



TOWN COUNCIL MEETING

Monday, February 27, 2023 at 6:00 PM

Town Hall - 41 South Main Street Randolph, MA 02368
The public is invited to attend remotely.

AGENDA

This is a remote meeting. The public is invited to attend this meeting remotely by telephone or computer access. This meeting is being posted pursuant to the state statute authorizing temporary remote participation as described here:

<https://www.randolph-ma.gov/DocumentCenter/View/1493/remotemeetings22>

Join Zoom Meeting: <https://us02web.zoom.us/j/86495385600>

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Please note that this Town Council Meeting will be video and audio recorded and will be broadcast, including over local cable and the internet. Any person, upon entering a council meeting or hearing for any purpose, including the purpose of participating, viewing, listening or testifying, grants permission to the Town Council to record and televise or otherwise publish their presence and testimony.

A. Call to Order - Roll Call - Pledge of Allegiance

B. Moment of Silent Prayer

C. Announcements from the President

D. Public Hearings

1. 6:15 PM: Council Order: 2023-005: Approval of Cable License Agreement with Verizon New England, Inc.

E. Public Comments/Discussions

F. Motions, Orders, and Resolutions

G. Town Manager's Report

H. Old/Unfinished Business

I. New Business

1. Council Order 2023-008: Transfer of Water/Sewer Retained Earnings for Joint Board Operations

- [2.](#) Council Order 2023-009: Transfer from Reserve Fund for Town Hall/Police Station Water Heater
- [3.](#) Council Order 2023-010: Transfer of Water/Sewer Retained Earnings for Unidirectional Flushing Plan
- [4.](#) Council Order 2023-011: Authorization and Approval for Memorandum of Agreement ("MOA") for New Successor Collective Bargaining Agreement Between the Town of Randolph, MA and The SEIU Local 888 Randolph Town Hall and Library Workers ("Union")

J. Correspondence

K. Committee Reports

L. Open Council Comments

M. Adjournment

Notification of Upcoming Meeting Dates

March 13 and 27

April 3 and 24

May 8 and 22

June 5 and 26

July 10 and 24

August 7 and 21

September 11

October 16 and 30

November 6 and 20

December 11

Council Order: 2023-005

**Introduced by: Town Manager Brian Howard
February 6, 2023**

Approval of Cable License Agreement With Verizon New England, Inc.

To see if the Randolph Town Council will vote to approve the Cable Television Renewal License Granted to Verizon New England, Inc. by the Town of Randolph, dated February 6, 2023, in essentially the form attached hereto, and hereby authorize the Town Manager to execute said license agreement on behalf of the Town and to take any other actions necessary to implement its terms or related thereto.

Public Notices

Originally published at patriotledger.com on 01/20/2023

LEGAL NOTICE

NOTICE OF CABLE TELEVISION RENEWAL PUBLIC HEARING

Town of Randolph, MA

Please take notice that the Town Council of the Town of Randolph, Massachusetts, on behalf of the Town of Randolph, as Issuing Authority for a cable television license under M.G.L. c. 166A, will hold a remote public hearing on Monday, February 6, 2023 at 6:15 PM, accessible to the public remotely, only by zoom or by telephone, from the Randolph Town Hall, 41 South Main Street, Randolph, MA. The purpose of the public hearing is to determine whether to issue a cable television renewal to Verizon New England, Inc. All applications, reports, statements and license drafts to be considered at the public hearing that constitute public records under state law are available for public inspection during regular business hours and for reproduction at a reasonable fee. Members of the public are invited to attend the hearing, remotely, by zoom or by telephone, and be heard on the proposed renewal agreement.

Additional information on this Public Hearing is available through the Randolph Town Clerk's Office. The zoom link and phone number to connect to the meeting/public hearing may be found on the Town of Randolph website on the website meeting calendar.

AD#8342239

PL 01/20, 01/27/2023

**CABLE TELEVISION
RENEWAL LICENSE**

**GRANTED TO
VERIZON NEW ENGLAND INC.**

FEBRUARY 27, 2023

**TOWN OF RANDOLPH,
MASSACHUSETTS**

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EXHIBITS

EXHIBIT A – MUNICIPAL BUILDINGS TO BE PROVIDED CABLE SERVICE
SUBJECT TO SECTION 3.3

EXHIBIT B – GROSS REVENUE REPORTING FORM

EXHIBIT C – FORM OF PERFORMANCE BOND

THIS CABLE RENEWAL LICENSE AGREEMENT (this “License” or “Agreement”) is entered into by and between The Town of Randolph, Massachusetts (“Issuing Authority” or “Town”), as Issuing Authority for the grant of the cable television license pursuant to the Massachusetts Cable Law (M.G.L. c. 166A), and Verizon New England Inc., a corporation duly organized under the applicable laws of the State of New York (the “Licensee”).

WHEREAS, the Issuing Authority is a “franchising authority” in accordance with Title VI (as hereinafter defined) (see 47 U.S.C. § 522(10)) and is authorized to grant one or more nonexclusive cable licenses pursuant to the Massachusetts Cable Law;

WHEREAS, the Issuing Authority granted to Licensee effective as of April 25, 2011, a nonexclusive Final License to install, maintain, extend, and operate a Cable System in the Town for a term of ten (10) years (the “Final License”);

WHEREAS, the Licensee has operated a Cable System in accordance with the Final License as of the effective date on its existing Telecommunications Facilities consisting of a Fiber to the Premises Telecommunications Network (“FTTP Network”) in the Town which also transmits Non-Cable Services pursuant to authority granted by M.G.L. c. 166 and Title II, which Non-Cable Services are not subject to the Massachusetts Cable Law or Title VI;

WHEREAS, pursuant to and in accordance with applicable federal and State law, the Issuing Authority undertook a process to determine whether it wished to renew the Final License and the terms for such a renewal;

WHEREAS, the Issuing Authority has examined the past performance of Licensee and has determined that Licensee is and has been in material compliance with the Final License and applicable law;

WHEREAS, pursuant to and in accordance with applicable federal and State law, the Licensee submitted to the Issuing Authority a proposal to renew the Final License to operate a Cable System in the Town; and

WHEREAS, following good faith negotiations between the parties, the Issuing Authority and Licensee have agreed on the terms for a renewal License under which Licensee will continue to operate its Cable System in the Town.

NOW, THEREFORE, in consideration of the Issuing Authority’s grant of a renewal License to Licensee, Licensee’s promise to continue providing Cable Service to residents of the Town pursuant to the terms and conditions set forth herein, and for other good and valuable consideration, the receipt and the adequacy of which are hereby acknowledged,

THE SIGNATORIES DO HEREBY AGREE AS FOLLOWS:

1. DEFINITIONS

Except as otherwise provided herein, the definitions and word usages set forth in the Communications Act are incorporated herein and shall apply in this License. In addition, the following definitions shall apply:

1.1. *Access Channel*: A video Channel, which Licensee shall make available to the Town and/or its PEG Access Designee without charge for non-commercial public, educational, or governmental use for the transmission of non-commercial Video Programming as directed by the Town or its PEG Access Designee and in accordance with the terms of this License.

1.2. *Affiliate*: Any Person who, directly or indirectly, owns or controls, is owned or controlled by, or is under common ownership or control with, the Licensee.

1.3. *Basic Service*: Any service tier which includes the retransmission of local television broadcast signals as well as the PEG Access Channels required by this License.

1.4. *Cable Division*: The Cable Television Division of the Massachusetts Department of Telecommunications and Cable or its successor.

1.5. *Cable Service* or *Cable Services*: Shall be defined herein as it is defined under Section 602(6) of the Communications Act, 47 U.S.C. § 522(6).

1.6. *Cable System* or *System*: Shall be defined herein as it is defined under Section 602(7) of the Communications Act, 47 U.S.C. § 522(7).

1.7. *Channel*: Shall be defined herein as it is defined under Section 602 of the Communications Act, 47 U.S.C. § 522(4).

1.8. *CMR*: The Code of Massachusetts Regulations.

1.9. *Communications Act*: The Communications Act of 1934, as amended (47 U.S.C. § 101 et seq.), which includes the Cable Communications Policy Act of 1984, as amended (including as amended by the Cable Television Consumer Protection and Competition Act of 1992 and the Telecommunications Act of 1996).

1.10. *Control*: The ability to exercise *de facto* or *de jure* control over day-to-day policies and operations or the management of corporate affairs.

1.11. *Educational Access Channel*: An Access Channel made available by the Licensee for use of the Issuing Authority, its local educational institutions and/or its PEG Access Designee to present non-commercial programming.

1.12. *FCC*: The United States Federal Communications Commission, or successor governmental entity thereto.

1.13. *Force Majeure*: An event or events reasonably beyond the ability of Licensee or the Issuing Authority to anticipate and control. With respect to the Licensee, Force Majeure includes, but is not limited to, severe or unusual weather conditions, strikes, labor disturbances, lockouts, war or act of war (whether an actual declaration of war is made or not), insurrection, riots, act of public enemy, epidemics, actions or inactions of any government instrumentality or public utility including condemnation, accidents for which the Licensee is not primarily responsible, fire, flood, or other acts of God, or work delays caused by waiting for utility

providers to service or monitor utility poles to which Licensee's FTTP Network is attached, and unavailability of materials and/or qualified labor to perform the work necessary.

1.14. *Franchise Fee*: Shall have the meaning as set forth in Section 622 (g) of the Communications Act (47 U.S.C. §542(g)).

1.15. *FTTP Network*: Shall have the meaning set forth in the recitals of this License.

1.16. *Government Access Channel*: An Access Channel made available by the Licensee for use of the Issuing Authority and/or its PEG Access Designee to present non-commercial governmental programming.

1.17. *Gross Revenue*: All revenue, as determined in accordance with generally accepted accounting principles, which is derived by Licensee from the operation of the Cable System to provide Cable Service in the Town, including, without limitation, the following items: fees, charges and payments collected from Subscribers for Cable Services (including, but not limited to, basic and premium Cable Services and pay-per-view Cable Services); installation, reconnection, change-in-service (upgrades, downgrades, etc.) and similar charges; revenues received from rentals or sales to Subscribers of converters, remote controls and other Subscriber equipment used to provide Cable Service over the Cable System; fees from third parties for leased access programming; revenues that the Licensee receives from home shopping channels for the use of the Cable System to sell merchandise as prorated to include such revenue attributable to the Cable System in the Town based on the number of Subscribers; and advertising revenues as prorated to include such revenue attributable to the Cable System in the Town based on the number of Subscribers. For the avoidance of doubt, Gross Revenue shall include the amount of Licensee's gross advertising revenue (i.e., without netting advertising commissions paid to third parties), calculated in accordance with generally accepted accounting principles. Gross Revenue shall include revenue of an Affiliate only to the extent that such Affiliate revenue relates to the provision of Cable Services over the Cable System in the Town, and not the revenues of any such Affiliate that are not related thereto. In no event shall revenue of an Affiliate be Gross Revenue to the Licensee if such revenue is otherwise subject to Franchise Fees and paid to the Issuing Authority.

