be eligible for this carryover program, such members must not utilize more than eighty-four (84) hours of sick leave from their anniversary to the first day of the month prior to their anniversary date in any fiscal year. Requests for such carryover of vacation shall be filed with the Chief or his or her designee, fifteen (15) days prior to his or her anniversary date.

ARTICLE 13 - TERMINAL LEAVE

Section 13.1 An employee of the Town of Andover who becomes eligible for retirement under the State Retirement System and terminates their employment with the Town shall be entitled to pay for that portion of their accumulated sick leave, as follows:

- a. An employee shall be entitled to one hundred twenty (120) working days after thirty years of service. The weekly calculation shall be based on a five-day duty week. Accumulated days above one hundred twenty (120) will be paid at the following rate: Days 121 to 160 will be paid at a rate of 25%. Days 161 and above will be paid at a rate of 50%.
- b. An employee with less than thirty (30) years of service for the Town shall receive five (5) working days terminal leave for each year of service matched against his/her accumulated sick leave up to 120 days. If the member has accumulated days above one hundred twenty (120), each day will be paid at the following rate: Days 121 to 160 will be paid at a rate of 25%. Days 161 and above will be paid at a rate of 50%. Payment for days over one hundred twenty (120) requires an employee to give one full year's notice of retirement.
- c. For purposes of this section, employees shall have their accumulated sick days valued per Section 16.1.

- d. The number of days payable for the terminal leave benefit under sub-sections a or b above (as applicable) shall be calculated as the number of hours accumulated (in the period of 2013 and prior, an annually thereafter) divided by twelve (12) and the rate of pay for such days shall be the weekly pay divided by five (5). It is understood and agreed that this is the methodology in effect prior to the negotiation of the 2011-2014 agreement.
- e. If an employee under sections a or b has accumulated more than 120 working days it is understood and agreed that the days to be bought back under these sections shall be the most recent (higher valued) days first, then for pre-July 1, 2008 hires the remainder from whatever historical allotment of days were accrued as of the last payroll in December 2013 and valued at the employees daily rate of pay in effect as of the first payroll period following the signing of a successor collective bargaining agreement and that includes all raises and increases provided under this MOA.
- f. Employees hired on or after January 1, 2014 shall be entitled to a maximum Terminal Leave benefit of seventy-five (75) working days after thirty (30) years of service. Employees hired on or after January 1, 2018 shall be entitled to a maximum Terminal Leave benefit of twenty-five (25) days after thirty (30) years of service. (See Article 16.1 for the valuation of days).

Section 13.2 Upon cessation of active employment, that is, during the terminal leave period, the retiring member shall not continue to accumulate sick leave, vacation, holidays, or any other benefits.

Section 13.3 Upon death, any benefits inuring to a member such as terminal leave, vacation, holiday pay, sick leave and personal leave, shall accrue to the member's beneficiary.

Section 13.4 Upon disability retirement, any benefits incurring to a member such as terminal leave, vacation, holiday pay, sick leave and personal leave, shall accrue to the member or to the member's beneficiary.

ARTICLE 14 - INJURY LEAVE

Section 14.1 Payments to members who are injured in the line of duty shall be in accordance with the General Laws of the Commonwealth of Massachusetts.

Section 14.2 The Town reserves the right to have any member who is absent on 111F benefits examined by the Town physician prior to that member returning to duty in the Andover Fire Department. Any dispute regarding any member's fitness to return to duty may become subject to the Grievance and Arbitration procedures of this Agreement.

Section 14.3 As a condition of receiving benefits under c. 41, § 111F or reimbursement of medical expenses under c. 41, § 100, the employee shall sign a release to the Town for all hospital and medical records as per the attached Release Form. All employee medical information will be kept strictly confidential as provided by all applicable laws.

ARTICLE 15 - PERSONAL LEAVE

Section 15.1 In each fiscal year members shall be allowed twenty-four (24) hours personal leave as an independent benefit.

Members permanently assigned to the Fire Prevention and Training division shall be allowed twenty (20) hours of personal time, taken as two, 10 hour leaves. These members will also have four (4) hours pay added to their base annual salary, calculated at their normal base pay. This additional compensation will be paid in equal installments over the 12-month calendar year.

Section 15.2 No more than fourteen (14) personnel of the Fire Suppression Unit may be out at any one time, (excluding disability or sick leave), without the expressed and written approval of the Chief of the Department.

Section 15.3 Personal leave shall be administered in accordance with the following:

- a. Except in an emergency preventing sufficient advance notice, one (1) hours' notice by telephone shall be given of the intention to take a personal day.
- b. Employees shall not take personal days the eve, the day or the night shifts of the following: Thanksgiving, Christmas or New Year's.
- c. Except in an emergency, one (1) shift notice of cancellation of a personal day previously declared shall be given by the employee. If notice of cancellation of a personal day is given in less than one shift, the member shall be considered to have taken that personal day with no compensation.
- d. Personal leave will be accrued at 12 hours per personal day to be taken in either 10, 14 or 24 hour increments.

Section 15.4 All bargaining unit members will be awarded one additional personal day for any consecutive six-month perfect attendance. Vacation, personal day, allowed leaves, special leaves, Union business and military or funeral leaves shall not be counted against perfect attendance. Any member on 111F injury leave will not have said time credited toward this benefit. Accrued personal days for perfect attendance in accordance with this section must be used within twelve months of being earned. This provision shall be effective July 1, 2022, and will not impact any accrued personal days earned prior to July 1, 2022.

ARTICLE 16 - SICK LEAVE

Section 16.1

- a. Employees hired prior to July 1, 2008 shall be credited with sick leave at the rate of sixteen (16) hours for each month of service. Employees hired on or after July 1, 2008 shall be credited with sick leave at a rate of fourteen (14) hours for each month of service.
- b. Employees hired after July 1, 2008 will have their sick leave hours permanently valued at the member's hourly rate in effect as of the first payroll of each calendar year.
- c. Employees hired before July 1, 2008 shall have their sick leave valued as follows:
 - Any accumulated sick leave balance on the books as of the last payroll of December, 2013 will be valued at the employee's hourly rate of pay in effect as of

the first payroll period following the parties signing of a successor collective bargaining agreement and that includes all raises and increases provided under this MOA;

- Thereafter, beginning January 1, 2015, sick leave days earned for all employees over the course of the previous twelve-month period will be permanently valued at the member's hourly rate of pay in effect as of the first payroll of each calendar year.
- d. Upon execution of MOA and the parties signing of a successor collective bargaining agreement, any sick leave used or sold back during the course of the year will be deducted from the member's accumulated sick leave balance in the order of newest to oldest days earned.

Section 16.2 Sick leave shall be used only for the necessary absence of a member as the result of their own sickness or injury, provided, however, should an emergency arise and someone in the member's immediate family, as hereafter defined, becomes sick or ill, the member may be excused from work, not to exceed one (1) day for each occurrence to be charged against their accumulated sick leave, for the purpose of rendering emergency assistance to the sick or ill member of the member's family. The Town may require a doctor's certificate substantiating that such illness exists. Any member may use up to an additional twelve (12) weeks sick leave for a family emergency or tragedy, after discussion with the chief of the department. The Chief and the Union may agree to extend this time. This time will be in addition to the Federal Family and Medical Leave Act and the Massachusetts Family Leave Act. Said member will be paid for sick leave time that he or she has accumulated. Said sick leave shall be charged against the members sick leave balance. Any member who becomes pregnant may use up to twelve (12) months sick leave for the pregnancy or related issues after discussion with the Chief of the Department. The Chief and the Union may agree to extend this time. This time will be in addition to the Federal Family and Medical Leave Act and the Massachusetts Family Leave Act. Said member will be paid for sick leave that has been accumulated. Said sick leave shall be charged against the members sick leave balance.

Section 16.3 When a bargaining unit member has to leave work due to sick leave, (as defined in 16.2), the members sick leave record will be charged only those hours absent.

Section 16.4 Immediate family is defined as spouse, children, step-children, mother, step-mother, father, step-father, brothers, sisters, mothers and father-in-law, brothers and sisters-in-law, grandparents or grandparents-in-law, significant other or other relatives who reside permanently with the employee.

Section 16.5 Any member absent due to sick leave on Christmas, New Year's or Thanksgiving shall be required to bring in proof of illness. If a pattern of sick leave exists of which the member has been warned, the Town may take appropriate disciplinary action following an investigation by the Town Manager or his or her designee.

