

City of Revere and Revere Firefighters Union

ILMC No. 11-19F

AWARD

The panel convened pursuant to the joint submission of the parties after a declaration that the parties were unable to agree to the terms and conditions of a new collective bargaining agreement for the period commencing July 1, 2010.

Following a multi-day hearing where all parties were afforded the opportunity to present evidence and arguments, and following the deliberation of the panel and with full consideration of the factors identified in the statute, a majority of the panel agrees as follows:

Duration

There will be two contracts:

First Contract: 7/1/10 – 6/30/13

Second Contract: 7/1/13 – 6/30/15

Compensation

Base Wage Increases:

July 1, 2010 (FY11):	4.25%
July 1, 2011 (FY12):	0%
July 1, 2012 (FY13):	1.0%
January 1, 2013 (FY13):	1.0%
July 1, 2013 (FY14):	2.5%
July 1, 2014 (FY15):	4.5%

Retroactive payments for the period through June 30, 2013 will be based only on base wages from Article 16.1

For example, the retroactive calculation through June 30, 2013 shall not include the following:

- Overtime
- Hazardous Duty
- EMT
- Defibrillator
- Annual sick leave buyback
- Education
- Day Staff Stipend 5%
- Holiday Pay

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Union NARCAN Proposal

The following language will be added as a new part of Article 27.3:

Effective July 1, 2013, members who are trained to administer NARCAN shall receive an annual stipend in the amount of \$250. Effective July 1, 2014, the stipend shall be increased to \$500. It will be paid in the first pay period of August of each fiscal year pursuant to Article 17.6.

Union Personal Leave Proposal

The arbitration panel denied the Union's proposal.

Union Sick Leave Proposal

The arbitration panel denied the Union's proposal.

Union Rank Differential Proposal

The arbitration panel denied the Union's proposal.

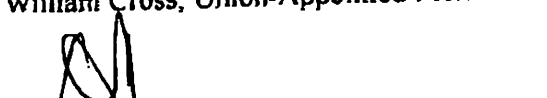
Union Certificates of Training Proposal

The arbitration panel denied the Union's proposal.

Respectfully submitted,


Bruce Fraser, Panel Chair and Neutral Member


William Cross, Union-Appointed Member


Dean Mazzaella, City-Appointed Member

DATED: 12/10/13