Provided, however, that Gross Revenue shall not include:

1.17.1. All fees imposed on the Licensee by this License and applicable law that are passed through and paid by Subscribers (including the License Fee, PEG Grant and PEG Access Support);

1.17.2. Revenues received by any Affiliate or other Person in exchange for supplying goods or services used by Licensee to provide Cable Service over the Cable System, except to the extent that such revenues are derived from the operation of the Cable System to provide Cable Service in the Town;

1.17.3. Bad debts written off by Licensee in the normal course of its business, provided, however, that bad debt recoveries shall be included in Gross Revenue during the period collected;

1.17.4. Refunds, rebates or discounts made to Subscribers;

1.17.5. Any revenues classified as Non-Cable Services revenue under federal or State law including, without limitation, revenue received from Telecommunications Services; or revenue received from Information Services, including, without limitation, Internet Access Service, electronic mail service, electronic bulletin board service, or similar online computer services;

1.17.6. Any revenue of Licensee or any other Person which is received directly from the sale of merchandise through any Cable Service distributed over the Cable System, notwithstanding that portion of such revenue which represents or can be attributed to a Subscriber fee or a payment for the use of the Cable System for the sale of such merchandise, which portion shall be included in Gross Revenue;

1.17.7. Revenues from the sale of Cable Services on the Cable System to a reseller, when the reseller is required by law to pay (and does pay) Franchise Fees and other cable license fees to the Town on the resale of the Cable Services. Nothing under this Section is intended to limit the rights of the Town pursuant to Section 622(h) of the Communications Act (47 U.S.C. § 542(h));

1.17.8. The sale of Cable Services to customers which are exempt from being charged for Cable Service pursuant to the Massachusetts Cable Law, including, without limitation, the provision of Cable Services to public institutions pursuant to the Massachusetts Cable Law or as required or permitted herein;

1.17.9. Any tax of general applicability imposed by the Town or by a municipal, state, federal or any other governmental entity and required to be collected from Subscribers by Licensee and remitted to the taxing entity (including, but not limited to, sales/use taxes);

1.17.10. Any revenue foregone as a result of the Licensee's provision of free or reduced cost Cable Services as required by this License to any Person, including without limitation, employees of Licensee and public institutions or other institutions as required or permitted herein and to other customers which are exempt, as required or allowed by the Town; provided, however, that such foregone revenue which Licensee chooses not to receive in exchange for trades, barter, services or other items of value shall be included in Gross Revenue;

1.17.11. Revenues from the sales of capital assets or sales of surplus equipment;

1.17.12. Program launch fees; and

1.17.13. Directory or Internet advertising revenue including, but not limited to, yellow page, white page, banner advertisement and electronic publishing.

1.18. *High-Definition (HD) PEG Access Channel*: A PEG Access Channel in the high definition display format for digital television transmissions with video transmitted in a 16:9 aspect ratio with a resolution of 720p or 1080i.

1.19. *Information Services*: Shall be defined herein as it is defined under Section 3 of the Communications Act, 47 U.S.C. § 153(24).

1.20. *Internet Access Service*: Dial-up or broadband access service that enables Subscribers to access the Internet.

1.21. *Issuing Authority*: The Town of Randolph, Massachusetts.

1.22. *License Fee*: The payments to be made by the Licensee to the Town, which shall have the meaning as set forth in Section 9 of the Massachusetts Cable Law.

1.23. *Licensee*: Verizon New England Inc., and its lawful and permitted successors, assigns and transferees.

1.24. *Massachusetts Cable Law*: Chapter 166A of the General Laws of the Commonwealth of Massachusetts.

1.25. *Non-Cable Services*: Any service that does not constitute the provision of Cable Services, including, but not limited to, Information Services and Telecommunications Services.

1.26. *PEG*: Public, educational, and governmental.

1.27. *PEG Access Channel*: An Access Channel made available to the Town and/or the PEG Access Designee for PEG Access Programming pursuant to the terms of this License and managed by the Issuing Authority and/or its PEG Access Designee.

1.28. *PEG Access Designee*: Any entity designated by the Issuing Authority for the purpose of owning and/or operating the equipment and facilities used in the production and/or broadcast of PEG Access Channel programming for the Issuing Authority, including but not limited to any Access Corporation. The current PEG Access Designee is currently operating under the name of “Randolph Community Cable Television, Incorporated.”

1.29. *PEG Access Programming*: Non-commercial Video Programming transmitted on the PEG Access Channel(s) pursuant to the terms of this License and applicable laws.

1.30. *Person*: An individual, partnership, association, joint stock company, trust, corporation, or governmental entity.

1.31. *Prime Rate*: The prime rate of interest as published in the Wall Street Journal.

1.32. *Public Access Channel*: An Access Channel made available by Licensee for non-commercial use by the residents in the Town, the Issuing Authority and/or its PEG Access Designee.

1.33. *Public Record*: A document as defined by Chapter 4, § 7(26) of the General Laws of Commonwealth of Massachusetts.

1.34. *Public Rights-of-Way*: The surface and the area across, in, over, along, upon and below the surface of the public streets, roads, bridges, sidewalks, lanes, courts, ways, alleys, and boulevards, including, public utility easements and public lands and waterways used as Public Rights-of-Way, as the same now or may thereafter exist, which are under the jurisdiction or control of the Town.

1.35. *Service Area*: The entire existing territorial limits of the Town.

1.36. *Standard Definition (SD) PEG Access Channel*: A PEG Access Channel in the standard definition display format for digital television transmissions with video transmitted in a 4:3 aspect ratio with a resolution of 480i.

1.37. *State*: The Commonwealth of Massachusetts.

1.38. *Subscriber*: A Person who lawfully receives Cable Service in the Town.

1.39. *Telecommunications Facilities*: Licensee's existing Telecommunications Services and Information Services facilities, including the FTTP Network.

1.40. *Telecommunications Services*: Shall be defined herein as it is defined under Section 3 of the Communications Act, 47 U.S.C. § 153(53).

1.41. *Title II*: Title II of the Communications Act.

1.42. *Title VI*: Title VI of the Communications Act.

1.43. *Town*: The Town of Randolph, Massachusetts.

1.44. *Transfer*: Any transaction in which:

1.44.1. an ownership or other interest in Licensee is transferred or assigned, directly or indirectly, from one Person or group of Persons to another Person or group of Persons, so that Control of Licensee is transferred; or

1.44.2. the rights held by Licensee under the License are transferred or assigned to another Person or group of Persons.

1.45. *Video Programming*: Shall be defined herein as it is defined under Section 602(20) of the Communications Act, 47 U.S.C. § 522(20).

2. GRANT OF AUTHORITY; LIMITS AND RESERVATIONS

2.1. *Grant of Authority:* Subject to the terms and conditions of this License and the Massachusetts Cable Law, the Issuing Authority hereby grants the Licensee the right to own, operate and maintain a Cable System in, over and along the Public Rights-of-Way within the Town and subsequent additions thereto, in order to provide Cable Service. No privilege or power of eminent domain is bestowed by this grant; nor is such a privilege or power bestowed by this License.

2.2. *Issuing Authority Does Not Regulate Telecommunications:* The parties recognize that the Licensee's FTTP Network is constructed, operated and maintained as an upgrade to and/or extension of its existing Telecommunications Facilities for the provision of Non-Cable Services. The jurisdiction of the Town over such Telecommunications Facilities is restricted by federal and State law, and the Town does not assert jurisdiction over the Licensee's FTTP Network in contravention of those limitations. Therefore, the Issuing Authority's regulatory authority under Title VI is not applicable to the construction, installation, maintenance or operation of the FTTP Network to the extent the FTTP Network is constructed, installed, maintained and operated for the purpose of upgrading and/or extending Verizon's existing Telecommunications Facilities for the provision of Non-Cable Services.

2.3. *Term:* The term of this License shall be for a period of five (5) years, commencing on February 27, 2023 (the "Effective Date"), and shall expire at midnight on February 26, 2028, unless sooner revoked or terminated as provided herein.

2.4. *Termination Generally:* Notwithstanding any provision herein to the contrary, following the thirtieth (30) month after the Effective Date, Licensee may terminate this License upon one hundred and eighty (180) days' written notice to the Issuing Authority.

2.5. *Modification/Termination Based on VSP Requirements:*

2.5.1. If the Issuing Authority enters into any cable franchise agreement, cable license, or grant of authorization to a VSP to provide Video Programming services to residential subscribers in the Town with terms or conditions materially less burdensome, taken as a whole, than those imposed by this License, Licensee and the Issuing Authority shall, within sixty (60) days of the Issuing Authority's receipt of Licensee's written notice, commence negotiations to modify this License to create reasonable competitive equity between Licensee and such other VSPs. Any modification of the License pursuant to the terms of this section shall not trigger the requirements of 207 CMR 3.07. The PEG Grant and PEG Access Support, as provided in Sections 5.3 and 5.4, will not be subject to modification under this Section 2.5.1 or 2.5.2.

2.5.2 In the event the parties do not reach mutually acceptable agreement on a modification requested by Licensee, Licensee shall, at any time and in its sole discretion, have the option of exercising any of the following actions:

a. commencing license renewal proceedings in accordance with 47 U.S.C. § 546 with the License term being accelerated, thus being deemed to expire thirty-six (36) months from the date of Licensee's written notice to seek relief hereunder;

b. terminating the License in no less than three (3) years from written notice to the Issuing Authority;

c. if agreed by both parties, submitting the matter to commercial arbitration by a mutually-selected arbitrator in accordance with the rules of the American Arbitration Association; or

d. if agreed to by both parties, submitting the matter to mediation by a mutually-acceptable mediator.

2.5.3. PEG Grant and PEG Access Support payments under this License shall be modified in accordance with the terms and conditions set forth in Sections 5.3 and 5.4 hereunder. PEG Grant and PEG Access Support payments are not subject to modification under this Section 2.5.

2.6. *Grant Not Exclusive:* This License and the rights granted herein to use and occupy the Public Rights-of-Way to provide Cable Services shall not be exclusive, and the Issuing Authority reserves the right to grant other licenses for similar uses or for other uses of the Public Rights-of-Way, or any portions thereof, to any Person, or to make any such use themselves, at any time during the term of this License. Any such rights shall not be in conflict with the authority as granted by this License. Disputes between the Licensee and other parties regarding use of Public Rights-of-Way shall be resolved in accordance with applicable law.

