

**MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF ATTLEBORO AND THE
ATTLEBORO LABORERS' ASSOCIATION LOCAL # 1144 D.P.W.**

The City and the Union hereby agree to a new three-year contract to be in effect from July 1, 2023 through June 30, 2026. Except as modified in this Memorandum, the terms and conditions of the contract between the City and the Union, which was effective July 1, 2020 through June 30, 2023, will be carried forward into the new contract. This Agreement is contingent upon ratification by the Union membership and funding by the City Council.

1. Article VI [WAGES]

Add new last paragraph to Section 9: Members who participate in Citywide snow removal in every called-upon snow event under the DPW snow and ice program outside of regular work hours will be eligible to receive one hundred percent (100%) of the seasonal snow bonus, which is \$1,500.00. If a member participates in less than 100% of the snow events, they will receive a prorated amount based upon the number of events that they participate in. Participation is based on call-in or scheduled reporting time. If a member participates in less than fifty percent (50%) of the snow events, they are not eligible to receive any portion of the seasonal snow bonus. The seasonal snow bonus will be paid in the first pay period in May which will represent the end of the snow season and is subject to the usual deductions.

2. Article VI [WAGES] and Appendix A [SALARY SCHEDULES]

Effective July 1, 2023, a 3.0% COLA shall be applied to all salary schedules.

Effective July 1, 2024, a 3.0% COLA shall be applied to all salary schedules.

Effective July 1, 2025, a 2.0% COLA shall be applied to all salary schedules.

3. Article XV [Longevity Pay].

Increase all current steps by \$25.00 each

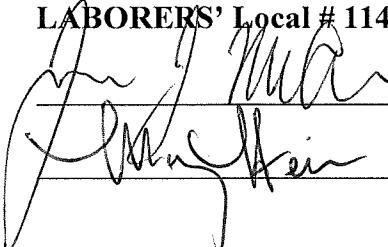
4. Article XIV [Bereavement Leave]

Add stepparent to the five-day leave section.

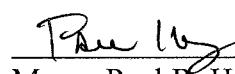
5. Housekeeping

Change all dates to reflect new term of Agreement (Fiscal Years 2024 – 2026).

LABORERS' Local # 1144 D.P.W.


12/19/22
Date
12/19/22
Date
Date

City of Attleboro


12/14/22
Date
Mayor Paul R. Heroux