Section 16.6 Any member who is absent due to sick leave for more than two (2) consecutive twenty-four hour tours shall prior to returning to work submit a completed return to work form signed by his/her attending physician which stipulates that the physician asserts that the

particular bargaining unit member is fit to return to full firefighting duties. A sample of this form can be found in Appendix "A" of this Agreement.

Section 16.7 Any member of the Fire Department whose sick leave has run out may have his/hers duty tours covered at no expense to the Town by permanent members of this Fire Department of the same or superior rank, provided same has been approved in advance by the Chief of the Department, and any member whose sick leave has run out and who is a member of the sick leave bank may use benefits of said bank.

Section 16.8 Effective July 1, 2009, members of the bargaining group may sell back sick leave each December in accordance with the following provisions:

- a. Members with a minimum accumulated sick leave balance of six-hundred (600) hours, and who have not utilized more than twenty-four (24) hours of unexcused sick leave, may sell back up to sixty-four (64) hours of sick leave.
- b. Members with a minimum accumulated sick leave balance of one-thousand (1,000) hours, and who have not utilized more than forty-eight (48) hours of unexcused sick leave, may sell back up to one-hundred and twenty-eight (128) hours of sick leave.
- c. Members with a minimum accumulated sick leave balance of eighteen-hundred (1,800) hours, and who have not utilized more than seventy-two (72) hours of unexcused sick leave, may sell back up one-hundred and ninety-two (192) hours of sick leave.

For the purposes of this section, the cutoff date for the qualifying thresholds for minimum sick leave balance and maximum sick leave utilization will be November 1st of each year. Sick leave hours sold back will be at the member's regular rate of pay and will be paid no later than the second pay period in December. "Unexcused sick leave" is defined as sick leave that the Chief has determined to be unsubstantiated (e.g., lack of a physician's certification) or demonstrates a pattern of abuse.

Section 16.9 Family and Medical Leave Act: Notwithstanding any conflicting provision of the Agreement, where an employee requires time off due to the serious illness of an immediate family member or other qualifying FMLA event, they will be entitled to a maximum of 12 weeks (26 weeks to care for a seriously ill or injured military service member) of unpaid FMLA leave. The Town may designate such leave as an FMLA leave, whether requested by the employee or not, and deduct from accumulated sick time, vacation or other accrued time to pay for what otherwise would be an unpaid leave.

ARTICLE 17 - SPECIAL LEAVE

Section 17.1 Members may be granted special leave with pay for any assigned tour provided they are able to secure another member to work in their place. This leave is to be used for personal and good reason and shall be approved by the Chief provided:

- a. Such substitution imposes no additional cost or hardship on the Town; and
- b. At least one (1) shift's notice is given to the Chief provided time is available.

Section 17.2 Members will be allowed to use twelve (12) special leaves in any one fiscal year without a given reason. All additional special leaves must state the reason for the leave. The Chief shall not unreasonably withhold approval of special leaves.

Section 17.3 Neither the Union nor the Town shall be held responsible for enforcing any agreement between the members pursuant to this article.

Section 17.4 Special leave may be used to extend a vacation, or in succession, provided no cost or inconvenience is forced upon the department, subject to the approval of the Shift Commanders.

Section 17.5 Shift Commanders may approve special leaves for a full or partial shift at any time if the member has secured a qualified replacement.

ARTICLE 18 - FUNERAL LEAVE

Section 18.1 In the event of a death in the immediate family of a member, they shall be entitled to not more than two (2), twenty-four (24) hours shifts within ten (10) consecutive calendar days including the day of the loss. This leave will be without loss of pay for the purpose of making necessary arrangements for and to attend funeral or memorial services. Said leave shall not be charged to sick or vacation leave. Should services extend beyond the tenth day, the use of funeral leave may be used outside of the ten days with approval by the Chief.

Section 18.2 Immediate family is defined as spouse, children, stepchildren, mother, step-mother, father, step-father, brothers, sisters, mothers and father-in-law, brothers and sisters-in-law, grandparents or grandparents-in-law, significant other or other relatives who reside permanently with the employee. Funeral leave beyond the day of burial shall be taken with the approval of the Chief or his/her designee only.

ARTICLE 19 - ALLOWED LEAVE

Section 19.1 Time off may be taken by bargaining unit members under allowed leave in order to attend outside department training, hazmat training, original EMT certification, Union business time as outlined in Article 10, Section 10.3 or other required time off not covered under the various sections of this Agreement. Allowed leave time off shall not be deducted from sick leave, vacation leave or other benefits.

Section 19.2 Allowed leaves shall be granted for the number of hours of class attendance required, together with time to travel to and return from the training site.

Section 19.3 Members released from duty on allowed leaves shall be paid at the straight hourly rate of pay for all leaves granted.

Section 19.4 Members requesting allowed leaves must submit their requests to Shift Commanders at least one tour in advance of the leave time requested.

Section 19.5 Approval of the Shift Commander or the Chief is required.

ARTICLE 20 - HEALTH AND WELFARE

Section 20.1 There shall be established a Joint Safety and Health Committee consisting of two (2) Firefighters and one (1) Fire Officer designated from the bargaining unit by the Union; and three (3) other representatives designated by the Town. This Committee shall meet from time to time for purposes of discussing conditions affecting safety and health, protective clothing and equipment and firefighting techniques.

Section 20.2 The parties agree that the provisions of the above paragraph will in no way be construed as broadening the scope or application of this Agreement unless or until an agreement or other instrument which may result from the discussions shall be reduced to writing and made effective subject to the provisions of Article 30 (Stability of Agreement).

Section 20.3 The Town shall maintain equipment at standards no less than required by law. Members shall continue to perform their usual maintenance functions and will be responsible for reporting deficiencies to their superiors.

Section 20.4 A meeting of the Joint Safety and Health Committee may be called upon 24 hours' notice; the calling member shall present a suggested agenda to the Chief or the Union Safety Committee, as the case may require. Upon agreement of both parties, a meeting may be called on shorter notice.

Section 20.5 The bargaining unit agrees to assist in any rehabilitation programs for any handicapped members.

Section 20.6 Beginning in Fiscal Year 2025 The Department shall establish a voluntary physical fitness incentive program using the "Cooper Standard". A test will occur once per year between May 1st and June 30th. Employees will not be paid overtime to attend the fitness test. If a member successfully passes the test, they will be awarded \$750.00. The test will occur during each group's shift, and an engine company, deputy chief, and ambulance will be taken out of service and filled with overtime shifts from members of other groups if there are personnel who have signed up for the physical fitness test. Failing this incentive program will not result in disciplinary action.

Section 20.7 For the period of July 1, 2025 to June 30, 2028, the Town will provide a total of \$30,000 annually to be used for cancer screening. Individuals with at least five (5) years of service will be eligible for participating in the screening program. Should there be a balance of unused funds at the conclusion of the fiscal year, the balance may carryover to the following fiscal year. At no point may the balance exceed \$60,000.

ARTICLE 21 - WAGES

Section 21.1 The salary increases for the following fiscal years shall be:

Effective Date	Increase
Fiscal Year 2026 pay increase effective July 1, 2025	3.00%
Fiscal Year 2027 pay increase effective July 1, 2026	3.00%
Fiscal Year 2028 pay increase effective July 1, 2027	2.75%

Section 21.2 Basic wage configuration for bargaining unit members:

Firefighters

Fiscal Year (July 1 – June 30)	P	A	B	C	25	30
FY2026	\$63,017.53	\$66,207.58	\$69,582.46	\$73,149.91	\$73,884.18	\$74,253.60
FY2027	\$64,908.06	\$68,193.81	\$71,669.93	\$75,344.41	\$76,100.71	\$76,481.21
FY2028	\$66,693.03	\$70,069.14	\$73,640.85	\$77,416.38	\$78,193.48	\$78,584.44

Lieutenants

Fiscal Year (July 1 – June 30)	A	B	25 Step A	25 Step B	30 Step A	30 Step B
FY2026	\$83,153.88	\$87,414.54	\$83,985.72	\$88,290.03	\$84,405.64	\$88,731.48
FY2027	\$78,571.21	\$82,597.07	\$86,505.29	\$90,938.73	\$86,937.81	\$91,393.42
FY2028	\$88,003.83	\$92,513.00	\$88,884.19	\$93,439.55	\$89,238.60	\$93,906.74

Deputy Chiefs

Fiscal Year (July 1 – June 30)	A	25	30
FY2026	\$108,631.77	\$109,716.50	\$110,265.07
FY2027	\$111,890.72	\$113,008.00	\$113,573.02
FY2028	\$114,967.71	\$116,115.72	\$116,696.28

*Members who decline ULO participation will receive a base salary that is 2% lower than the amounts indicated in this document.