2.7. *License Subject to Federal and State Law/Preemption:* This License is subject to and shall be governed by all applicable provisions of federal and State law and regulations as they may be amended, including but not limited to the Communications Act and the Massachusetts Cable Law. In the event that federal or State law, rules, or regulations preempt a provision or limit the enforceability of a provision of this License, the provision shall be read to be preempted to the extent, and for the time, but only to the extent and for the time, required by law. In the event such federal or State law, rule or regulation is subsequently repealed, rescinded, amended or otherwise changed so that the provision hereof that had been preempted is no longer preempted, such provision shall return to full force and effect, and shall thereafter be binding on the parties hereto, without the requirement of further action on the part of the parties hereto.

2.8. *No Waiver:*

2.8.1. The failure of the Issuing Authority on one or more occasions to exercise a right or to require compliance or performance under this License, the Massachusetts Cable Law or any other applicable law, bylaw or lawful regulation shall not be deemed to constitute a waiver of such right or a waiver of compliance or performance by the Issuing Authority, nor to excuse Licensee from complying or performing, unless such right or such compliance or performance has been specifically waived in writing by the Issuing Authority.

2.8.2. The failure of the Licensee on one or more occasions to exercise a right under this License or applicable law, or to require performance under this License, shall not be deemed to constitute a waiver of such right or of performance of this License, nor shall it excuse the Issuing Authority from performance, unless such right or performance has been specifically waived in writing by the Licensee.

2.9. *Construction of License:*

2.9.1. The provisions of this License shall be liberally construed to effectuate their objectives.

2.9.2. Nothing herein shall be construed to limit the scope or applicability of Section 625 of the Communications Act, 47 U.S.C. § 545.

2.9.3. Should any change to local ordinances, rules or regulations cause the Licensee's provision of Cable Services in the Town to be commercially impracticable, then the parties shall modify this License to the mutual satisfaction of both parties to ameliorate such commercial impracticability. If the parties cannot reach agreement on the above-referenced modification to this License, then, at the Licensee's option the parties shall submit the matter to binding arbitration.

2.10. *Police Powers:* Nothing in this License shall be construed to prohibit the reasonable, necessary and lawful exercise of the Town's police powers. However, if the reasonable, necessary and lawful exercise of the Town's police powers causes the Licensee's provision of Cable Services in the Town to be commercially impracticable, then the parties shall modify this License to the mutual satisfaction of both parties to ameliorate such commercial impracticability. If the parties cannot reach agreement on the above-referenced modification to this License, then, at the Licensee's option, the parties shall submit the matter to binding arbitration.

2.11. *Compliance with Federal and State Privacy Laws:* Licensee shall comply with the privacy provisions of Section 631 of the Communications Act and all other applicable federal and State privacy laws and regulations. The parties agree that, during the term hereof, Licensee shall not be subject to any local laws or ordinances which conflict with such applicable federal and/or State privacy laws, or which would impose additional or distinct requirements upon Licensee with respect to Subscriber privacy other than those which are expressly set forth in applicable federal and/or State privacy laws.

3. PROVISION OF CABLE SERVICE

3.1. *Service Area:*

3.1.1. *Service Area:* Subject to the issuance of all necessary permits by the Town, which shall be issued or withheld in the Town's sole discretion, Licensee shall continue to offer Cable Service to all residential households in the Service Area, except: (A) for periods of Force Majeure; (B) for periods of delay caused by the Town; (C) for periods of delay resulting from Licensee's inability to obtain authority to access rights-of-way in the Town; (D) in areas where developments or buildings are subject to claimed exclusive arrangements with other providers; (E) in areas, developments, ~~or~~ buildings or other residential dwelling units that Licensee cannot obtain permission to access under reasonable terms and conditions after good faith negotiation, as reasonably determined by Licensee; (F) in areas, developments, buildings or other residential dwelling units where, after diligent efforts to provide service, Licensee is unable to provide Cable Service for technical reasons or which require non-standard facilities which are not available on a commercially reasonable basis, including, but not limited to, circumstances where Licensee cannot access the area, development, buildings or other residential dwelling units by

using Licensee’s existing network pathways and which would thus require the construction of new trunk, feeder, or distribution lines; (G) in areas, developments, buildings or other residential dwelling units that are not habitable or have not been constructed as of the Effective Date; and (H) in areas where the occupied residential household density does not meet the density requirement set forth in Section 3.1.2.

3.1.2. *Density Requirement:* Licensee shall make Cable Services available to residential dwelling units in all areas of the Service Area where the average density is equal to or greater than thirty (30) occupied residential dwelling units per aerial mile and sixty (60) occupied residential dwelling units per underground mile, as measured in strand footage from the nearest technically feasible point on the active FTTP Network trunk or feeder line.

3.2. *Availability of Cable Service and Standard Installation:* Licensee shall make Cable Service available to all residential dwelling units within the Town in conformance with Section 3.1 and Licensee shall not discriminate between or among any individuals in the availability of Cable Service. In the areas in which Licensee provides Cable Service, the Licensee shall be required to connect, at Licensee’s expense other than a standard installation charge, all residential dwelling units that are within one hundred fifty (150) aerial feet of trunk or feeder lines not otherwise already served by Licensee’s FTTP Network. Where a residential connection exceeds such lengths, the Licensee shall be allowed to recover from such Subscriber the actual cost of connection attributable to the distance in excess of the lengths above. The Licensee may make Cable Service available to businesses. The Licensee may recover the actual cost incurred to connect any business to the Cable System for the provision of Cable Service.

3.3. *Cable Service to Public Buildings:* Subject to Section 3.1, if requested in writing by the Issuing Authority, the Licensee shall within ninety (90) days of receipt of such request provide one Cable Drop, outlet and monthly Basic Service along its activated Cable System route to public buildings in the Town. The foregoing shall be subject, as applicable, to the FCC’s 2019 Third Report and Order in the Matter of Implementation of Section 621 of the Cable Act (the “621 Order”), as such 621 Order may be in effect and/or amended during the term of this License. The current list of public buildings is set forth in Exhibit A. The parties hereto agree that the exercise of any conditional obligations set forth in this Section 3.3 shall not constitute a modification or amendment of the License within the meaning of 207 CMR 3.07.

4. **SYSTEM FACILITIES**

4.1. *System Characteristics:* Licensee’s Cable System shall meet or exceed the following requirements and/or have at least the following characteristics:

4.1.1. The Cable System shall be operated with an initial digital passband of 50-860 MHz.

4.1.2. The Cable System shall be operated to be an active two-way plant for subscriber interaction, if any, required for the selection or use of Cable Service.

4.1.3. The Cable System shall comply with applicable FCC technical standards, as such standards may be amended from time to time.

4.2. *Emergency Alert System:* Licensee shall comply with the Emergency Alert System (“EAS”) requirements of the FCC and applicable State and local EAS plans in order that emergency messages may be distributed over the Cable System.

5. PEG ACCESS SERVICES AND SUPPORT

5.1. *PEG Access Channels:*

5.1.1. The Licensee shall continue to make available to the Issuing Authority and/or the PEG Access Designee, as designated in writing by the Issuing Authority, three (3) SD PEG Access Channels on its Basic Service Tier. In accordance with Section 5.1.2 below, the Issuing Authority may also request one (1) HD PEG Access Channel for a total of four (4) PEG Access Channels.

5.1.2. In addition to the three (3) SD PEG Access Channels referenced above, the Licensee shall make one (1) HD PEG Access Channel available to the Issuing Authority and/or the PEG Access Designee, as designed in writing by the Issuing Authority, as follows: Starting on the Effective Date of this License, the Issuing Authority may make a written request for such an HD PEG Access Channel to the Licensee. Upon receipt of the Issuing Authority’s written request, the Licensee shall make such an HD PEG Access Channel available to the Issuing Authority or the PEG Access Designee within two hundred and seventy (270) days of the Licensee’s receipt of such written notice from the Issuing Authority. The Issuing Authority shall include in its written notice a statement of whether the programming on such HD PEG Access Channel shall either be a simulcast of existing SD PEG Access Channel programming or distinct programming. The Issuing Authority or the PEG Access Designee may subsequently change the programming on the HD PEG Access Channel from an SD PEG Access Channel simulcast in HD to distinct programming, or from distinct programming to an HD simulcast of an existing SD PEG Access Channel, upon one hundred (180) days prior written notice from the Issuing Authority to the Licensee which change shall not occur more than once during the License term. To the extent permitted by law, the Licensee shall be allowed to recover from Subscribers applicable costs incurred to transmit HD PEG Access Channel programming of any type.

5.1.3. All programming content for the HD PEG Access Channel shall be transmitted to Licensee in HD-SDI format. The Issuing Authority expressly acknowledges that an HD PEG Access Channel may not be available at all times during the term of this License on Licensee’s Basic Service Tier and that in order to view the HD PEG Access Channel, a Subscriber may be required to upgrade equipment at an additional charge.

5.1.4. The Issuing Authority hereby authorizes the Licensee to transmit PEG Access Programming within the Town’s jurisdictional boundaries and outside the Town’s jurisdictional boundaries to other areas that are served out of the same central offices as those that serve the Town. Licensee specifically reserves the right to make or change PEG Access Channel assignments in its sole discretion provided, however, that the Licensee shall provide notice to the Issuing Authority (and at the same time to the PEG Access Designee) as may be required by federal or State law or regulations. If a PEG Access Channel provided under this Article is not being utilized by the Town, Licensee may utilize such PEG Access Channel, after 120 days’ prior written notice to the Issuing Authority, until such time as the Town elects to utilize the PEG Access

Channel for its intended purpose. In the event that the Town determines to use such PEG capacity, the Town shall provide Licensee with 120 days' prior written notice of such request.

