

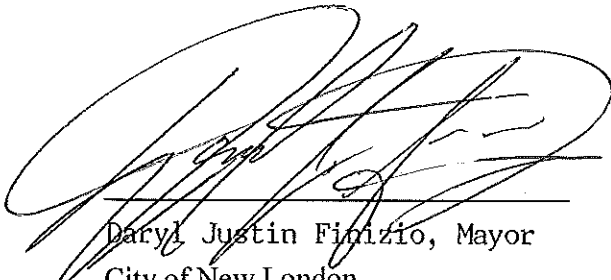
MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF NEW LONDON and
THE NEW LONDON POLICE UNION, AFSCME LOCAL 724
Three-month trial "bid shift" for Patrol Officers, MPO's, Sergeants and
Lieutenants.

The City of New London and the New London Police Union, AFSCME Local 724, agree to the following terms and conditions for the testing and analysis of a three month bid shift cycle for Patrol Officers, MPO's, Sergeants and Lieutenants assigned to the Uniformed Services Division:

1. The test bid shift cycle will start at 0700 hrs on Sunday February 24, 2013.
2. The beginning period shall consist of two 84-day bid cycles, each cycle broken down into three 28-day rotations with the test period concluding on August 11, 2013 at 06:59 hours. During this test period The City and The Union agree to meet once each 28-day rotation to discuss the progress and any issues created by the bid shift process that may conflict with the existing contract between The City and The Union. . These meeting are to be scheduled as needed and will be held during the regular duty hours for the union member in attendance (day and afternoon shifts only).
3. Patrol Officers, MPO's, Sergeants, and Lieutenants assigned to the Uniformed Service Division will be the only personnel participating in this trial bid process. Having less than three Lieutenants will not preclude them from bidding for any of the three primary shifts as Shift Commander.
4. Employees may bid for each of the three primary shifts or any additional shift added as defined in section 11.1 of the CBA dated December 2, 2011. Employees will be given 7 choices of which regular day off rotation they prefer to start with. Choices are to be numbered lowest to highest, lowest being the first choice. Shifts and days off will be bid by seniority based on date of hire.
5. Bid Shift forms will be distributed 28 days prior to the start of the next bid cycle. Forms will be returned 14 days prior to the start of the upcoming bid cycle. All forms will be filled out completely by the employee prior to return. Employees who fail to return the bid shift form within 14 calendar days of the upcoming bid forfeit their right to bid during the bid cycle and will be deployed at the discretion of the Chief or designee. The finalized bid shift boards will be posted 5 days prior to the start of the bid cycle.
6. Bid shift forms will be hand delivered by the Shift Commander and returned to the Shift Commander's office when completed. All bid shift forms will be accounted for in an official log book, noting the delivery and return date/times, signed by the employee and receiving supervisor. The supervisor receiving the completed form shall immediately email a scanned copy of the document to the Patrol Commander as

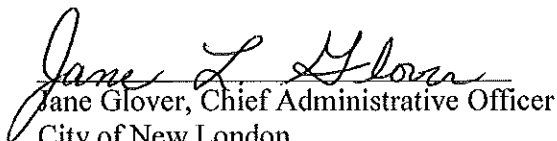
well as the employee. In doing so, a record of the date and time the form was returned is created.

7. As this test bid process is outside the language of the CBA, the parties further agree while this agreement is active that disputes arising from the test bid process are not subject to the grievance provisions outlined in Article IX of the CBA. All disputes will be brought to the Chief or designee. All other contractual obligations between The City and The Union remain in effect.
8. Following the completion of the two 84-day bid cycles, both parties agree to continue with additional trial periods until mutual agreement on finalization is reached.




Daryl Justin Finizio, Mayor
City of New London
For the City

Date: 01/18/2013



Jane L. Glover, Chief Administrative Officer
City of New London
For the City

Date: 1/18/13



Todd Lynch, President
AFSCME Local 724
For the Union

Date: 1-18-13