Section 21.3 The Training Lieutenant and all Fire Prevention personnel shall receive an additional eighteen percent (18%) stipend on his or her pay, effective at the implementation of the position. The Town will bear all expenses for the Fire Prevention Personnel required to be trained, with the approval of the Chief or their designee.

Section 21.4

- a. Members holding valid EMT cards will receive a 7% stipend.
- b. Members serving on the regular Ambulance EMT rotation will receive an additional 1% stipend.
- c. All members hired after 1-1-86 are required to maintain their EMT status as a condition of employment in the Andover Fire Department.
- d. All members shall annually re-certify in the use of defibrillators. The Town will provide and pay for eight (8) re-certification classes, 2 per unit each year. Classes will be scheduled no less than 2 weeks apart. The town will provide and pay for original certification for members.
- e. All EMTs shall maintain certification in the use of epinephrine injectors. The Town will provide and pay for any necessary classes for certification and recertification.
- f. Seniority-Based Assignments:
 1. All ambulance duty assignments for ambulance EMTs shall be made based on seniority. For the purposes of this section, ‘ambulance seniority shall be defined as the date of permanent appointment to the Andover Fire Department as a firefighter. At the conclusion of the 30-day orientation period and the 30-day “riding third” period, the firefighter will go into the rotation and be a part of the ambulance staffing.
 2. Fiscal Year 2026 Staffing Parameters:
 - In fiscal Year 2026, it is the intent of the Department that the twenty-eight (28) most junior firefighters shall serve on ambulance duty, provided that all bid positions on other apparatus are filled within a reasonable amount of time after becoming vacant. Any firefighter receiving the A-EMT stipend will count toward the number of staff assigned to ambulance duty.
 - Nothing in this section shall prohibit any member from exercising seniority to serve on the ambulance, up to a maximum of thirty (30) members assigned to ambulance duty. If a senior A-EMT elects to stay in the ambulance rotations, the next junior A-EMT may request to be transferred to an E-EMT bid position, provided one is available. If there are no available bid positions on other fire apparatus, the member must remain in the ambulance rotation until a permanent position becomes available.
 3. Fiscal Year 2027 Staffing Parameters:
 - In Fiscal Year 2027, the Department may increase the total number of firefighters assigned to ambulance duty to a maximum of thirty-two (32), provided the 2 additional positions are funded by the Town of Andover.
 - As in Fiscal Year 2026, nothing shall prohibit members from exercising seniority to serve on the ambulance, up to the established maximum.
 - All other firefighters shall be assigned to permanent positions on other fire apparatus in accordance with departmental procedures.
 4. Third Ambulance Operations

- The Department will endeavor to operate the third ambulance across all four (4) shifts. Funding for ambulance staffing subject to appropriation.
 - The third ambulance shall be stationed at the Ballardvale Fire Station.
5. Operational Discretion:
- The Fire Chief retains the right to assign firefighters in the ambulance rotation as necessary based on operational needs and exigent circumstances. The Fire Chief's rights as it pertains to this section shall not be subject to the grievance or arbitration process.
6. Funding and Staffing Limitations.
- This provision shall not affect the Department's required manning levels. Staffing of the third ambulance is contingent upon the availability of funding and annual appropriation. Final decisions regarding the staffing of the third ambulance shall rest solely with the Fire Chief in consultation with the Manager.
- g. All members of the Department will be required to maintain their EMT status.
- h. Adequate manpower is deemed to be the 28 most junior firefighters. This section will not reduce or change Engine or Ladder company assignments.
- i. All Firefighters with valid EMT cards not assigned to ambulance duty shall be known as "Engine Company EMT's" and shall be paid the 7% stipend. No Engine Company EMT shall be assigned as Ambulance EMT except in an emergency.
- j. The Town will bear all expenses incurred as a result of EMT certification. The Town will reimburse all expenses related EMT re-certification. Any expenses associated with EMT certification and re-certification under this section which are over \$300.00 requires prior approval by the Chief. All EMT's will be paid at the time and one-half rate for actual hours spent in their original certification. Any firefighter who voluntarily gives up their certification will not receive salary, tuition payment or overtime to attend these re-certification classes. Upon successful completion the member who re-certifies shall receive the required step pay increase.
- k. Nor shall the Town pay for any expenses to make up for course work failed. Any firefighter who is required to be certified or re-certified as an EMT and fails to achieve the necessary instructional credits for maintenance of their certifications may be terminated by reason of the members failure to obtain certification or re-certification as an Emergency Medical Technician as determined is the sole and exclusive discretion of the Chief of the Department.
- l. All new firefighters hired are required to have obtained his/her EMT card one (1) year from their original employment date unless they are assigned to the Fire Academy or other instructional class prior to going to his/her EMT class, in which case they will have one (1) year from the completion of said course to be certified as an EMT, if they does not then they may be terminated by the Chief. The Chief may grant an additional six (6) months for firefighter certification as an EMT if there are extenuating circumstances. At the end of this extension, they will be terminated for failure to complete this requirement. The time limits of this section may be extended for serious illness or injury in the line of duty upon agreement between the Union and the Chief. The Town will reimburse all expenses related to EMT certification and re-certification. Any expenses associated with EMT certification and re-certification under this section which are over \$300.00 requires prior approval by the Chief.

- m. Firefighters will not be required to attend other off duty instructional classes while attending EMT School or preparing for State certification.
- n. When an EMT completes his/her training they will be assigned to the ambulance as a third person, to observe for training experience for 30 days.

Section 21.5 For orientation purposes all newly hired firefighters will start on days beginning Monday and ending Friday; eight (8) hour days for a period of thirty (30) days. All firefighters will be considered in training for a minimum of thirty (30) days after first assignment to a unit in the department. Members are not eligible for overtime during both the period of orientation and first assignment to a unit.

Section 21.6 During the life of this Agreement, all Firefighters holding Class I or Class II driver's licenses or Federal Equivalent will be paid a 3% scale differential.

Section 21.7 Employees covered by this agreement shall receive longevity pay in accordance with the following schedule:

5 years	+2.0% to base salary
10 years	+0.5% for a total of 2.5% on base salary
15 years	+0.5% for a total of 3.0% on base salary
20 years	+0.5% for a total of 3.5% on base salary
25 years	+0.5% for a total of 4.0% on base salary
30 years	+0.5% for a total of 4.5% on base salary

Section 21.8 Any member hired prior to July 1, 2008 is eligible to receive an additional fifteen percent (15%) longevity stipend for up to fifty-two weeks or one year, payable weekly, upon written request to the Chief. This longevity allowance will be in addition to their current longevity payment and will be calculated in the same manner. If a member uses more than eighty-four (84) hours of un-excused sick leave absences (without a doctor's note or approval from the Chief) during the receipt of this longevity step, the benefit will cease.

Longevity will be paid weekly and included with the weekly paycheck.

Section 21.9 Waiver for Changes in Medical Technology, Equipment, and Work:
The Town and the Union recognize that changes and improvements in medical technology, equipment, and work to be performed by EMTs occur frequently and the Town and its firefighters need to be prepared to implement such changes and improvements. Therefore, the Union agrees that the Town may, without bargaining the decision or the impacts, implement such changes and improvements after providing firefighters with the training necessary to implement each such change or improvement. In exchange for this waiver of bargaining rights, effective July 1, 2019, in addition to any EMT pay to which a firefighter may be entitled under Section 21.4 of the collective bargaining agreement, each firefighter who receives an EMT stipend under Section 21.4 shall also receive 1% added to the firefighter's base pay.

Section 21.10 Unfunded Liability Offset:

Effective starting with the first pay period in July 2019, each employee shall contribute 1.0% of the employee’s base pay plus education pay per pay period to the Town. Such contribution shall be referred to as an Unfunded Liability Offset (ULO). Each employee shall sign an authorization for payroll deduction for the ULO contribution. Any employee who declines to make a ULO contribution through payroll deduction shall not be eligible to receive the FY2020 general wage increase. Any employees hired on or after July 1, 2019, who does not sign an authorization for payroll deduction for an ULO contribution to the Town equal to 1% of such employee’s base pay plus education pay per pay period, shall receive wages that are 2% less than the wages in Article 21.