5.2. *PEG Interconnection and Cablecasting:*

5.2.1. The Licensee shall continue to connect to equipment owned by the Town and/or the PEG Access Designee at Randolph High School, 70 Memorial Parkway, Randolph MA 02368 (the "Studio") or an alternative studio if designated as such by the Town. The auxiliary links from Stetson Hall (6 S. Main Street) and Town Hall (41 S. Main Street) to the Studio shall continue to be maintained by Licensee at its cost, including all existing equipment; provided, however, that the auxiliary link(s) shall be migrated from physical connections to an Internet Protocol ("IP") solution as set out herein upon failure or upon the expiration of the life of the equipment supporting them. Within sixty (60) days of receipt of written notice from the Town of an equipment failure or request to upgrade functionality of an auxiliary link, the Licensee shall provide, at its sole cost, to the Town and/or its PEG Access Designee for use on an IP network furnished and operated by the Town and/or its PEG Access Designee, one (1) IP decoder and up to a maximum of four (4) IP encoders, and shall provide HD capability for all auxiliary links. The Licensee shall work with the Town and/or the PEG Access Designee to ensure that said IP decoder and encoder(s) and any HD capabilities function as part of the Town's and/or PEG Access Designee's IP network to deliver PEG Access Programming from the remote locations to the Studio in order to cablecast said programming. The Town and or the PEG Access Designee shall own the decoder and encoder(s); provided, however, that the Licensee will warranty each for a one (1) year period beginning on the date of delivery by Licensee to the Town and/or PEG Access Designee. The Issuing Authority or, if designated by the Issuing Authority in writing to Licensee, the PEG Access Designee, shall, apart from as set out above in this Section 5.2, be required to pay Licensee for all costs associated with: (i) any equipment upgrade where the need for the upgrade is initiated by the Issuing Authority or PEG Access Designee; (ii) relocating any connection where the need for relocation is initiated by the Issuing Authority or its PEG Access Designee; (iii) re-installing and/or replacing any connection at an existing location where the need for such re-installation and/or replacement is initiated by the Issuing Authority or its PEG Access Designee; or (iv) installing any new connection if initiated by the Issuing Authority or its PEG Access Designee; provided, however, that Issuing Authority and/or PEG Access Designee responsibility for the foregoing costs is subject to the Issuing Authority's express written consent, and subject further to Licensee's prior disclosure of such costs and prior consent to same by the Issuing Authority or its PEG Access Designee.

5.2.2. The demarcation point between the Licensee's signal processing equipment (which the Licensee shall own, install and maintain) and the Town's PEG equipment shall be at the output of the Town's signal processing equipment at the Studio. The Town and/or the PEG Access Designee shall be solely responsible for operating its switching equipment and the picture and audio quality of all PEG Access Programming up to the demarcation point and for ensuring all PEG Access Programming is inserted on the appropriate upstream PEG Access Channel. All PEG Access Programming shall be transmitted to the Licensee in baseband, SD-SDI or HD-SDI format with either mono or stereo audio signals, and with signals received by Licensee in stereo cablecast by Licensee in stereo. Notwithstanding the foregoing, the Licensee shall not be obligated to provide the Town or its PEG Access Designee with either cablecast equipment and facilities or the personnel responsible for maintaining and operating equipment and facilities on

the Town's side of the demarcation point and used to generate or administer any PEG Access signals, except as necessary to implement the Licensee's responsibilities specified herein. The Issuing Authority and the Licensee shall work together in good faith to resolve any connection issues.

5.3. *PEG Grant:* Licensee shall pay to the Town a PEG Grant in the total amount of One Hundred Seventy-Five Thousand Dollars (\$175,000.00) to be used for PEG Access capital funding purposes (the "PEG Grant") in three (3) installments, as follows: Within forty-five (45) days of the Effective Date, Licensee shall pay to the Town the sum of Fifty-Eight Thousand Three Hundred Thirty-Four Dollars (\$58,334.00). Two additional payments in the dollar amount of Fifty-Eight Thousand Three Hundred Thirty-Three Dollars (\$58,333.00) each shall be paid by the Licensee to the Town on the first and second anniversaries of the Effective Date, respectively. If the Issuing Authority enters into any new or renewed cable license agreement with any other cable licensee which contains obligations associated with a PEG Grant or other comparable program that are lesser than the obligations set forth above, the Licensee's obligations under this Section shall be reduced, on an annual basis and upon the effective date of said agreement, to an amount equal to the lowest total payment required to be made by any cable licensee VSP to the Town. The relief available in the event of the foregoing is equitable relief going forward, and the Licensee shall not recover amounts already paid to the Town. Notwithstanding the foregoing, if at any time during the term of this License, any other cable licensee ceases to provide cash grants to the Town in support of the production of local PEG programming in accordance with the terms of its respective license agreement while still providing Cable Service pursuant to its cable license, then Licensee's PEG Grant obligation shall also cease. The Issuing Authority shall provide notification to Licensee within thirty (30) days of such other cable licensee's failure to provide a cash grant in accordance with the schedule set forth in such cable licensee's license agreement with the Issuing Authority. Equipment, services and other in kind, non-monetary contributions to the Town by such VSP shall not count towards the cash grants referenced in this paragraph. The terms of this paragraph shall not apply in the event that any VSP referenced in this paragraph ceases operations.

5.4. *PEG Access Support:*

5.4.1. The Licensee shall provide annual funding for PEG Access Channel operating support or other PEG Access Channel costs and expenses ("PEG Access Support") directly to the PEG Access Designee in the amount of four and three tenths percent (4.3%) of the Licensee's annual Gross Revenue and shall also provide PEG Access Support funding to the Issuing Authority in the amount of forty-five one-hundredths of a percent (0.45%) of the Licensee's annual Gross Revenue, subject to the limitation in Section 6.2. However, if the Town issues or renews any cable licenses after the Effective Date that provide for a lower percentage of PEG Access Support, then the percentage of the Licensee's PEG Access Support payments shall be reduced to match such lower percentage over that same time period. The Issuing Authority shall place any Licensee's PEG Access Support payments that it receives in a restricted account for cable related purposes in the nature of a grant account and not into the general fund, which account will be under the Issuing Authority's control.

5.4.2. The PEG Access Support payments shall be made no later than forty-five (45) days following the end of each calendar quarter. Each such payment shall be accompanied by a Gross Revenue reporting form substantially in the form of Exhibit B. The

Licensee shall be allowed to provide an extra payment if needed to correct any payments that were incorrectly omitted, and shall have the right to offset against future payments any payments that were incorrectly submitted, in connection with the quarterly remittances within ninety (90) days following the close of the calendar quarter for which such payments were applicable. For purposes of the PEG Access Support payment, the period for determining Gross Revenues shall be the preceding calendar quarter. If Cable Services are provided to Subscribers in conjunction with Non-Cable Services, then the calculation of Gross Revenues shall be adjusted, if needed, to include only the value of the Cable Services billed to Subscribers, as reflected on the books and records of Licensee in accordance with FCC rules, regulations, standards or orders.

5.5. *Late Payments:* In the event that any of the PEG Access Support and/or the License Fee payments is or are not paid on or before the due date set forth in this License for such payments, then interest shall accrue from the due date until the date paid at the rate of Prime Rate.

5.6. *Other Payment Obligations and Exclusions:* Subject to Section 622(g)(1) of the Communications Act and uniform application to all cable licensees by the Issuing Authority, the License Fee payments shall be in addition to and shall not constitute an offset or credit against any and all taxes or other fees or charges of general applicability which the Licensee or any Affiliate shall be required to pay to the Town, or to any State or federal agency or authority, as required herein or by law; the payment of said taxes, fees or charges shall not constitute a credit or offset against the License Fee payments herein. Nothing in this License shall be read to alleviate the Licensee's obligations to obtain any applicable permits, variances, permissions or other approvals from the Town in the normal course.

5.7. *PEG Access Operational Rules.* The Issuing Authority and/or the PEG Access Designee shall establish rules and regulations that require all local producers and users of any of the PEG Access facilities or Channels to assume individual responsibility for any program-based liability including but not limited to liability for copyright infringement or defamation, and to hold the Issuing Authority, the PEG Access Designee, the Town and the Licensee harmless for same, subject to applicable Title VI and FCC requirements. The PEG Access Designee shall establish rules and regulations for use of PEG Access facilities consistent with, and as required by, Section 611 of the Communications Act (47 U.S.C. § 531) and this License.

5.8. *Recovery of Costs.* To the extent permitted by federal law, the Licensee shall be allowed to recover the costs of the PEG Grant, costs of PEG interconnection, the PEG Access Support payments, and any other costs arising from the provision of PEG services and related payments, required by this License, from Subscribers and to include such costs as separately billed line items on each Subscriber's bill.

5.9. *Non-Commercial Programming:* The Issuing Authority and/or PEG Access Designee shall not use the PEG Access Channels to provide for-profit commercial programming. Nothing in this Section 5.9 shall prohibit the Issuing Authority or PEG Access Designee from having memberships, sponsorships, underwriting or acknowledgements (such as underwriting and acknowledgements accepted by PBS), to the extent not otherwise prohibited by applicable law and regulation.

5.10. *No PEG Access Designee Rights:* The Issuing Authority and the Licensee herein acknowledge and agree that any PEG Access Designee is not a party to this License and that any provisions herein that may affect a PEG Access Designee are not intended to create any rights on behalf of any PEG Access Designee.

6. FRANCHISE AND LICENSE FEES

6.1. *License Fee:* Pursuant to Massachusetts Cable Law, (M.G.L. c. 166A, Section 9), the Licensee shall pay to the Town, throughout the term of this License, a license fee equal to fifty cents (\$.50) per Subscriber per year (the “License Fee”).

6.2. *Maximum License/Franchise Fee Obligation:* The Licensee shall not be liable for a total Franchise Fee, pursuant to this License and applicable law, in excess of five percent (5%) of annual Gross Revenue (as defined above).

6.3. *Payment Information:* In determining the License Fee, the number of Subscribers shall be measured as of December 31st of the preceding calendar year. The License Fee shall be paid no later than March 15th of each year during the term of this License.

6.4. *Limitation on Actions:* The parties agree that the period of limitation for recovery of any payment obligation under this License shall be three (3) years from the date on which payment by Licensee is due.

6.5. *Method of Payment:* All License Fee payments by the Licensee to the Town pursuant to this License shall be made payable to the Town and deposited with the Town Treasurer.

7. CUSTOMER SERVICE

7.1. *Standards:* The Licensee shall comply with the FCC’s cable television customer service and notice regulations codified at 47 C.F.R. § 76.309(c), 47 C.F.R. § 76.1602, and 47 C.F.R. § 76.1603, as amended, and the billing and termination of service provisions contained in 207 CMR § 10.00, as amended; provided, however, that Licensee may satisfy the requirements of 47 C.F.R. § 76.309(c)(1)(v) through its website. Measurement of the telephone availability standards in 47 C.F.R. § 76.309(c)(1)(ii) shall include all calls received by the Licensee at all call centers receiving calls from Subscribers, whether they are answered by a live representative, by an automated attendant, or abandoned after 30 seconds of call waiting.

7.2. *Outage Credits:* In the event that all Cable Service is interrupted for twenty-four (24) or more hours, Licensee will grant affected Subscribers a pro rata credit or rebate.

7.3. *Denial of Service:* In accordance with applicable laws and regulations, nothing in these standards shall limit the right of the Licensee to deny Cable Service for non-payment of previously provided Cable Services, refusal to pay any required deposit, theft of Cable Service, damage to the Licensee’s equipment, abusive and/or threatening behavior toward the Licensee’s employees or representatives, refusal to provide credit history information or refusal to allow the Licensee to validate the identity, credit history and credit worthiness via an external credit agency, or failure to abide by the Licensee’s terms and conditions of service.

