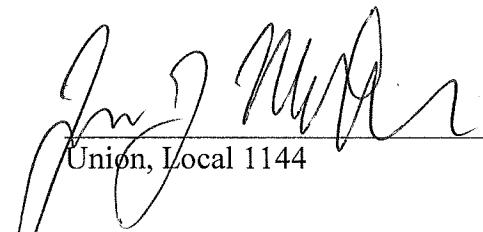


## MEMORANDUM OF AGREEMENT

This Agreement is made by and between the City of Attleboro (City) and the Massachusetts Public Employees Council of the Laborers International Union of North America, AFL-CIO in behalf of Public Employees Local Union # 1144, DPW (Union).

Effective the winter season of 2022-2023, the Parties agree as follows: 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.

Paul H. Jr.  
For the City

  
Union, Local 1144

12/14/22  
Date

12/14/22  
Date

 12/19/22