ARTICLE 22 - EDUCATION PAY

Section 22.1.A:

- a. This Section Shall Apply to Members Appointed before January 1, 2018:
 - i. Firefighters and Lieutenants
 - a.Associate's Degree - 6.0%
 - b.Bachelor's Degree - 10.5%
 - c.Master's Degree - 12.5%
 - ii. Deputy Chiefs
 - a.Associate's Degree - 7%
 - b.Bachelor's Degree - 11%
 - c.Master's Degree - 13%
- b. The Town will pay educational benefits at the above rate upon receiving certification of graduation from an accredited college or university along with a Registrar's certification as to the degree attained (diploma). Bargaining unit members will receive the highest compensation allowed for the degree they possess according to the above summary, but payments shall not be cumulative.
- c. In the event that the so-called "Firefighters' Quinn Bill" is passed at the State level, it will be presented at the next scheduled Town Meeting. If this proposal is rejected by Town Meeting voters, the above article will remain in effect.
- d. The Town will pay for any degree a member possesses regardless of major.

Section 22.1.B

For all hires made after January 1, 2018, the Town will pay educational benefits at the rate below upon receiving certification of graduation from an accredited college or university along with a Registrar’s certification (diploma) for the following degrees attained: Fire Science, Fire Administration, Fire Protection, Emergency Management, Public Administration, Business Administration, Organizational Leadership, Computer Science, Emergency Management, Nursing, Paramedicine, Engineering or Chemical, Physical or Biological Sciences. (No other degrees qualify.) Bargaining unit members will receive the highest compensation allowed under this Article 22.1.B for the degree they possess according the schedule below but payments shall not be cumulative and members shall be entitled to no more than one Education Incentive.

Qualifying Degree	Education Incentive
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Associate's degree	\$5,000
Bachelor's Degree	\$7,500
Master's Degree	\$10,000

Section 22.2 The Town will pay an educational stipend to all members who attend, and complete educational courses offered by the Massachusetts Firefighting Academy (MFTA). Courses taken prior to January 1, 1996, will not be included in the formula. Approval of the Chief must be requested prior to attendance.

- a. Upon the completion of 36 hours of MFTA training, a 1% stipend shall be added to the member's base pay.
 - i. For each additional 36 hours of training, a 1% stipend shall be added to the member's base pay, up to a maximum of 7%. The annual training stipend that can be accumulated in one year is 3%. For those members who have completed the training ahead of schedule, the additional hours completed will be credited to the next fiscal year.
 - ii. Upon achieving a 7% training stipend and the completion of an additional 44 hours of training, a 1% stipend shall be added to the member's base pay, up to a maximum total training stipend of 8% on base pay.
 - iii. Upon achieving an 8% training stipend and the completion of an additional 52 hours of training a 1% stipend shall be added to the member's base pay, up to a maximum total of 9% on base pay.
 - iv. Once a member achieves the 9% training stipend, the member shall attend a minimum of sixteen (16) hours of on duty training each fiscal year.. This training includes Massachusetts Fire Academy training, National Fire Academy training, or another state certified training that meets NFPA standards, or have the prior approval of the Chief. If a member does not meet the annual sixteen (16) hour training requirement, or fails to provide the requisite participation documents to the Chief by June 30 of each fiscal year, the member's stipend shall be reduced by 1% each year the sixteen (16) hour training requirement is not met. Members who fail to obtain sixteen (16) hours of this required training each year will be allowed to make up the missing training by taking an additional sixteen (16) hours of training in the following year. The stipend will be reinstated immediately upon submission of the requisite participation documents (1% will be restored for each sixteen (16) hour training make up block).
 - v. Firefighters who complete the sixteen (16) hours of training in accordance with this section shall receive an additional 0.5% added to their base pay, (for a total of 9.5%). If a member does not complete 16 hours of training in any fiscal year, they will not be eligible for the 0.5% in accordance with this section. Upon completion of the 16 hours of training the 0.5% will be reinstated.
 - vi. Firefighters who complete an additional sixteen (16) hours of training on their own time, for a total of thirty-two (32) hours each fiscal year, shall receive an additional 0.5% to their base pay (for a total of 10%). This shall bring the total required annual training to 32 hours per year (16 can be completed on duty) to maintain a full training stipend under this section. IF a

member does not complete an additional sixteen (16) hours of training on their own time each year, they will not be eligible for the 0.5% in accordance with this section. Upon completion of the sixteen (16) of training, the 0.5% will be reinstated.

- vii. The maximum training stipend any member will be entitled to is 10%.
- b. The Town will provide thirty (30) hours of MFTA training at the fire station annually. Off duty attendance at this training will count toward the requirements under this section.
- c. The Town will provide and pay for all members interested in being trained for closed/confined space rescue, and any resulting MFTA training credit for closed/confined space rescue will be counted toward the requirements of the stipend.
- d. Members will not be granted on duty leave to attend MFTA training for the purposes of this section, and recruit training will not be counted toward this stipend.
- e. While attending MFTA classes for the purposes of this section, members will be exempt from the overtime draft, this does not include recruit training, and members may be required to provide proof of attendance.
- f. Repeat classes will not be counted within two (2) years of taking any class, unless approved by the Chief. Non MFTA classes will not be counted toward the stipend, unless approved by the Chief.

ARTICLE 23 - MISCELLANEOUS

Section 23.1 Severability. The provisions of this Agreement are severable and if any provision shall be held invalid by any court of competent jurisdiction, such decision of the court shall not affect or impair any of the remaining provisions.

Section 23.2 Personnel Files Personnel files may not be examined by unauthorized persons without written permission of the member concerned. For this purpose, the Chief, Director of Human Resources, Chief's Secretary, Deputy Chiefs, Town Manager, Assistant Town Manager, Town Manager's Secretary and the member concerned are authorized persons. The member may inspect their personnel file at reasonable times in the presence of one of the above-named Town Officers but such inspection shall not extend to material privileged or confidential under law. The Union may request and shall obtain access to review the documents, files and other records necessary for processing a grievance and shall have the right to interview the aggrieved member, supervisors and witnesses outside working hours wherever possible. Any materials that are either privileged or confidential under law shall not be subject to review under this Section.

Section 23.3 Use of Facilities The Union shall be permitted to use Fire Department buildings at reasonable times for meetings. Reasonable notice shall be given to the Chief whose approval shall not be unreasonably withheld. The Town shall provide bulletin board space at each station for the exclusive use of the Union. No derogatory or inflammatory material shall be placed on bulletin boards.

Section 23.4 Contract Copies The Town will provide a bound copy of the contract to all Union members within a reasonable period of time.

Section 23.5 Promotional Examinations Promotional examinations, under Civil Service rules, will be conducted every two (2) years for the ranks of Lieutenant, Deputy Chief or other ranks anticipated. Members must have a minimum of five (5) years of service before they apply and take a promotional examination for lieutenant.

Section 23.6 Sub-Station personnel will be allowed to attend monthly union meetings at Central Station while on duty.

Section 23.7 Any bargaining unit member working will be granted time off to attend Town Meeting at the discretion of the Chief or Shift Commanders.

Section 23.8 Members of the bargaining unit agree to re-visit Section 23.8 specifically to formulate a program to service, test and paint fire hydrants both on and off duty when funding becomes available.

- a. A study as to whether the Town should develop and implement a paramedic program will be conducted and completed within one year of the signing of this Agreement. The Committee shall consist of three members appointed by the Chief of the Department and three members appointed by the Union.
- b. The Chief and the Union agree to discuss within one year of the signing of this Agreement, changes in technology and duties within the Fire Alarm Division and agree that the personnel positions in this division will remain.

Section 23.9 Members of Andover Firefighters Union Local #1658 IAFF being invited to participate with the F.E.M.A. (Federal Emergency Management Agency) Disaster Team will be given allowed leave for all training and activation of team members with no loss of pay or benefits. The Town will fill the shifts of the member participating. The Town will apply for any reimbursement allowed by F.E.M.A. or any other agency, organization, or individual as allowed by the F.E.M.A. Disaster Team.

Section 23.10 Any benefit a member received prior to the signing of this contract shall remain in effect.

Section 23.11 The Town may implement electronic distribution of pay advices as the only means of providing pay advices to employees. Notice will be provided to employees at least one month prior to the implementation of electronic pay advice distribution.

ARTICLE 24 - HEALTH INSURANCE

Section 24.1 Effective January 1, 2018, health insurance premium contribution rates for employees appointed on or after January 1, 2018 shall be as follows:

Plan	Employee Contribution for Employees hired appointed before January 1, 2018	Employee contribution for Employees appointed on or after January 1, 2018
HMO Individual	19%	30%
HMO Family	23%	30%
PPO	35%	35%

Members may participate in the Town’s Flexible Spending Account (FSA) program and elect to have the maximum amount allowed by the Internal Revenue Service (IRS) withheld from their paychecks for the purpose of covering health-related expenses with pre-tax dollars. [effective 1/1/09]

Section 24.2 Firefighters shall participate in a committee to develop a dental plan which when developed will be deducted by the Town but entirely paid for by the members.