8. REPORTS AND RECORDS

8.1. *Open Books and Records:* Upon at least thirty (30) business days written notice to the Licensee, the Issuing Authority shall have the right to inspect the Licensee's books and records pertaining to the Licensee's provision of Cable Service in the Town at any time during Licensee's regular business hours at an office of Licensee in the Commonwealth of Massachusetts and on a non-disruptive basis, as are reasonably necessary to ensure compliance with the terms of this License. Such notice shall specifically reference the section or subsection of this License which is under review, so that the Licensee may organize the necessary books and records for appropriate access by the Issuing Authority. The Licensee shall not be required to maintain any books and records for License compliance purposes longer than three (3) years. Notwithstanding anything to the contrary set forth herein, the Licensee shall not be required to disclose information that it reasonably deems to be proprietary or confidential in nature, nor disclose any of its or an Affiliate's books and records not relating to the provision of Cable Service in the Town. The Issuing Authority shall treat any information disclosed by the Licensee as confidential and shall only disclose it to employees, representatives, and agents thereof that have a need to know, or in order to enforce the provisions hereof. The Licensee acknowledges that certain documentation provided to the Issuing Authority may be a Public Record and subject to public inspection pursuant to M.G.L. c. 66, § 10. The Licensee shall not be required to provide Subscriber information in violation of Section 631 of the Communications Act, 47 U.S.C. § 551.

8.2. *Records Required:* The Licensee shall at all times maintain:

8.2.1. Records of all written Complaints for a period of three (3) years after receipt by the Licensee.

8.2.2. Records of outages for a period of three (3) years after occurrence, indicating date, duration, area, and the number of Subscribers affected, type of outage, and cause;

8.2.3. Records of service calls for repair and maintenance for a period of three (3) years after resolution by the Licensee, indicating the date and time service was required, the date of acknowledgment and date and time service was scheduled (if it was scheduled), and the date and time service was provided, and (if different) the date and time the problem was resolved;

8.2.4. Records of installation/reconnection and requests for service extension for a period of three (3) years after the request was fulfilled by the Licensee, indicating the date of request, date of acknowledgment, and the date and time service was extended; and

8.2.5. A map showing the area of coverage for the provisioning of Cable Services.

8.3. *Additional Reports:* The Licensee shall, upon written request by the Issuing Authority, provide the Issuing Authority with a copy of any documents or forms filed by the Licensee with the FCC and/or the Cable Division that materially pertain to the Licensee's Cable System in the Town.

8.4. *Proof of Performance Tests:* Upon written request of the Issuing Authority, the Licensee shall provide copies of performance tests required by applicable law.

9. INSURANCE AND INDEMNIFICATION

9.1. *Insurance:*

9.1.1. The Licensee shall maintain in full force and effect, at its own cost and expense, during the term of this License, the following insurance coverage:

9.1.1.1. Commercial General Liability Insurance in the amount of six million dollars (\$6,000,000) per occurrence for property damage and bodily injury and six million dollars (\$6,000,000) general aggregate. Such insurance shall cover the construction, operation and maintenance of the Cable System, and the conduct of the Licensee's Cable Service business in the Town.

9.1.1.2. Automobile Liability Insurance in the amount of six million dollars (\$6,000,000) combined single limit each accident for bodily injury and property damage coverage.

9.1.1.3. Workers' Compensation Insurance meeting the statutory requirements of the Commonwealth of Massachusetts and Employers' Liability Insurance in the following amounts: (A) Bodily Injury by Accident: \$100,000; and (B) Bodily Injury by Disease- each employee: \$100,000; \$500,000 disease-policy limit.

9.1.2. The Town shall be included as an additional insured as their interests may appear under this License on the Commercial General Liability Insurance and Automobile Liability Insurance required herein.

9.1.3. Upon receipt of notice from its insurer(s) the Licensee shall provide the Issuing Authority with thirty (30) days' prior written notice of cancellation of any required coverage.

9.1.4. Each of the required insurance policies shall be with insurers qualified to do business in the State of Massachusetts, with an A.M. Best Financial Strength rating of A- or better.

9.1.5. Upon written request, the Licensee shall deliver to the Issuing Authority Certificates of Insurance showing evidence of the required coverage.

9.2. *Indemnification:*

9.2.1. The Licensee shall indemnify and hold the Town, its officials, boards, committees, agents and employees harmless at all times during the term of this License from any and all claims, suits and judgments, whether for damages or otherwise arising out of the installation, operation, or maintenance of the Cable System or the provision of Cable Services in the Town, provided that the Town shall give the Licensee written notice of its request for indemnification within ten (10) days of receipt of a claim pursuant to this subsection.

Notwithstanding the foregoing, the Licensee shall not indemnify the Town for any damages, liability or claims resulting from the willful misconduct or negligence of the Town, its officers, agents, employees, attorneys, consultants, independent contractors or third parties or for any activity or function conducted by any Person other than the Licensee.

9.2.2. With respect to the Licensee's indemnity obligations set forth in Section 9.2.1, the Licensee shall, at its own expense, provide the defense of any claims brought against the Town by selecting counsel of the Licensee's choice to defend the claim, subject to the consent of the Town, which shall not unreasonably be withheld. Nothing herein shall be deemed to prevent the Town from cooperating with the Licensee and participating in the defense of any litigation by its own counsel at its own cost and expense, provided however, that after consultation with the Town, the Licensee shall have the right to defend, settle or compromise any claim or action arising hereunder, and the Licensee shall have the authority to decide the appropriateness and the amount of any such settlement. In the event that the terms of any such proposed settlement includes a full release of the Town and the Town does not consent to the terms of any such settlement or compromise, the Licensee shall not settle the claim or action but its obligation to indemnify the Town shall in no event exceed the amount of such proposed settlement.

9.2.3. To the extent permitted by law, the Town shall hold harmless and defend the Licensee from and against, and shall be responsible for, damages, liability or claims resulting from or arising out of the willful misconduct of the Town.

9.2.4. To the extent permitted by law, the Town shall be responsible for its own acts of willful misconduct or negligence, or breach of obligation, subject to any and all defenses and limitations of liability provided by law. The Licensee shall not be required to indemnify the Town for acts of the Town which constitute willful misconduct or negligence, on the part of the Town, its officers, employees, agents, attorneys, consultants, independent contractors or third parties.

10. PERFORMANCE BOND

The Licensee shall provide to the Town, and shall maintain throughout the term of this License, a performance bond in the Town's favor in the amount of Twenty-five Thousand Dollars (\$25,000) securing the performance of the Licensee's obligations under this License. The performance bond shall be substantially in the form of Exhibit C. In the event that a performance bond provided pursuant to this License is not renewed or is cancelled, the Licensee shall provide new security pursuant to this Article within thirty (30) days of such failure to renew or cancellation. Neither cancellation, nor termination nor refusal by the surety to extend the bond, nor the inability of the Licensee to file a replacement bond or replacement security for its obligations under this License, shall constitute a loss to the Town recoverable under the bond.

11. TRANSFER OF LICENSE

11.1. *Town Approval Required:* Subject to Section 617 of the Communications Act (47 U.S.C. §537) and Sections 11.2 and 11.3 below, Licensee shall not Transfer this License, voluntarily or involuntarily, directly or indirectly, to any other Person, without the prior written consent of the Issuing Authority, which consent shall not be arbitrarily or unreasonably withheld

or delayed. Such consent shall be given only upon a written application therefor on forms prescribed by the Cable Division and/or the FCC.

11.2. *No Consent Required For Transfers Securing Indebtedness:* The Licensee shall not be required to file an application or obtain the consent or approval of the Town for a Transfer in trust, by mortgage, by other hypothecation, by assignment of any rights, title, or interest of the Licensee in this License, the Licensee or Cable System in order to secure indebtedness. However, the Licensee shall notify the Town within thirty (30) business days if at any time there is a mortgage or security interest granted on substantially all of the assets of the Cable System. The submission of the Licensee's audited financial statements prepared for the Licensee's bondholders shall constitute such notice.

11.3. *No Consent Required For Any Affiliate Transfers:* Unless required by applicable federal or State law, the Licensee shall not be required to file an application or obtain the consent or approval of the Town for: any Transfer of an ownership or other interest in Licensee, the Cable System, or the Cable System assets to the parent of Licensee or to another Affiliate of Licensee; any Transfer of an interest in the License or the rights held by the Licensee under this License to the parent of Licensee or to another Affiliate of Licensee; any action which is the result of a merger of the parent of Licensee; or any action which is the result of a merger of another Affiliate of the Licensee. However, the Licensee shall notify the Town within thirty (30) business days if at any time a Transfer covered by this Section 11.3 occurs. The transferee of any Transfer covered by this Section 11.3 shall be legally qualified to hold, and shall be bound by the terms and conditions of, this License.

11.4. *Transfer Procedures:* Subject to applicable law, the Licensee shall submit to the Issuing Authority an original and a copy of the application and FCC Form 394 requesting any such Transfer consent. Pursuant to 207 CMR 4.03, the consent of the Issuing Authority shall be given only after a public hearing to consider the written application for Transfer. The Issuing Authority shall have 120 days from the filing of a completed FCC Form 394 to take final action on it. After 120 days, the application shall be deemed approved, unless said 120 day period is extended pursuant to applicable law.

12. RENEWAL OF LICENSE

The Issuing Authority and the Licensee agree that any proceedings undertaken by the Issuing Authority that relate to the renewal of this License shall be governed by and comply with the provisions of Section 626 of the Communications Act, 47 U.S.C. § 546, and M.G.L. Chapter 166A. The Issuing Authority shall notify the Licensee of any ascertainment proceedings conducted pursuant to Section 626 of the Communications Act, and shall provide the Licensee with a copy of the record of such proceeding.

13. ENFORCEMENT AND TERMINATION OF LICENSE

13.1. *Notice of Violation:* If at any time the Issuing Authority believes that Licensee has not complied with the terms of this License, the Issuing Authority shall informally discuss the matter with Licensee. If these discussions do not lead to resolution of the problem in a reasonable time (not to exceed thirty (30) days from Issuing Authority notice to Licensee unless

the parties otherwise mutually agreed to a longer period), the Issuing Authority shall then notify Licensee in writing of the exact nature of the alleged noncompliance (for purposes of this Article, the “Noncompliance Notice”).

