

**MEMORANDUM OF UNDERSTANDING  
BETWEEN CITY OF WATERTOWN AND  
LOCAL 877 OF THE INTERNATIONAL  
ASSOCIATION OF FIREFIGHTERS, AFL-CIO-CLC**

The City of Watertown (hereinafter "City") and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC (hereinafter "Union") hereby agree to the following changes to the 2021-2023 Collective Bargaining Agreement between the parties as outlined in red below. These changes clarify the vacation calculation and award process.

The following changes will be effective the date this MOU is signed and will be retroactive to January 1, 2023. All days of vacation as defined below were/are available for use in 2023.

These changes shall be incorporated into the Collective Bargaining Agreement when it is renegotiated.

**7.01 – Vacations.**

- a) Firefighting employees shall be entitled to annual vacations based on length of continuous service as provided in this Article.
- b) On January 1 of every year, each firefighting employee with at least twelve (12) months of service shall be deemed to have earned vacation awarded on that day based on the length of continuous service as specified in Section 7.03 infra. Any firefighting employee who during the course of the year reaches a new threshold for vacation award based on continuous service shall receive one (1) additional day of vacation awarded and earned on their anniversary date for that year. Firefighting employees may schedule their additional day of earned vacation at the same time as all other vacation days are scheduled provided is the additional day is scheduled after their anniversary date for that year.
- c) Firefighting employees may not use unearned vacation time.
- d) Vacation schedules, including the number of employees that are able to be on vacation at the same time, shall be approved by the Chief or his representatives. Vacations shall be drawn according to seniority and employees outside the bargaining unit may, at the discretion of the Chief, be included in such draw.
- e) Vacations must be taken within the calendar year they are awarded ~~for~~ or they shall be considered lost. For purposes of this Section, a vacation period which starts within the calendar year but extends beyond such year shall be considered as taken within the calendar year.
- f) Continuous service shall not include any period of layoff or unpaid leave of absence, except military leave if required by law, where such layoff or leave exceeds thirty (30) consecutive calendar days.
- g) In the event a firefighting employee separates from their employment with the City for any reason, said employee shall not be required to repay or reimburse any used vacation time. Furthermore, the City shall pay any earned and unused vacation time out to the firefighting employee at their current rate of pay on the final pay check.
- h) New Hires – Beginning January 1, 2022
  - 1. New Hires shall receive no vacation hours from their start date until the end of the calendar year in which they were hired.

2. On January 1 of the year following the year in which the New Hire began working full-time at the Watertown Fire Department, the New Hire will earn .5 days of vacation per two week period from their date of hire to December 31, of the year they were hired.
3. While vacation time provided in subparagraph 2 will be deemed earned on January 1, of the year following the year in which the New Hire began full-time employment, a New Hire shall not be eligible to use or be paid out vacation days upon separation until completion of their probationary period.
4. On January 1 of the year following the end of a New Hire's probation period, the individual shall begin earning vacation consistent with Article 7.01(b) supra.

City of Watertown

Local 877 of the International Association  
of Firefighters, AFL-CIO, CLC

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Emily McFarland, Mayor

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Greg Wellach, President Local 877

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Date: \_\_\_\_\_