ARTICLE 25 - CLOTHING ALLOWANCE

Section 25.1

a. Effective July 1, 2014, the clothing allowance for bargaining unit members covered by this agreement shall be \$1000.00, payable to each member in a lump sum of two equal payments of \$500.00, in July and in January, and this increase shall be implemented in accordance with Section 3 of the parties Memorandum of Agreement for the 2011-2014 Agreement. Members in their first year of probation will not receive a clothing allowance.

b. New members, upon hiring, will receive the following:

- | | |
|------------------------|------------------------------------|
| 2 Summer work shirts | 2 Winter work shirts |
| 3 pairs of work pants | 1 work belt |
| 1 pair of black shoes | 1 pair of zipper type combat boots |
| 6 pairs of socks | 1 baseball cap |
| 2 approved golf shirts | 1 Jake shirt |
| 1 all-season jacket | 1 dress hat |

All badges, pins and name tags as required.

c. Members attending the Massachusetts Firefighting Academy for recruit training shall also receive:

- | | |
|--------------------|--------------|
| 1 pair sweat pants | 1 sweatshirt |
| 1 pair of sneakers | |

d. Union members are encouraged to buy fire-retardant clothing and when fire retardant clothing is ordered by the Chief, the clothing allowance will double.

- e. The names of at least three eligible clothing stores will be presented by the Chief to the bargaining unit members where purchases may be made.
- f. All firefighters will receive a dress uniform to include short and long-sleeved dress shirt, dress blouse, dress pants, dress shoes, tie, and any other requirements, after the completion of their first year of employment.
- g. The Training Lieutenant, Fire Prevention personnel, and the Deputy Chiefs shall receive an additional five hundred dollars (\$500.00) to that already provided for in the contract in order to maintain a sufficient supply of dress uniforms and to be able to pay for cleaning, such increase to be paid in accordance with Section 3 of the parties' 2011-2014 MOA.
- h. Any member not in uniform while on duty may be sent home by the Chief or their designee.
- i. The Town, with the Chief's approval, will replace eyeglasses or watches damaged at fires, while on ambulance duty or otherwise while working on duty. The maximum reimbursement shall be one hundred dollars (\$100.00) per watch or eyeglasses per year. Prescription eyewear will be covered in full with receipt.
- j. All uniforms are subject to approval by the Chief of the Department.

Section 25.2 In addition to the above, the Town will provide all necessary protective clothing and equipment in accordance with the specifications of the Chief. Jackets will be replaced as required.

Section 25.3 Protective clothing and equipment shall be a subject for discussion by the Joint Safety and Health Committee.

Section 25.4 The Town agrees to replace any uniform clothing damaged at work subject to the following conditions:

- a. The report of damaged clothing shall be given to the Shift Commander within 48 hours. The Shift Commander shall then make a written report of the circumstances surrounding the damage to the clothing including any witnesses to the incident.
- b. The report and the damaged clothing shall be turned into the Chief if possible. The Chief shall review the report and examine the damaged clothing and may take one of the following actions:
 - i. Authorize payment for a replacement article of clothing.
 - ii. Authorize partial payment for old/worn clothing that was damaged
 - iii. Disallow any payment.

The decision of the Chief shall be final with regard to this section.

ARTICLE 26 - JOB POSTING AND BIDDING

Section 26.1 All positions newly created or whenever a vacancy occurs, exclusive of the Fire Prevention Lieutenant, Training Lieutenant position and Deputy Chiefs, will be posted within thirty (30) calendar days of the opening for a period of seven (7) calendar days and will be filled by seniority within seven (7) calendar days from the final posting date. If at the end of this seven (7) day posting period no eligible member has bid for the position, then the most junior eligible member will be awarded the position. Members being transferred will receive a minimum of two (2) days off before being reassigned to a new unit, however, no member will be required to work

more than forty-two (42) hours in an eight day pay period. The required minimum two days off prior to transfer shall not apply to probationary firefighters.

Section 26.2 Employees who hold the same rank may apply to the Chief in writing for the vacant position throughout the seven (7) calendar day posting period.

Section 26.3 The Town of Andover agrees that the following positions are subject to bidding under Article 26 of this agreement.

- a. Substation drivers/hydrant
- b. Central Station engine driver
- c. Central Station ladder driver
- d. Central Station ladder aide
- e. Engine Company Lieutenants
- f. Fire Prevention Firefighters
- g. Ambulance EMT Coordinator
- h. Central Station Hydrant Position

The Town of Andover is not permitted to assign a bargaining unit member assigned a position under Article 26 to fill a temporary or permanent vacancy on another unit without compliance with Article 26, the only exception being the bargaining unit member who bid the Central Station Hydrant position. Nothing provided herein shall prevent the Town of Andover from filling a temporary vacancy on another unit with an unassigned bargaining unit member.

For the position of Ambulance EMT Coordinator listed as G. above, the following will apply:

The Ambulance EMT Coordinator will work under the direction of the Deputy Chief assigned as medical officer. The member assigned this position will perform the duties as required by the medical officer. The member will be allowed the time off duty to perform these assignments and shall be paid their time and one-half rate. The position will be filled with the most senior EMT assigned to the ambulance bidding for the position and shall be bid yearly or when a vacancy occurs.

Section 26.4 This article shall supersede all agreements reached prior to July 1, 2025, exclusive of the appointment process for Fire Prevention and Training Officer positions. All positions, promotions, and appointments shall be made by the Town Manager as the appointing authority.

The process for filling vacancies or promotions to any positions within Andover Fire rescue shall be determined by the Fire Chief and the Chief People Officer and Director of Human Resources. This includes but is not limited to the design of the assessment center, and the composition of an assessment panel, and the selection of the additional candidate. The Town Manager, as the appointing authority may conduct additional interviews or assessments at their discretion. Provided that the additional interviews and/or assessments are in compliance with Civil Service guidelines, they shall not be subject to the grievance or arbitration process. Except as otherwise provided in this section, the Town will comply with Civil Service guidelines as they relate to promotions and appointments.

The Selection Process and assessment center will generally consist of the following components:

- a. Screening: Initial candidate screening to be conducted by the Fire Chief and Chief People Officer and Director of Human Resources.
- b. Panel Interview: Panel interview comprised of the Fire Chief, Chief People Officer and Director of Human Resources and the Town Manager or their respected designees. The panel shall also include at least one additional professional from the fire service.
- c. Assessment Center: The Town may conduct an assessment center which shall consist of several exercises intended to evaluate candidates based on the position/rank they are seeking. Exercises may be designated to evaluate candidates based on the following areas: fire suppression, emergency medical services, NFPA standards, training, human resources management, budgeting, personnel management. Exercises will be relevant and tailored to the positions that candidates are being evaluated for. The Town reserves the right to engage a third party firm to assist with the assessment process.
- d. Final Interview & Candidate Selection The Town Manager reserves the right to conduct a final interview prior to finalizing the selection and appointment of a candidate. The Town Manager's decision and final appointment shall be subject to the grievance or arbitration process.
- e. Weighing of Components The process will typically provide for an equal weighting among all components (example: written examination =25%; panel interview =25%;assessment center exercises =25%; final interview =25%). The town retains the sole authority on the final weighting of the selection process. Should the Town make adjustments, the Town will provide the union with a notice of at least thirty (30) calendar days prior to the panel interview along with a written breakdown of the scoring process/weighting of the components (example as outlined above). At the Union's request, the Town will agree to meet to discuss the process and rationale for any adjustments to the scoring process and/or weighting of components.

The Town may waive the assessment center portion of the process provided there is only one candidate for the position. Decisions regarding the waiving process will be made by the Town Manager and Fire Chief. Positions shall be posted for a period of seven (7) calendar days. Results of assessment centers or an interview process shall be made when such decisions are finalized. The Chief shall endeavor to render decisions thirty (30) days following the completion of a process.

26.5 Officer Training Program Upon appointment to the rank of Lieutenant or Deputy Chief, employees shall participate in a one-week (40 hours) training program designed by the Chief and the Training Officer. The program may be designed and modified at the sole discretion of the Chief, however, the minimum number of hours of the program shall be 40 hours. The 40 hour minimum may be waived at the Chief's discretion if the employee has served in an acting capacity prior to permanent appointment.