13.2. *Licensee’s Right to Cure or Respond:* The Licensee shall have thirty (30) days from receipt of the Noncompliance Notice to: (i) respond to the Issuing Authority, if Licensee contests (in whole or in part) the assertion of noncompliance; (ii) cure such noncompliance; or (iii) in the event that, by its nature, such noncompliance cannot be cured within such thirty (30) day period, initiate reasonable steps to remedy such noncompliance as soon as reasonably possible and notify the Issuing Authority of the steps being taken and the date by which they are projected to be completed, all of which shall be to the reasonable satisfaction of the Issuing Authority. If the Licensee believes it has cured the subject non-compliance, it shall provide written notice of such to the Issuing Authority. The Town shall provide the Licensee with a written response as to whether such cure has been effected.

13.3. *Public Hearing:* In the event that the Licensee fails to respond to the Noncompliance Notice pursuant to the procedures required by this Article, or in the event that the alleged noncompliance is not remedied within thirty (30) days or the date projected pursuant to Section 13.2(iii) above, if the Town seeks to continue its investigation into the alleged noncompliance, then the Issuing Authority shall schedule a public hearing. The Issuing Authority shall provide the Licensee at least thirty (30) business days prior written notice of such public hearing, which will specify the time, place and purpose of such public hearing, and provide the Licensee the opportunity to be heard.

13.4. *Enforcement:* Subject to applicable federal and State law, in the event the Issuing Authority, after the public hearing set forth in Section 13.3, determines that Licensee is in default of any provision of this License, the Issuing Authority may:

13.4.1. Seek specific performance of any provision, which reasonably lends itself to such remedy, as an alternative to damages;

13.4.2. Commence an action at law for monetary damages or seek other equitable relief;

13.4.3. Submit a claim against an appropriate part of the performance bond pursuant to Article 10 above.

13.4.4. In the case of a substantial noncompliance of a material provision of this License, revoke this License in accordance with Section 13.5; and/or

13.4.5. Invoke any other lawful remedy available to the Town.

13.5. *Revocation:*

13.5.1. Should the Issuing Authority seek to revoke this License after following the procedures set forth in this Article, including the public hearing described in Section 13.3, the Issuing Authority shall give written notice to the Licensee of such intent. The notice shall set forth the specific nature of the noncompliance. The Licensee shall have ninety (90) days

from receipt of such notice to object in writing and to state its reasons for such objection. In the event the Issuing Authority has not received a satisfactory response from the Licensee, it may then seek termination of this License at a second public hearing. The Issuing Authority shall cause to be served upon the Licensee, at least thirty (30) business days prior to such public hearing, a written notice specifying the time and place of such hearing and stating its intent to revoke this License.

13.5.2. At the designated public hearing, the Licensee shall be provided a fair opportunity for full participation, including the rights to be represented by legal counsel, to introduce relevant evidence, to require the production of evidence, to compel the relevant testimony of the officials, agents, employees or consultants of the Issuing Authority, to compel the testimony of other persons as permitted by law, and to question and/or cross examine witnesses. A complete record and verbatim transcript shall be made of such hearing with the cost shared by the parties.

13.5.3. Following the second public hearing, the Licensee shall be provided up to thirty (30) days to submit its proposed findings and conclusions to the Issuing Authority in writing and thereafter the Issuing Authority shall determine (i) whether an event of default has occurred under this License; (ii) whether such event of default is excusable; and (iii) whether such event of default has been cured or will be cured by the Licensee. The Issuing Authority shall also determine whether it will revoke this License based on the information presented, or, where applicable, grant additional time to the Licensee to effect any cure. If the Issuing Authority determines that it will revoke this License, the Issuing Authority shall promptly provide the Licensee with a written determination setting forth the Issuing Authority’s reasoning for such revocation. The Licensee may appeal such written determination of the Issuing Authority to the Cable Division or to an appropriate court, which shall have the power to review the decision of the Issuing Authority *de novo*. The Licensee shall be entitled to such relief as the court finds appropriate. Such appeal must be taken within sixty (60) days of the Licensee’s receipt of the written determination of the Issuing Authority.

13.5.4. The Issuing Authority may, at its sole discretion, take any lawful action that it deems appropriate to enforce the Issuing Authority’s rights under this License in lieu of revocation of this License.

14. MISCELLANEOUS PROVISIONS

14.1. *Actions of Parties:* In any action by the Town or Licensee that is mandated or permitted under the terms hereof, such party shall act in a reasonable, expeditious, and timely manner. Furthermore, in any instance where approval or consent is required under the terms hereof, such approval or consent shall not be unreasonably withheld, delayed or conditioned.

14.2. *Binding Acceptance:* This License shall bind and benefit the parties hereto and their respective receivers, trustees, successors and assigns, and the promises and obligations herein which, by their terms, are intended to survive the expiration hereof, shall survive the expiration date hereof.

14.3. *Captions and Headings:* The captions and headings to sections throughout this License are intended solely to facilitate reading and reference to the sections and provisions

of the License. Such captions and headings shall not affect the meaning or interpretation of the License.

14.4. *Recitals*: The recitals set forth in this License are incorporated into the body of this License as if they had been originally set forth herein.

14.5. *Force Majeure*: The Licensee shall not be held in default under, or in noncompliance with, the provisions of this License, nor suffer any enforcement or penalty relating to noncompliance or default, where such noncompliance or alleged defaults occurred or were caused by a Force Majeure. Furthermore, the parties hereby agree that it is not the Town's intention to subject the Licensee to penalties, fines, forfeitures or revocation of this License for violations of this License where the violation was a good faith error that resulted in no or minimal negative impact on Subscribers, or where strict performance would result in practical difficulties and hardship being placed upon the Licensee that outweigh the benefit to be derived by the Town and/or Subscribers.

14.6. *Notices*: Unless otherwise expressly stated herein, notices required under this License shall be forwarded in one of the following ways: (i) hand delivered (signature required), (ii) sent by express mail (signature required) or (iii) by certified mail/return receipt requested to, to the addressees below. Each party may change its designee by providing written notice to the other party.

Notices to Licensee shall be mailed to:

Verizon New England Inc.
6 Bowdoin Square
10th Floor
Boston, MA 02114
Attention: Niall Connors, Franchise Service Manager

with a copy to:

Verizon
1300 I St. NW
Suite 500 East
Washington, DC 20005
Attention: Tonya Rutherford, VP and Deputy General Counsel

Notices to the Issuing Authority shall be mailed to:

Town of Randolph
Randolph Town Hall
41 South Main Street
Randolph, MA 02368
Attention: Town Manager

with a copy to:

Town of Randolph
 Randolph Town Hall
 41 South Main Street
 Randolph, MA 02368
 Attention: Town Attorney

14.7. *Entire Agreement*: This License and the Exhibits hereto constitute the entire agreement between Licensee and the Town, and supersede all prior or contemporaneous agreements, representations or understandings (written or oral) of the parties regarding the subject matter hereof.

14.8. *Amendments*: Amendments or modifications to this License shall be mutually agreed to in writing by the parties.

14.9. *Severability*: If any section, subsection, sentence, paragraph, term or provision hereof is determined to be illegal, invalid or unenforceable by any court of competent jurisdiction or by any State or federal regulatory authority having jurisdiction thereof, such determination shall have no effect on the validity of any other section, subsection, sentence, paragraph, term or provision hereof, all of which will remain in full force and effect for the term of this License.

14.10. *No Third Party Beneficiary*: Nothing in this License shall be construed to create or confer any rights or benefits to any third party.

14.11. *FTTP Network Transfer Prohibition*: Under no circumstance including, without limitation, upon expiration, revocation, termination, surrender or denial of renewal of this License or any other action to forbid or disallow Licensee from providing Cable Services, shall Licensee or its assignees be required to sell any right, title, interest, use or control of any portion of Licensee's FTTP Network including, without limitation, the Cable System and any capacity used for Cable Service or otherwise, to the Town or any third party. Licensee shall not be required to remove the FTTP Network or to relocate the FTTP Network or any portion thereof as a result of revocation, expiration, termination, surrender or denial of renewal or any other action to forbid or disallow Licensee from providing Cable Services.

14.12. *Interpretation*: The Town and Licensee each acknowledge that it has received independent legal advice in entering into this License. In the event that a dispute arises over the meaning or application of any term(s) of this License, such term(s) shall not be construed by the reference to any doctrine calling for ambiguities to be construed against the drafter of the License.

14.13. *Jurisdiction*: Except as otherwise set forth in this License, exclusive jurisdiction and venue over any dispute arising out of this License shall be in a court of appropriate venue and subject matter jurisdiction located in the Commonwealth of Massachusetts, and the parties hereby agree to be subject to the personal jurisdiction of said court for the resolution of any such dispute. This provision is not intended to limit the right of either party to remove a matter to

Federal or State court in Massachusetts as permitted by law. This License shall be construed and interpreted under applicable federal and Massachusetts law, without regard to the principles of conflicts of laws.

14.14. *Counterparts*: This License may be executed in counterparts, each of which shall be deemed an original and all of which together shall constitute one and the same instrument. Further, this License may be executed by facsimile, email, electronic signature or other electronic means, and so executed shall have the full force and legal effect as an executed original of this License.

SIGNATURE PAGE FOLLOWS

AGREED TO THIS 27th DAY OF FEBRUARY, 2023

TOWN OF RANDOLPH

VERIZON NEW ENGLAND INC.

By its Town Manager:	By:
 _____ Brian P. Howard	 _____ Kevin M. Service, Senior Vice President of Operations – Consumer and Mass Business Markets

By its Town Council:

William Alexopoulos, President and
Member-at-Large

Richard Brewer, Jr., Member-at-Large

James F. Burgess, Jr., Member-at-Large

Natacha Clerger, Member-at-Large

Ryan Egan, Member-at-Large

Kevin O’Connell, District One

Jesse Gordon, District Two

Katrina Huff-Larmond, District Three

Christos Alexopoulos, District Four

Approved as to Form
Verizon New England Inc.:

Verizon Law Department

EXHIBITS

EXHIBIT A – MUNICIPAL BUILDINGS TO BE PROVIDED CABLE SERVICE
SUBJECT TO SECTION 3.3

EXHIBIT B – GROSS REVENUES REPORTING FORM

EXHIBIT C – FORM OF PERFORMANCE BOND

EXHIBIT A

**MUNICIPAL BUILDINGS TO BE PROVIDED CABLE SERVICE
SUBJECT TO SECTION 3.3**

Randolph Community Television at Randolph High School	70 Memorial Pkwy
Randolph Pumping Station	275 Pond Street
Randolph Town Hall	41 S. Main Street
Stetson Hall	6 S. Main Street

EXHIBIT B**GROSS REVENUE REPORTING FORM****PEG Report 1st Quarter [YEAR]*****Sample Town******Verizon - fBA******MA******PEG Fee Rate:*** %

	MONTH	MONTH	MONTH	Quarter Total
Monthly Recurring Cable Service Charges (e.g. Basic, Enhanced Basic, Premium and Equipment Rental)				
Usage Based Charges (e.g. PayPer View, Installation)				
Advertising				
Home Shopping				
Late Payment				
Other Misc. (Leased Access & Other Misc.)				
License Fee Billed				
PEG Fee Billed				
Less:				
Bad Debt				
Total Receipts subject to PEG Fee Calculation				
PEG Grant Before Adjustment				
Adjustment				
PEG Grant				

Verizon New England Inc. is hereby requesting that this information be treated as confidential and proprietary business information in accordance with the terms of the Cable Television Renewal License granted to Verizon New England Inc. This information is not otherwise readily ascertainable or publicly available by proper means by other persons from another source in the same configuration as provided herein, would cause substantial harm to competitive position of Verizon in the highly competitive video marketplace if disclosed, is intended to be proprietary confidential business information and is treated by Verizon as such. Nothing in this License shall be read to prevent the Town from sharing information with the Town's PEG Access Designee. The parties specifically recognize that the Town is required to comply with all provisions of the Massachusetts Public Records Act and, to the extent that this document is a Public Record under that Act, will produce it in compliance with all requirements of law.

