

**MEMORANDUM OF AGREEMENT**  
**BETWEEN THE**  
**TOWN OF ACTON**  
**AND THE**  
**TEAMSTERS LOCAL 25**

**NOW COME**, the Town of Acton (hereinafter "Town") and Teamsters Local 25 (hereinafter "Union") who enter into the following Agreement.

**WHEREAS**, the parties seek to maintain an harmonious relationship between the parties;

**WHEREAS**, the parties seek to enter into an extension of their collective bargaining agreement and to cover the period July 1, 2024 through June 30, 2027;

**NOW THEREFORE**, for good and valuable consideration the parties agree as follows:

**1. Article XIV Compensation is amended as follows :**

The base salary schedule will be increased by 2.75% on July 1, 2024

The base salary schedule will be increased by 1.5% on July 1, 2025

The base salary schedule will be increased by 2.75% on July 1, 2026

**2. Effective July 1, 2024, the Town will create a new Step 8 that will be 2.5% above the current Step 7.**

Effective July 1, 2024 there will be a new eight (8) step wage schedule in Appendix A.

Dispatchers will move through the first seven (7) steps annually on July 1<sup>st</sup>.

Dispatchers will be eligible for Step 8 of the wage schedule in their tenth year of employment.

**3. Special Assignment Pay: If a dispatcher is assigned to train a dispatcher during a shift, he/she shall receive a \$3.00 per hour training stipend effective July 1, 2024.**

**4. The duration of the agreement will be three (3) years effective July 1, 2024- June 30, 2027.**

**5. The Town will implement the 4-2 work schedule effective July 1, 2025.**

Article XIII Work Schedule and Overtime is amended as follows effective July 1, 2025:

**Section 1 Hours;**

The hours of work on July 1, 2025 shall be:

\_\_\_\_ am to \_\_\_\_ pm  
\_\_\_\_ pm to \_\_\_\_ pm  
\_\_\_\_ pm to \_\_\_\_ am

To Be Determined

### Section 2 - Work Schedule

Full time employees shall work a four (4) days on and two (2) days off work schedule which shall repeat every six (6) weeks.

1. For Weeks 1 through 4 of the six week cycle the dispatchers shall work five (5) days and the hours of work each day shall consist of eight (8) hours and twenty-five (25) minutes for a total forty-two (42) hours and five (5) minutes of work per week. The dispatchers shall receive eight (8) hours pay and shall accrue thirty-seven and one half (37.5) minutes of compensatory time per day.
2. For Weeks 5 and 6 of the six week cycle the dispatchers shall work four (4) days and the hours of work each day shall consist of eight (8) hours and twenty-five (25) minutes for a total 33.66 hours of work per week.

The dispatchers, in order to accommodate their request for the 4-2 schedule and be paid forty (40) hours per week, agree that all accrued compensatory time earned in weeks 1 through 4 of the cycle which totals twelve and one half (12.5) hours will be taken in weeks 5 and 6 of the cycle. The Town will pay the dispatchers forty (40) hours in weeks 5 and 6.

The Union agrees not to file nor support any challenge or grievance filed by any dispatcher to the above schedule or the use and accrual of compensatory time as described above.

Notwithstanding the Union's lack of support, in the event an arbitrator or any state or federal agency determines the schedule or the use and accrual of compensatory time as described above is impermissible, the Union agrees the sole remedy would be the immediate reinstatement of the five (5) and two (2) work week schedule.

Employees who are filling a shift vacancy will only work eight (8) hour shifts.

### 6. Article XV Health Insurance

Consistent with the Memorandum of Agreement (MOA) negotiated and agreed to by the Town of Acton and the Town of Acton Employee Unions concerning Health Insurance in February 2024 the parties agree to incorporate the details of the MOA concerning, health insurance carriers or plans, premium contribution splits and co- pays set forth in the MOA. If there is any conflict between the current language Article XV Health Insurance and the February 2024, MOA the MOA shall prevail.

### 7. The parties withdraw all other proposals.

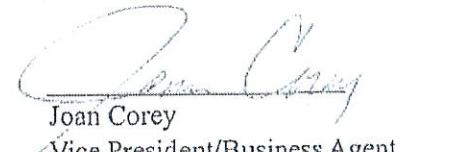
8. Employees will be eligible for retroactive wage increases only if the employee is on the payroll at the time of ratification of any agreement by the Union and approval of the cost items to fund the Agreement by the Town Meeting. The Town will place a warrant article before the Town Meeting in the Fall 2024.

TOWN OF ACTON



John Mangiaratti  
Town Manager

TEAMSTERS LOCAL 25



Joan Corey  
Vice President/Business Agent



Joanne Harpin  
Steward



Thomas G. Mari  
President/ Principal Officer