26.6 Specialty Assignments When a permanent vacancy occurs in the position of Fire Prevention Lieutenant or Fire Prevention Firefighter, due to reassignment, resignation, retirement, separation from employment or any other cause, the Chief shall post the vacancy for a period of seven (7) calendar days. This same process applies to the position of Training Lieutenant. Those interested in being appointed to these specialist assignments shall submit a letter of interest to the Fire Chief.

The Fire Chief shall utilize an assessment panel. The panel shall include, but not be limited to the Fire Chief, representatives from town management, and an Andover Fire Deputy Chief. Applicants will be notified of the determination by the Chief to use an assessment panel and will be provided with the date(s) for the assessment panel. The assessment by the panel may include a written test and/or scenario-based exercises. The Chief shall provide a list of recommended minimum qualifications and/or certifications. The panel members will consider applicants based on results of the assessment, qualifications, experience, training, past record, proven ability, and seniority. The Chief will appoint the applicant whom the panel determines would best serve the needs of the Department and community. Results of the assessment panel and awarding of the position shall be made within fourteen (14) days of the assessment. The Fire Chief may waive the assessment panel should there only be one candidate. In the event there are no applicants for Fire Prevention lieutenant, the most junior lieutenant will be assigned the position. The junior lieutenant will have the opportunity to bid another assignment when a vacancy occurs.

The appointment process will occur every four years, on the anniversary date of the incumbent, or on the date it otherwise becomes vacant. If there is only one applicant, the Chief may waive the appointment procedure. This position will remain in the bargaining unit.

Section 26.7 When the Chief of the Department determines the need to fill a permanent vacancy of a Deputy Chief's position occurring on any unit due to a resignation or retirement, the vacancy will be posted on a bulletin board in each station. The notice shall remain posted for a period of seven (7) calendar days including the day of the posting.

Section 26.8 Annually on or before October 1st of each year, the Chief shall post each Deputy Chief's position in order that members have an opportunity to request a transfer from his present unit of assignment.

Section 26.9 Annually, on or before October 1st of each year, the Chief shall post each Fire Department staff position in effect at the time or newly created in order to give each Deputy Chief an opportunity to serve in the various staff responsibilities. Staff positions currently in effect are:

Administrative Deputy Chief	Computer Officer
Liaison with Central Dispatch	Apparatus Officer
Fire Alarm Officer	Fire Investigator
Training Officer	Medical Records Officer
Operations Officer	Assistant Training Officer

Members may apply to the Chief in writing for the vacant or posted positions throughout the seven (7) calendar day posting period. The Chief will evaluate applicants for the vacant positions based on the qualifications of seniority, background, training, past record, experience, proven ability and scheduling availability. Within seven (7) calendar days after the last day of the posting period, the Chief will award the position to the most qualified of the applicants, if any.

In the event two or more applicants are deemed equally qualified to fill a vacancy, the most senior of the applicants will be awarded the position. If no Deputy Chief applies for any of the above positions, the Chief may then assign a Deputy to such position for a one-year period. No member will be required to perform more than two staff positions.

Section 26.10 Bargaining unit members will not be discriminated against for job openings or promotions because of a relative being on the Andover Fire Department. Bargaining unit members will not be permitted to bid into a position on a unit in the same station where an immediate family member of a higher rank is already assigned. Additionally, a bargaining unit member holding a higher rank than his/her immediate family member may not bid into a position on a unit in the same station where that immediate family member of lower rank is already assigned. A bargaining unit member or a new hire who must be placed in the above mentioned situation, due to the fact it is the only available position, station or unit, will not be refused that position or promotion but must bid all jobs that become available with relation to their duties until a position becomes available that they would be eligible for under the job bidding and posting section of this contract. Bargaining unit members will not be displaced or refused a position in order to accomplish this goal. Bargaining unit members, who at the time of the signing of this contract may not be in compliance with this article, will not be required to comply with this article in relation to their current position but will be required to comply with this article upon promotion or when they voluntarily bid for a new position according to the job bidding and posting section of the contract.

For the purposes of this article immediate family shall mean mother, father, sister or brother.

Bargaining unit members may not be required to relinquish an assignment or promotion they have in order to make accommodations for this article. Nor will they be discriminated against for their refusal to relinquish an assignment or promotion. Bargaining unit members will not be refused or have to relinquish any overtime or swap assignments or any other provision of the contract unless expressly provided for in this article.

ARTICLE 27 - WORK IN A HIGHER CLASSIFICATION

Section 27.1 Employees appointed by the Town to work in a higher classification shall be paid at the minimum pay step of the higher classification for all hours worked.

Section 27.2 When it appears a temporary vacancy in an officer's position will occur for more than six (6) weeks, for other than vacation, then such position shall be filled as follows:

- a. If there is an existing certified civil service list for that position, it will be offered in the order in which the members appear on that list.
- b. In the event of no such list then the position will be offered to the member having the highest seniority in the next lower classification.
- c. In the event of a tie score, the score will be brought out to the hundredth. The responsibility for proving the rounding out of a tie score rests with the candidate and not the Town.

ARTICLE 28 - PAID DETAILS

Section 28.1 Whenever any private person, public body or organization is required to or shall seek the services of members of the Fire Department for fire watch duty, such work shall be rotated fairly by the Union membership according to the seniority list of continuous service with the Andover Fire Department, among all employees who are off-duty. Members without dress uniforms shall not be permitted to accept outside details other than road jobs as stipulated in Section 28.3, item c.

Section 28.2 Firefighters accepting Fire Department details will be compensated at a rate of \$75.00 per hour, effective July 1, 2025. Details worked on weekends (Saturday and Sunday) will be paid at a rate of \$85.00 per hour. Details worked on Holidays, Christmas Eve, and New Year's Eve shall be paid at \$105.00 per hour.

Overnight Fire Department Details between the hours of 9:00PM and 8:00AM receive a night differential of \$5.00 per hour.

Should a private (non-Town) detail be cancelled within 1 hour of its scheduled start, the employee shall receive four hours of the appropriate hourly rate.

- a. Firefighters on Fire Department details for non-Town and non-School functions shall be paid:
 - i. A minimum of four (4) hours
 - ii. If the detail exceeds four (4) hours, they will be paid eight (8) hours at a rate
 - iii. If the detail exceeds eight (8) hours they will be paid 1-1/2 times the detail rate for all hours in excess of the eight (8) hours
- b. Firefighters on Fire Department details for Town or School functions shall be paid a minimum of four (4) hours at a rate of \$55.00 per hour. The rate for Andover High School football games shall be \$65.00 per hour. If the detail exceeds four (4) hours, they will be paid to the next nearest hour.
- c. Road jobs or other details assigned to the Andover Police Department not requiring an armed officer will be offered to the Firefighters after they have been offered to the Police Officers and Auxiliary Police. Firefighters accepting Police details shall be compensated at a rate equal to that paid detail rate set forth in the Andover Police Patrolmen's contract along with the hourly minimum set forth in same.
- d. Details requiring the "EMT Bike Team" will be paid at the non-town, non-school rate above regardless of who requests the detail.

The parties acknowledge that the Town, at its sole discretion, has the right to charge an administrative fee to the entity requiring the detail. The Town, at its sole discretion, shall determine the amount and how the revenues from said fee are utilized.

Section 28.3 A roster for outside details shall be maintained, according to seniority as determined by permanent civil service appointment date of all members; indicate which members desire to work fire department details; reflect the total number of hours worked by each member. Hours worked will accrue from January 1st through December 31st each year. There will

be no charges for refusals. Under this agreement members will assume the highest hours on this detail chart at first date of employment.

Section 28.4

- a. Firefighters accepting fire alarm system failure details will be paid the same rate as set forth in Section 28.2, Item #1 with one exception. All fire alarm system failure detail watches will be for a two-hour minimum.
- b. Fifteen (15) minutes following each hour thereafter, an additional hour will be paid.
- c. Shift Commanders shall be responsible for filling these fire alarm failure details.

Section 28.5 Fire alarm maintenance will be done with the cooperation of the bargaining unit members. The aide position on Fire Alarm Maintenance will be bid for a three (3) year term by seniority excluding the Deputy Chiefs. The member awarded this position will not be eligible to be awarded this position again until all other applicants have been exhausted. The member awarded this position will be trained by the Fire Alarm Officer in order to be capable of working on the system. The member who successfully bids and is awarded the position will be exempt from the overtime draft while on fire alarm maintenance work.

Section 28.6 A list of employees desiring fire alarm maintenance duty shall be maintained on a seniority basis in a master list and members asked to work these details shall be charged for both the hours worked or refused.

