

**November 2, 2009
Special Town Meeting
Articles 2 & 3
Needham Building Custodian and Trades Independent Association**

		Amount	Percent
Fiscal Year 2009	Base Wage Increase effective July 1, 2008	\$ 52,000	2.50%
	Total	\$ 52,000	2.50%

		Amount	Percent
Fiscal Year 2010	Base Wage Increase effective July 1, 2009	\$ 56,700	2.50%
	Additional Step Increase Mid-Year	\$ 9,500	0.42%
	Snow Emergency Stand-by Pay	\$ 18,000	0.80%
	Total	\$ 84,200	3.72%
		Amount	Percent
Fiscal Year 2011	Base Wage Increase effective July 1, 2010	\$ 0	0%
	Total	\$ 0	0%
Fiscal Year 2012	Base Wage Increase effective July 1, 2011	See Note	

Note

The proposed agreement includes a contract re-opener provision for the purposes of discussing wage items for fiscal year 2012. The Town will conduct a compensation study during fiscal year 2011 for this purpose.

Summary of Key Language Items

- Implementation of higher deductible and co-pay insurance program for new hires
- Elimination of sick leave buy-back provisions for new hires and streamlining of “low use of sick leave” incentive program
- Implementation of a standby program for snow emergencies.
- Conversion of vacation program to monthly accrual for new hires.
- Clarification of uniform provisions.
- Implementation of light duty provisions.