

**TENTATIVE AGREEMENT**  
**by and between the**  
**TOWN OF WOODSTOCK**  
**and the**  
**COMMUNICATION WORKERS OF AMERICA LOCAL 1120**

**June 12, 2025**

**9.1 Wages**

**9.1.1 Wage Rates:** The wages in Appendix A reflect an increase of 3% of the “benchmark grade” effective January 1, 2025, another increase of 3% effective January 1, 2026, and another increase of 3% effective January 1, 2027.

**Contractual Re-opener:** The parties will re-open negotiations as soon as possible after January 1, 2026, for the sole purpose of negotiating additional wage increases for calendar years 2026 and 2027.

**9.1.3 Shift Differential:** An employee who is assigned to work the C-line will receive a differential that is one percent above the base wage rate for such employee.

An employee who is assigned to work the A-line will receive a differential that is one percent above the base wage rate for such employee.

**10.1 Holidays**

**10.1.1 Designated Holidays:** The following holidays shall be observed on the day designated by the Town Board at the organizational meeting in January of each year:

New Year's Day	Labor Day
Martin Luther King Jr's Birthday	Indigenous Peoples' Day
Presidents' Day	Veterans' Day
Memorial Day	Thanksgiving Day
<b>Juneteenth</b>	Day after Thanksgiving
Independence Day	Christmas Day

In addition, each employee will receive one “floating holiday”, which must be taken in whole-day increments. The employee must receive prior approval from the appropriate Department Head to take a floating holiday. The Department Head will have discretion in the approval of floating holidays. An employee may not accumulate floating holidays. Any floating holidays remaining at the close of business on the last day of the calendar year will be cancelled.

**10.1.5 Assigned to Work on a Holiday:** A full-time employee or part-time employee who **does** work on a designated holiday will be paid for all hours worked at one and one-half times the employee's regular rate of pay plus the employee's regular daily rate of pay. **In the event a full-time employee or part-time employee works on a designated holiday beyond the employee's regular workday, the employee will be paid for that time worked at two and one-half times the employee's regular rate of pay.**

**10.1.6 Assigned to C-line on Christmas Eve or New Year's Eve:** A full-time employee or part-time employee who is assigned to work the C-line on Christmas Eve or New Year's Ever will be paid at the rate of one and one-half times the employee's regular rate of pay.

### **10.3 Sick Leave**

**10.3.2 Allowance (hired after 10-1-2012):** An employee hired into a full-time position on or after October 1, 2012 who is regularly scheduled to work at least forty hours per week will be credited with **2.75 hours** of paid sick leave each pay period. A part-time employee is not eligible for paid sick leave but may be allowed time off without pay provided such employee has prior approval from the appropriate Department Head, or designee.

An **full-time** employee who is regularly scheduled **throughout the year** to work less than forty hours per week will be credited with paid sick leave prorated by the number of hours the employee works in a workweek, with forty hours equal to 100%.

### **14.3 Education Assistance**

**14.3.1 Education and Training:** Upon proper authorization of the Town Board, an employee will be reimbursed for training courses that are directly related to the employee's present job. An employee must first seek approval from the Department Head and Town Supervisor before the request is presented to the Town Board.

**14.3.2 Reimbursement for Training Expenses:** In the event an employee voluntarily terminates employment (for any reason) after receiving reimbursement for "training expenses", such employee must reimburse the Town based on the following schedule:

0 to 36 months	100% of the reimbursement
37 to 48 months	50% of the reimbursement
49 to 60 months	25% of the reimbursement

## 14.4 Work Accouterments

**14.4.2 Work Clothes:** Members of Water/Sewer and Maintenance shall receive a uniform replacement allowance of **eight hundred dollars** per year, from which **five hundred dollars** is allowed per year for uniforms and **three hundred dollars** per year for boots.

Members may opt for the boot allowance only, and receive uniforms from the Town.

If receiving the boot/socks allowance, a **three hundred dollars** credit will be given at local businesses in January of each year. New employees will be pro-rated on time worked in the previous year; for example, an employee hired in June of a given year will be credited in January of the following year for six months and in January of the next year after that will receive the full allowance.

If receiving full clothing allowance, a credit for two hundred and fifty dollars will be issued in the first payroll period in January and again in the first payroll period in July of each year.

If the Town raises the clothing allowance for any other department, the Town will also raise the clothing allowance for this bargaining unit to meet the new allowance.

The “Field Worker” will receive a boot allowance of three hundred dollars.

**DELETE:** Members may opt for uniforms through the Town at any six-month interval, or may opt to receive allowances at any six-month interval.

## 15.1 Duration of Agreement

**15.1.1 Duration:** This Collective Bargaining Agreement shall be effective from January 1, **2025** through December 31, **2027**, unless otherwise agreed to by the parties.

### References to “Part-Time”

Delete the work “regular” when it refers to a part-time employee in these sections: 4.2.2; 10.1.2; 10.1.5

The parties have caused this Tentative Agreement to be signed by their respective representatives which will be submitted to the Town Board and Union Membership for ratification..

**Town of Woodstock**

**Communication Workers of America**

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**Bill McKenna**  
**Town Supervisor**

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**Mike Lutfring**  
**CWA Local 1120 Business Agent**

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**Date**

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**Date**