Section 28.7 Blasting and fireworks details, when required by the Chief or his designee, will be offered to those members who have completed a MFTA blasting and fireworks course or their equivalent.

Section 28.8 Cutting, welding or hot works details will be offered to all members who have completed necessary state certifications related to cutting, welding and hot works details.

Section 28.9 Members assigned to the EMT Bike Team will be provided with initial training and uniforms. Damaged uniforms will be replaced in accordance with Article 25.4. The town will supply active members with a new helmet every three years. A minimum of two members is required for any detail. New members may be added to the team as funds and training become available, up to twenty (20) members total. Any member who does not participate in a twelve-month period may be removed from the team at the Chief's discretion. Open positions will be filled by seniority.

ARTICLE 29 – UNION/MANAGEMENT COMMITTEE

Section 29.1 The parties shall form a joint committee to meet the third Tuesday on alternate months commencing the month following execution of this Agreement for the purpose of discussing matters of mutual concern. By agreement of the parties, persons with special qualifications and experience in the field of firefighting and related matters may be invited to speak at such meetings.

Section 29.2 The Committee shall consist of not more than four (4) management representatives and not more than four (4) Union representatives. Either side shall present a written agenda to the other, one (1) week in advance of the regularly scheduled meeting. Where neither side submits a written agenda, the meeting shall be deemed canceled. Un-scheduled meetings may be held by mutual agreement of the parties.

Section 29.3 The parties agree that the provisions of this article will in no way be construed as broadening the scope or application which may result from the discussions shall be reduced to writing and made effective subject to the provisions of Article 30 (Stability of Agreement).

ARTICLE 30 - STABILITY OF AGREEMENT

Section 30.1 The parties to this Agreement may, from time to time, make amendments, modifications, changes or revisions in this Agreement, provided that said amendments, modifications, changes or revisions are mutually agreeable, reduced to writing, in acceptable language and appended to the body of this Agreement.

Section 30.2 The failure of the Town or the Union to insist, in any one or more situations, upon performance of any of the terms or provisions of this Agreement shall not be considered as a waiver or relinquishment of the right of the Town or the Union, to the future performance of any such term or provision, and the obligation of the Union and the Town or such member for such future performance shall continue in full force and effect.

ARTICLE 31 - FAMILY LEAVE

Section 31.1 The purpose of this article is to insure that members who have a personal or family tragedy or illness or pregnancy will be fully utilized in a capacity that will not endanger the member, the fetus, other members and officers or the general public. This article is intended to extend to the members the option and opportunity to safely and effectively deal with a family tragedy, emergency or pregnancy.

- a. The Department and the Union recognize that pregnancy is not a disability. Each pregnancy is different and pregnant members have the right to be treated as individuals with respect to decisions about their ability to work based upon their individual pregnancies and their current assignments. We further recognize that both state and federal law prohibit discrimination on the basis of pregnancy. Accordingly, the fact that a firefighter or officer has become pregnant shall not be cause for an involuntary change in the terms and conditions of her employment.

- b. If the member believes that she is unable to perform the essential functions of her current assignment or is placing herself or other members' safety in jeopardy as a result of being unable to perform the functions of her assignment then said member may choose to be reassigned to other duties as outlined in section c. We further recognize that pregnancy is a personal and confidential matter. No member shall be required to disclose that she is pregnant. Any member who does disclose her pregnancy shall be entitled to have all information relating to the pregnancy kept confidential.
- c. The Department and the Union recognize that some members may desire a change in duties during their pregnancy because of concern for their health and safety and for the health and safety of their fetus. In addition, pregnant members may become unable to perform the essential functions of their position. Therefore, at the member's option, the Department will honor the request of any pregnant member to be placed on the duties under this section. After the request is received the Department shall assign the member to non-hazardous administrative duties. The member would be assigned to the Chief and assigned duties, as needed, within the regular business of the Fire Department. These duties may include:
 - i. Communications within the Andover Fire Department (not Central Dispatch)
 - ii. Desk Operations
 - iii. General clerical work
 - iv. Public Relations
 - v. Computer Operation
 - vi. Such other assignments which may be agreed upon by the member, the Union and the Chief.

These assignments shall be on an administrative schedule Monday through Friday from 0830hrs to 1630hrs. The member would continue to wear the department uniform until it becomes impractical to do so. That time would be determined by the member and the Chief. At that time, the member may wear maternity clothing appropriate for the office.

- d. The member will continue to receive all incentives, benefits and stipends she was receiving prior to the re-assignment. (i.e. Ambulance EMT pay, etc.)
- e. The member may choose not to participate in any part or all of this benefit without forfeiting any rights the member had prior to the signing of this contract.
- f. The member shall be eligible to use accrued leave during her pregnancy and after delivery as outlined in 16.2 of this agreement. Members will be entitled to all benefits and rights under the Federal Family and Medical Leave Act and the Massachusetts Family and Medical Leave Act.
- g. Members will be able to use their accrued time to stay on the payroll and keep their health insurance in effect during their leave. The Town's and the member's portions of the premium of their health insurance benefit will remain as stipulated in section 24.1 of this Agreement.
- h. Subject to the operating needs of the Department, any member may be granted leave utilizing their accrued time in order to attend the birth, adoption or care of a new child.

Section 31.2 The Department and the Union recognize that personal tragedy, or family emergency is not a disability. Each situation is different and all members with personal tragedy

or family emergency have the right to be treated as individuals with respect to decisions about their ability to work their respective current assignments. Accordingly, we further recognize that both State and Federal law prohibit discrimination on the basis of personal tragedy or family emergency. Accordingly, the fact that a member has a personal tragedy or family emergency shall not be cause for an involuntary change in the terms and conditions of said members employment. Any member with a personal, family emergency or tragedy may use up to twelve (12) weeks sick leave as outlined in Section 16.2 of this Agreement in addition to the Federal Family and Medical Leave Act and The Massachusetts Family and Medical Leave Act.

- a. If the member believes that he or she is unable to perform the essential functions of their current assignment or are placing their or other members safety in jeopardy as a result of being unable to perform the functions of their assignment then said member may choose to be reassigned to other duties as outlined in paragraph b below. We further recognize that personal illness and family emergency or tragedy is a personal and confidential matter. Any member who does disclose their situation in regards to this section shall be entitled to have all information relating to the situation kept confidential.
- b. The Department and the Union recognize that some members may desire a change in duties during their family emergency or tragedy because of the personal concerns of said member. Therefore, the Department will honor where possible, the request of any member who chooses to be placed on the duties under this section.

After the request is received, the Department shall assign the member to non-hazardous administrative duties where possible. The member would be assigned to the Fire Prevention Deputy Chief and assigned duties, as needed, within the regular business of the Fire Department. These duties may include:

- i. 1. Communications within the Andover Fire Department (not Central Dispatch)
- ii. Desk Operations
- iii. General clerical work
- iv. Public Relations
- v. Computer Operation
- vi. Such other assignments which may be agreed upon by the member, the Union and the Chief.

These assignments shall be on an administrative schedule Monday through Friday from 0830hrs to 1630hrs. The member would continue to wear the department uniform as prescribed by the Chief. The schedule may be modified with the Chief's approval.

- c. The member will continue to receive all incentives, benefits and stipends he or she was receiving prior to the re-assignment. (i.e. Ambulance EMT pay, etc.)
- d. The member may choose not to participate in any part or all of this benefit without forfeiting any rights the member had prior to the signing of this contract.
- e. The member shall be eligible to use accrued leave during the said period and as outlined in Section 16.2 of this Agreement. Members will be entitled to all benefits and rights under the Federal Family and Medical Leave Act and the Massachusetts Family Leave Act.
- f. Members will be able to use their accrued time to stay on the payroll and keep their health insurance in effect during their leave. The Town's and the member's

portions of the premium of their health insurance benefit will remain as stipulated in Section 24.1 of this Agreement.

ARTICLE 32 – MILITARY LEAVE

Section 32.1. For training requirements a fire fighter will be allowed up to thirty (30) Military Leave days per fiscal year without being required to submit any reimbursement of money to the Town. For purposes of this provision a day shall be equivalent to twelve (12) hours. Any Military Leave which is in excess of the said thirty days will require the fire fighter to submit his/her Military Leave Earning Statement (LES) in order to reimburse the Town. The Town's obligation will be to make up the difference between the firefighter's military base pay and his/her regular weekly rate of pay. Fire fighters who work in excess of eight (8) days in a row because their military training falls on their scheduled days off, are allowed to use up to two Military Leave Days during the week preceding or following their military training. All fire fighters attending military training will submit a copy of their military orders to the Department when they are issued.