EXHIBIT C

FORM OF PERFORMANCE BOND

Franchise Bond
Bond No. _____

KNOW ALL MEN BY THESE PRESENTS: That (name & address) (hereinafter called the Principal), and (name and address) (hereinafter called the Surety), a corporation duly organized under the laws of the State of (state), are held and firmly bound unto (name & address) (hereinafter called the Obligee), in the full and just sum of _____ Dollars (\$_____), the payment of which sum, well and truly to be made, the said Principal and Surety bind themselves, their heirs, administrators, executors, and assigns, jointly and severally, firmly by these presents.

WHEREAS, the Principal and Obligee have entered into a License Agreement dated _____ which is hereby referred to and made a part hereof.

WHEREAS, said Principal is required to perform certain obligations under said Agreement.

WHEREAS, the Obligee has agreed to accept this bond as security against default by Principal of performance of its obligations under said Agreement during the time period this bond is in effect.

NOW, THEREFORE, THE CONDITION OF THIS OBLIGATION IS SUCH that if the Principal shall perform its obligations under said Agreement, then this obligation shall be void, otherwise to remain in full force and effect, unless otherwise terminated, cancelled or expired as hereinafter provided.

PROVIDED HOWEVER, that this bond is executed subject to the following express provisions and conditions:

1. In the event of default by the Principal, Obligee shall deliver to Surety a written statement of the details of such default within 30 days after the Obligee shall learn of the same, such notice to be delivered by certified mail to address of said Surety as stated herein.

2. This Bond shall be effective _____, 20____, and shall remain in full force and effect thereafter for a period of one year and will automatically extend for additional one year periods from the expiry date hereof, or any future expiration date, unless the Surety provides to the Obligee not less than sixty (60) days advance written notice of its intent not to renew this Bond or unless the Bond is earlier canceled pursuant to the following. This Bond may be canceled at any time upon sixty (60) days advance written notice from the Surety to the Obligee.

3. Neither cancellation, termination nor refusal by Surety to extend this bond, nor inability of Principal to file a replacement bond or replacement security for its obligations under said Agreement, shall constitute a loss to the Obligee recoverable under this bond.

4. No claim, action, suit or proceeding shall be instituted against this bond unless same be brought or instituted and process served within one year after termination or cancellation of this bond.

5. No right of action shall accrue on this bond for the use of any person, corporation or entity other than the Obligee named herein or the heirs, executors, administrators or successors of the Obligee.

6. The aggregate liability of the surety is limited to the penal sum stated herein regardless of the number of years this bond remains in force or the amount or number of claims brought against this bond.

7. This bond is and shall be construed to be strictly one of suretyship only. If any conflict or inconsistency exists between the Surety's obligations as described in this bond and as may be described in any underlying agreement, permit, document or contract to which this bond is related, then the terms of this bond shall supersede and prevail in all respects.

This bond shall not bind the Surety unless it is accepted by the Obligee by signing below.

IN WITNESS WHEREOF, the above bounded Principal and Surety have hereunto signed and sealed this bond effective this _____ day of _____, 2023.

Principal

Surety

By: _____

By: _____, Attorney-in-Fact

Accepted by Obligee: _____
(Signature & date above - Print Name, Title below)

Council Order: 2023-008

**Introduced by: Town Manager Brian Howard
February 27, 2023**

Transfer of Water/Sewer Retained Earnings for Joint Board Operations

To see if the Randolph Town Council will vote to transfer \$249,999.76 from the Retained Earnings of the Town's Water/Sewer Enterprise Fund to fund the FY23 Water Expense Budget.

Explanation: This transfer will go directly to the Joint Water Board assessment voted by the Joint Water Board. Randolph's 50% assessment is \$199,750. The additional funds will cover the increased costs of utilities, water treatment chemicals and necessary OT to cover vacant WTP operators. In addition, this will fund an agreement for Environmental Partners to conduct the required demonstration tests and paperwork for MassDEP to allow the retrofit of the filters with GAC media at the plant.

The remaining \$50,249.76 is to "backfill" the expense budget to cover the amount used for an additional assessment from FY22 (funded as an unpaid bill on Order #2022-041).

The Water/Sewer Enterprise retained earnings was certified this year for a total of \$4,911,446.

Council Order: 2023-009

**Introduced by: Town Manager Brian Howard
February 27, 2023**

Transfer from Reserve Fund

To see if the Randolph Town Council will approve a transfer from the Reserve Fund created for FY2023 to provide for extraordinary or unforeseen expenditures pursuant to the provisions of M.G.L. ch. 40, Section 5A and any other applicable laws, as follows:

Transfer From		Transfer To	
Department	Amount	Department	Amount
FY23 Reserve Fund	\$ 16,500	Operations	\$ 16,500

Explanation: This transfer is for the purchase and installation of a new water heater at the Town Hall/Police Station and repairs to two water pipes in the Police Station that burst during the deep freeze.

Council Order: 2023-010

**Introduced by: Town Manager Brian Howard
February 27, 2023**

Transfer of Water/Sewer Retained Earnings for Unidirectional Flushing Plan

To see if the Randolph Town Council will vote to transfer \$34,500 from Retained Earnings of the Town's Water/Sewer Enterprise Fund to fund the Unidirectional Flushing Plan.

Explanation: The transfer of funds will be used to conduct a Spring and Fall flushing program for the Town of Randolph. This has been a top priority of the Town Council. These funds will ensure that we continue to mitigate sediment build up in the water distribution system.

Council Order: 2023-011

**Introduced by: Town Manager Brian Howard
February 27, 2023**

**Authorization and Approval for Memorandum of Agreement (“MOA”)
For New Successor Collective Bargaining Agreement Between
The Town of Randolph, Massachusetts and
The SEIU Local 888
Randolph Town Hall and Library Workers (“Union”)**

The Town Council hereby approves the Memorandum of Agreement (“MOA”) Between Town of Randolph, Massachusetts and SEIU Local 888, Randolph Town Hall and Library Workers (“Union”) for the new successor collective bargaining agreement for the period of July 1, 2022 through June 30, 2025, and hereby authorizes the Town Manager to take any actions necessary to execute that MOA, in substantially the form attached hereto, and any related documents.

**Memorandum of Agreement
Between
Town of Randolph
And
SEIU Local 888
Randolph Town Hall and Library Workers
1/17/2023**

WHEREAS, the Collective Bargaining Agreement (the "Agreement") between the Town of Randolph ("Town") and the SEIU Local 888 Randolph Town Hall and Library Workers ("the Union") expired as of June 30, 2022; and

WHEREAS, the Town and the Union have bargained collectively for a new collective bargaining agreement (the "New Agreement") for the period July 1, 2022 through June 30, 2025; and

WHEREAS, the Town and the Union have reached an agreement, as described herein; and

WHEREAS, the parties have agreed to execute this Memorandum of Agreement ("MOA") pending the final drafting and execution of the New Agreement, which New Agreement shall incorporate all of the changes contained in this MOA into the existing Agreement (consisting of the FY 2016 – 2019 collective bargaining agreement, as modified by the July 23, 2019 Memorandum of Agreement and associated documents between the parties);

NOW THEREFORE, in consideration of the mutual promises contained herein, and subject to the required ratifications and funding, the Union and the Town hereby agree that the New Agreement shall consist of the prior Agreement, as modified herein, and that the parties shall be bound by the terms of the New Agreement, as described in this MOA, from the effective date of this MOA and retroactively as described herein.

1. Article V: Work Hours, Work Day, and Work Week - Rest Periods

Under Article V(A), subparagraph number 5, regarding Rest Periods, the paragraph shall be amended as follows:

"Each full-time employee shall be granted ~~a ten minute rest period~~ **one (1) fifteen-minute (15 minute) rest period per three and one half (3.5) hour shift.** ~~each morning, each afternoon, and each evening.~~ The rest period time shall be **scheduled** ~~included~~ at the discretion of the Department Head.

Also delete from prior MOA: ~~Each bargaining unit member working up to and including 5 hours per day will be eligible for one ten (10) minute rest period.~~

2. Article V: Work Hours, Work Day, and Work Week - Animal Control Officer, Animal Control Department, Local Inspector and Office Engineer.

In Article V: Work Hours, Work Day, and Work Week, remove the terms "Animal Control Officer", "Animal Control Department", "Local Inspector" and "Office Engineer" wherever

they appear. Remove any corresponding headings and terms relating specifically to these positions.

3. **Article V: Work Hours, Work Day, and Work Week - Library/Community Programs Group.**

Under Article V(A), under the heading "Work Times", amend subparagraph F regarding "Library Group" to provide for the following:

Library/ Community Programs Group

*Reclassify Grade 7 -Head Clerk to Administrative Assistant - Grade 8

*Add Custodian at RICC, Grade 3, Step 1 at 32 hours to be increased to 40 hours depending on department need to be determined by Town Manager.

*Re-letter these subparagraphs to make the lettering sequential, as needed for formatting consistency.

4. **Article V: Work Hours, Work Day, and Work Week - Overtime.**

Under Article V(A), under the heading "OVERTIME", make the following amendments to the third, fourth, fifth and sixth subparagraphs:

A) - OVERTIME (subparagraphs 3-6):

Overtime work for employees shall be rotated on an equitable basis as far as is practical for Town Hall employees, and at the discretion of the department head. The overtime log shall be kept by and administered by the Department Head and shall be open to the Local 888 SEIU Bargaining/Grievance Committee for perusal. If an employee can not or will not accept overtime for any reason, the employee shall be passed over and go to the bottom of the overtime list. The overtime list shall be made up by seniority in each department.

