

413-455 4148 - 508 248 3222

LAST CHANCE AGREEMENT BETWEEN THE TOWN OF WARREN
AND
RAYMOND BLAIS

~~THIS AGREEMENT IS CONFIDENTIAL~~

This Agreement is made and entered into between the Town of Warren ("the Town") and Raymond Blais (*Mr. Blais*)

WHEREAS, Mr. Blais has been employed as a laborer by the Town since ~~1984~~ ^{July 1, 1985} ✓
whose employment is governed by the Rules and Regulations of the Town's Highway Department;

WHEREAS, Mr. Blais has been accused of ~~conversion~~ ^{conversion} Town property;

WHEREAS, the conversion of Town property is a terminable offense.

NOW THEREFORE, the Town and Mr. Blais agree as follows:

1. Mr. Blais acknowledges that the Rules of Conduct of the Town and State law prohibit the taking of Town property.
2. Mr. Blais further acknowledges that the Rules of Conduct prohibit the use of alcohol during regular work hours and that employees may not consume alcoholic beverages or medication off duty to the extent that they are unfit to report for duty for their next regularly-scheduled shift.

3. Mr. Blais ~~_____~~

Town;

4. Mr. Blais ~~_____~~

~~_____~~

5. Mr. Blais ~~_____~~

~~_____~~ *Mr. Blais*
~~_____~~ Officer Clark will

execute the appropriate releases allowing this communication.

DURING THIS PERIOD MR. BLAIS WILL NOT BE CALLED FOR OVERTIME.

6. Mr. Blais [REDACTED]

[REDACTED] for the period of one (1) year.

7. Mr. Blais will assume all expenses incurred pursuant to this agreement, including the costs involved [REDACTED]

STANDARD DECEMBER 19, 2

8. Mr. Blais shall be suspended without pay for a period of 15 () days. Mr. [REDACTED]

WORKING DECEMBER JANUARY 8, 2009

Blais waives all rights of appeal either under statute or Bylaw.

9. Mr. Blais acknowledges that his failure to comply with this agreement and/or

[REDACTED] will result in his immediate termination.

ARISE THE EXECUTION OF THIS AGREEMENT MR. BLAIS CONSENTS

10. If at any time Mr. Blais violates the provisions of the Rules and Regulations of the

AD ACT WITH

Town, he may, at the option of the Board of Selectmen be terminated. Mr. Blais waives any right to contest such termination; provided, however, that the action not be arbitrary or capricious.

USE BOARD

12/18/08 [Signature]

[Signature] Raymond Blais

[Signature] David Palanski

[Signature] Robert W. Lanza Jr

[Signature] Gary Odierne

Dated: 12/18/08