Section 32.2. If a fire fighter who is a member of a reserve military unit is called to active duty, the Town will pay said fire fighter the difference between his/her military base pay and the fire fighter's regular weekly rate of pay. In addition, the Town will maintain its share of either an individual or family (whichever should apply) medical coverage for the term of the fire fighter's call to active duty. Fire fighters will be required to submit copies of their Military LES as they become available. The Chief shall allow vacation carry-over in excess of allowances noted in this collective bargaining agreement in the event a fire fighter's active duty precludes his/her use of vacation; they shall be permitted to carry over such vacation as provided in Section 12.12 of Agreement. Any excess vacation time must be used within twelve (12) months of the fire fighter's return to duty. This section is meant to supplement the Soldier's and Sailor's Relief Act of 1984 and it is not meant to replace it or any other Federal or State benefit.

Section 32.3. Fire fighters and the Town will comply with the Town of Andover Military Service Policy that conforms with the USERRA Charter 708 of the Acts of 1941 and relevant provisions of the Massachusetts General Laws, with respect to employment, re-employment and protection of benefits during military service.

ARTICLE 33 – LIGHT DUTY

An employee who is on leave without loss of pay status pursuant to Chapter 41, Section 111F of the Massachusetts General Laws, for a period of at least six weeks, may be required to perform light duty on their assigned unit on a part-time basis (2-10 hours per day shifts per week), if the Chief determines that light duty is available, consistent with such individual's physical limitations as determined by the employee's treating physician or a physician selected by the Town who is a physician in the specified field of practice related to the employee's injury. Should the employee and Town's physician disagree on the employee's fitness to participate in light duty assignments, the parties agree to have a third-party physician or medical evaluation group make the final determination. Light duty assignments shall be limited to those identified below and that are consistent with such individual's limitations. Employees may not refuse light duty assignments that are supported by and consistent with the recommendations of the physician selected under G.L.c. 41, section 111F. Limited duty shall not interfere with ongoing medical treatment. Members will be allowed to utilize accrued vacation, personal or sick time, during light duty assignments.

Light duty assignments will be limited to the following:

- a. Assist Fire Prevention Lieutenant with inspections and related administrative responsibilities.
- b. Assist the Training Officer with planning and execution of the department's training program, including all related administrative responsibilities.
- c. Participate in the department's community engagement activities, including but not limited to the fall open house.
- d. Assist the Chief with administrative responsibilities associated with the management of the department.
- e. Staff the watch desk, inventory equipment/ materials or assist with filing as assigned by the Chief.

The Chief shall be responsible for assigning light duty. By agreement the list of light duty assignments may be expanded on a limited basis or in specific circumstances when an alternate assignment may be favorable to both the individual or the department. Should the light duty assignment fall on the weekend, the Deputy Chief shall be responsible for assigning light duty.

ARTICLE 34 – DURATION

Section 34.1 This Agreement shall be effective as of July 1st, 2025, and shall continue in full force and effect until and including June 30th, 2028.

Section 34.2 On or after January 1st 2028 either party shall notify the other of its intention to commence bargaining for a successor agreement, and the parties shall proceed forthwith to bargain collectively with respect thereto.


Section 34.3 After the expiration of this agreement, its terms and conditions shall continue until a successor agreement is executed.

Section 34.4 This Agreement represents the entire agreement of the parties and may not be reopened except as provided herein during its term.

Section 34.5 This Agreement is executed this 15th day of September, 2025.

TOWN OF ANDOVER

ANDOVER FIREFIGHTERS LOCAL 1658
INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS AFL-CIO

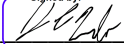
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Andrew Flanagan, Town Manager


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Richard Krafton, President

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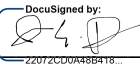
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Kyle Murphy, Fire Chief

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Joe Murphy, Vice President

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Philip Mansfield, 2nd Vice President

Signed by:

1B5E91AC88AC45E...
Bob Murphy, 3rd Vice President

DocuSigned by:

22072C00448B418...
James Bancroft, Secretary

DocuSigned by:

E7B6D4FEE3284FF...
John Gangi, Committee Member

APPENDIX - A

PATIENTS NAME: _____

FIRE DEPARTMENT ASSIGNMENT: _____

STATION ASSIGNED TO: _____

DATE OF PHYSICIAN'S VISIT: _____

The attending physician named below has reviewed the following description of duties that may be required of this patient. By releasing this patient with this document, the attending physician attests to the fact that this patient can return to full firefighting duties.

FIREFIGHTER'S DUTIES

A firefighter often performs hazardous and strenuous tasks under severe emergency conditions. A firefighter works under supervision, frequently as a member of a team. The duties may be divided into several major areas:

Alarm Responses; General Firefighting Operations; Salvage and Overhaul Operations; Emergency Life Saving Measures; Tool, Equipment and Apparatus Maintenance; Training Activities; and House watch.

Firefighter's Signature

Releasing Physician's Signature

Date

Date

APPENDIX B



Kyle P. Murphy
Fire Chief

Andover Fire Rescue

FIRE HEADQUARTERS
32 North Main Street • Andover, MA 01810-3513
Tel: (978) 623-3700 • Fax: (978) 623-3799

APPENDIX B

Incident #: _____

Authorization to obtain medical records:

I _____, hereby give permission for the Town of Andover to obtain and review any and all past and present medical records regarding my physical condition and treatment pertaining to my injured in the line of duty (ILD) claim on : _____ reference incident number _____. I understand that this information will be reviewed by authorized Town officials, as well as the Town's occupational health provider and if necessary, the Andover Contributory Retirement board.

A Photocopy or fax of this form shall be just as good and valid as the original.

_____	_____
Signature	Date
_____	_____
Social Security number	Date of Birth
_____	_____
Start Date	Phone Number

Home Address	

APPENDIX C

Cooper Standard for Physical Fitness



Andover Fire Rescue – Training Outline

Voluntary Physical Fitness

Dynamic strength tests: Plank and Push up

Cardiorespiratory fitness tests: 1.5 mile run **or** 300 meter sprint

Cooper Standard Physical Assessment 1st yr. 40% category

AGE	PUSH UP (1 Min)	PLANK	1.5 MILE	300 METER
Male				
20 - 29	29	1 Min	12:29	59 sec.
30 - 39	24	1 Min	12:53	58.9
40 - 49	18	1 Min	13:50	72
50 -59	13	1 Min	15:14	83.2
60+	10	1 Min	17:19	*

or

Cooper Standard Physical Assessment 1st yr. 40% category

AGE	PUSH UP (1 Min)	PLANK	1.5 MILE	300 METER
Female				
20 - 29	15	1 Min	15:05	71 sec.
30 - 39	11	1 Min	15:56	79
40 - 49	9	1 Min	17:11	94
50 -59	*	1 Min	19:10	*
60+	*	1 Min	20:55	*

or

* Must complete the event, but no time standard has been established

APPENDIX D

New- Joint Labor Management Committee- Electronic Scheduling

The Town and Union agree to establish a joint labor management committee for the purposes of implementing an electronic scheduling application and/or system. The parties agree that this appendix will be eliminated upon integrating the changes associated with such application/system are integrated into the appropriate sections of the contract.

APPENDIX E



Michael B. Mansfield
Fire Chief

Andover Fire Rescue

FIRE HEADQUARTERS

32 North Main Street • Andover, Massachusetts 01810-3513
Tel: (978) 475-1281 • Fax: (978) 475-6654

AGREEMENT BETWEEN THE TOWN OF ANDOVER
AND
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL #1658

1. Andover Fire Rescue has changed its ten (10) alarm mutual aid run card for fire response particularly in the area of mutual aid response and the call back of Andover Fire Rescue personnel.
2. During working fires Andover Public Safety Telecommunicators shall call back 7 personnel (6 Firefighters and 1 Lieutenant) to be utilized as pilots (as under Memorandum 2009-52), to place Engine 4 into service if it is available and/or perform such duties as the Chief or his designee shall determine.
3. The same unit call back lists will be utilized for this process and will be on a rotating basis so that the system is fair and equitable to all.
4. If the incident escalates and a second alarm or greater is requested, the call back units personnel will still be notified by telephone as in the past.
5. No telephone messages will be left by the dispatchers if you do not answer your telephone.

Town of Andover

BY Reginald S. Stępczynski
Town Manager, Reginald S. Stępczynski

Andover Firefighters Local 1658

BY Eric Teichert
Eric Teichert, President Local 1658

BY Michael B. Mansfield
Michael B. Mansfield, Fire Chief

Date: 12/23/14