For library employees only - if there are open shifts available one (1) email with monthly overtime opportunities will be sent each month giving SEIU employees four (4) days to respond with availability. Shifts will be assigned on a straight (not rolling) seniority basis. In the event that more overtime opportunities arise throughout the month the Town will send a mass text message to all SEIU employees in that department offering the shift (SEIU employees may opt-in or opt-out of this opportunity, must be in writing provided to the department head if opting out). The most senior person to respond within 60 minutes of the mass text message will receive the shift. After 60 minutes, the first person to respond will receive the shift.

Also delete from prior MOA: Overtime work for employees shall be rotated on an equitable basis as far as is practical, and at the discretion of the department head. For employees of the library, the means of communication of overtime shifts shall be decided by the department head regarding the library overtime call list.

5. **Article V: Work Hours, Work Day, and Work Week - Evening Office Hours/ Flex Time.**

Under Article V(D), regarding “EVENING OFFICE HOURS/ FLEX TIME”, the paragraph shall be amended as follows:

The Town Manager may designate town departments that shall be open on Monday nights until 7:00 p.m. Employees in the selected departments will be required to work no more than two Mondays in any one month. Time accumulated will accrue on an hour for hour basis and must be taken within 60 days of accrual. Alternatively, should the Town Manager decide to close Town Hall early on Fridays and, concurrently, open Town Hall for a later, evening shift during the week, the standard work week hours would be adjusted accordingly and Town Hall employees would not be eligible for shift differentials.

6. **Article VI: Insurance**

Under Article VI, regarding Insurance, amend paragraph B as follows:

- A) **Insurance (Housekeeping):** Local 888/SEIU and the Town of Randolph agree to provide health insurance benefits consistent with the Memorandum of Agreement signed between the Town of Randolph and the Public Employee Committee in December 12, 2019 or any successor agreement executed between the parties June of 2014. This agreement shall govern the insurance benefits provided to members of Local 888/SEIU unless applicable State law changes.

B) **Insurance Offset -**

An SEIU employee that is currently eligible and enrolled in the Town's health insurance plan, shall be eligible for a \$1,000 insurance offset payment in the first fiscal year every year that the employee declines the Town's health insurance. An SEIU employee that is currently eligible and has never enrolled in the Town's health insurance plan, shall be eligible for a \$500 insurance offset payment each year that the employee continues to decline the Town's health insurance plan. This one-time payment shall be paid in June of the first every fiscal year without Town health insurance.

7. **Article VII: Salary Schedule**

Delete Article VII(A), regarding “SALARY SCHEDULE”, (and delete Article 7A - Salary Schedule and Wage Reopener - from the prior MOA) and replace those sections with the following:

ARTICLE VII:

A) **SALARY SCHEDULE**

It is agreed that an employee shall not receive more than fifty-two (52) weeks' salary in a fiscal year, including vacation leave allowance. All fiscal years are subject to appropriation by Town Council for each year.

The parties agree to the following Salary Schedule for FY 2023 - FY 2025:

3% increase (retro pay) for Fiscal Year 2023

2% increase for Fiscal Year 2024

2% increase for Fiscal Year 2025

Add one step to each grade beginning in FY25.

FY 2023 Bonus Pay: Full-time and part-time Town of Randolph SEIU employees (who are still employed with the Town of Randolph as SEIU employees as of the date that the bonus payment is made) who were Town of Randolph SEIU employees at any time from March 18, 2020 through September 7, 2021, and who were directed to report to work as an in-person SEIU employee during that time period (whether fully in-person or via a partial or hybrid in-person schedule), shall receive a one-time bonus payment in the amount of \$1,000 for qualifying full-time (35 hours or more) employees and in the amount of \$500 for qualifying part-time employees."

The parties shall create and include a replacement salary chart indicating the wages for Fiscal Years 2023 - 2025, as mutually agreed, to replace the salary chart that is currently included in Article VII(A) of the Agreement.

8. Article VIII: Paid Holidays

Delete Article VIII, regarding "PAID HOLIDAYS", and replace that section with the following:

The following days shall be recognized as paid legal holidays:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
Presidents' Day	Veterans' Day
Patriots' Day	Thanksgiving Day
Memorial Day	The Day After Thanksgiving Day
Juneteenth	Christmas Day
Independence Day	

Whenever one of these holidays falls on a Saturday, the previous day shall be a paid legal holiday, and when one of these holidays falls on a Sunday, the following day shall be a paid legal holiday.

On the last workday before Christmas Day and on the last workday before New Year's Day, Town Departments will close at Noon.

Library employees will not be required to work the Tuesday after a Monday holiday if the Library is normally closed on Monday.

Notwithstanding the foregoing, when Christmas Eve and/or New Year's Eve occur on a Saturday, the Turner Free Library shall close for the day on Christmas Eve and close early, at 12pm on New Years Eve.

9. Article IX: Longevity Increments

Delete Article IX(A) regarding "LONGEVITY INCREMENTS", and replace that section with the following:

- A) An SEIU employee of the Town who has been in continuous full-time or part-time (prorated) employment for ten years shall be paid, in addition to the compensation for the position as set forth in this agreement, annual increments in the amount of five hundred dollars (\$500.00) and an additional amount of ~~seventy-five (75) dollars~~ **one-hundred (100) dollars** for each year of such employment served over ten (10) years with unlimited accumulation. An employee shall be eligible for such longevity increments the next January 1st following completion of ten (10) years of service. Longevity shall be payable in whole, in December of each fiscal year. ~~For longevity purposes only, a part time employee shall be defined as an employee who has worked twenty (20) hours or more per week for a minimum of ten (10) years. Longevity payments shall be prorated for eligible part-time employees.~~

10. Article X(E): SICK

Delete Article X(E)(1) regarding "SICK", and replace that subsection with the following:

- 1) An employee in continuous employment who has completed thirty (30) weeks of service following original employment shall be allowed fifteen (15) days of leave with pay each calendar year, or one and one-quarter (1 ¼) days per month thereof if in any year his/her employment is less than thirty (30) weeks, ~~provided such leave is caused by sickness or injury or by exposure to contagious disease.~~ One (1) earned leave day will be granted for each six (6) consecutive six months in which a member of the bargaining unit does not take a sick day, and an additional earned leave day will be granted for each continuous six (6) months thereafter in which an employee does not take a sick day. **Sick time is not vacation time. Sick time is to be used only for the following purposes:**
1. **because you are sick or injured or otherwise unable to perform your job functions for a health-related reason;**
 2. **to attend a dental or medical appointment; or**
 3. **to engage in a wellness program or other periodic health care program or appointment.**

In addition, up to 3 of the employee's earned sick days per year may be used for care of a family member.

11. Article X(F): SICK LEAVE BUY BACK - Deferred Compensation

Delete Article X(F)(2) regarding "Deferred Compensation", and replace that subsection with the following:

2. Deferred Compensation

The Town shall buy back, at the specific request of the SEIU employee, up to five (5) sick days per fiscal year. The Town agrees to place ~~fifty percent (50%)~~ one hundred percent (100%) of the present value of each sick day bought back through this provision agreement into an employee's deferred compensation account designated for the employee, effective for fiscal year 2023 2021. That request shall be made by the employee prior to May 1st of each fiscal year and paid to the deferred comp account by the Town on or before the first pay period in June.

12. Article X(G): VACATION

Add the following language to Article X(G)(2) regarding "Vacation":

Any SEIU employee who has worked 30 or more years for the Town of Randolph shall be eligible, annually, for 30 days of vacation time +1 additional day of vacation time for each year they have worked for the Town beyond 30 years. This amount shall be pro-rated for part-time employees.

Also update the chart of vacation time contained in this section of the Agreement to reflect this language change.

13. Article X(L): FAMILY AND MEDICAL LEAVE ACT

Add the following new Section L to Article X regarding "Family and Medical Leave Act":

L) LEAVE - FAMILY AND MEDICAL LEAVE ACT

Town of Randolph SEIU employees will be eligible for the Family and Medical Leave Act ("FMLA"), as described in that Act and as described in the Town of Randolph Employee Handbook, as the Act and the Handbook may be amended from time to time.

14. Article XIII: JOB OPENINGS AND JOB POSTINGS

Keep Article XIII as is regarding "JOB OPENINGS AND JOB POSTINGS", and add the following:

Article XIII PROBATIONARY PERIOD and REVIEWS

- A) **PROBATIONARY PERIOD REVIEW** - There shall be a six-month Probationary Period for all new employees in an SEIU bargaining unit position (the Probationary Period does not apply to any employee who has been employed in a Town of Randolph SEIU bargaining unit position and who is hired directly into another such Town SEIU position). During this Probationary Period, the employee may be terminated at-will, at the discretion of the Town, if the employee does not appear to be a good match for the position.

All new SEIU employees shall meet with their Department Head on their three month anniversary before six months of employment have passed. During this meeting the Department Head shall present the employee with a review (utilizing a standardized review form) indicating positive and/or negative feedback. This shall give the SEIU employee an opportunity for improvement before the conclusion of their Probationary Period.

- B) **ANNUAL REVIEW** - All SEIU employees shall be provided an a-self-evaluation form by June 1st of each calendar year. They shall complete the self-evaluation form by June 15th and submit it to their Department Head. In July of each year, each SEIU employee will then be given a written evaluation by their Department Head on a standardized form, which shall include goals for the employee for the upcoming fiscal year.

15. Article XX: DUES OR AGENCY SERVICE FEE

Article XX, regarding “DUES OR AGENCY SERVICE FEE”, shall be amended as follows:

****Keep article language the same as currently shows on contract except adding the following:**

“Union dues, agency fees and COPE contributions will not be collected from new SEIU employees until after the employee’s Probationary Period has ended.”

16. TERMINOLOGY:

Anywhere that the Agreement refers to “Maternity Leave” that term shall be deleted and replaced with the term “Parental Leave”.

17. Article XXVIII: EXECUTION OF AGREEMENT

Keep article language as is except by adding the appropriate dates.

“This agreement is approved and entered into this 24th day of February, 2023, by and between the Town of Randolph and Local 888.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives,
have set their hands to this Memorandum of Agreement on this 24th day of ~~January~~,
2023, *February*



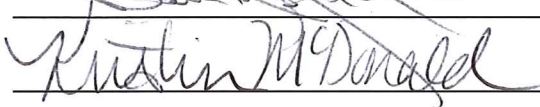
THE TOWN OF RANDOLPH, MASSACHUSETTS, THE MUNICIPAL EMPLOYER:

BY: 

Brian P. Howard, Town Manager

LOCAL 888/SEIU, THE EMPLOYEE ORGANIZATION:

BY:

AS THEY ARE THE BARGAINING/GRIEVANCE COMMITTEE OF LOCAL 888/SEIU