

**Memorandum of Agreement
Between the Town of Sudbury and the
Association of Engineers, Architects and Draftsmen
Local #105 of the International Federation of
Professional and Technical Engineers, AFL-CIO
September 9, 2021**

The Town of Sudbury (Town) and the Sudbury Association of Engineers, Architects and Draftsmen, Local #105 of the IFPTE (hereinafter the "Union"), hereby agree to a successor to the current collective bargaining agreement dated July 1, 2018 to June 30, 2021 collective bargaining agreement to be effective from July 1, 2021 to June 30, 2024.

ALL ITEMS are tentative until approved by the Select Board.

The terms and conditions of the parties' collective bargaining agreement dated July 1, 2018 to June 30, 2021 shall remain in effect, except as modified below:

Item A: Article IX Section 1 Salary Schedule shall be amended to reflect the following changes:

Effective 7/1/21, all steps on the salary schedule shall be increased by one-half percent (0.5%);

Effective 7/1/22, all steps on the salary schedule shall be increased by two percent (2%);

Effective 7/1/23, all steps on the salary schedule shall be increased by two percent (2%);

The parties agree that if the Town voluntarily agrees with any other bargaining unit, that is on the same year bargaining cycle, on a cost of living adjustment that is a greater percentage than the amounts listed above (in total percentage), then the parties agree that the collective bargaining agreement may be reopened for the purpose of bargaining over the COLA, with the understanding that the Town may propose a concession from the Union if the COLA agreement with the other bargaining unit was granted in exchange for a concession(s).

Item B: Amend Article XXXIX Drug Testing as follows:

Amend last paragraph as follows:

A work place accident shall include any vehicular accident or any workplace accident involving Town equipment or personnel. A drug/alcohol test shall be administered if there is reasonable in basis to determine that drug use could in whole or in part be the cause of the accident. A drug test shall be administered if there is an accident causing a fatality, injuries requiring a physician or emergency room visit, police citations or damages to public or private property, regardless of amount of damage. ~~over \$1500.~~

Item C: Amend Article XXXIV – Deferred Compensation

Deferred Compensation shall be increased by \$100 beginning July 1, 2021, contingent upon budgetary constraints and confirmation with Finance on Budgetary impact.

The Town will match any contributions made to either of the Town’s deferred compensation plans by employees covered by this agreement up to a maximum of ~~two~~ three hundred dollars (~~\$200.00~~\$300.00) per covered employee per year. The matching funds will be contributed in accordance with regular Town payroll practices.

Item D: Amend Article XIII Holidays

Juneteenth Independence Day shall be added to the list of holidays.

Article XL Duration of Agreement:

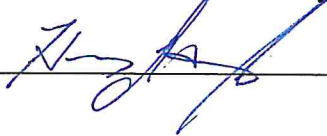
Replace “July 1, 2018 through June 30, 2021” with: “July 1, 2021 through June 30, 2024.”

The terms of this MOA will be incorporated into the body of the parties’ collective bargaining agreement by the Town and it shall be made available to the Union for review prior to printing. The phrase “on the date of execution of this agreement” will be replaced with the actual date of execution of this agreement. The integration process will not delay the process of executing and funding this agreement.

This Agreement is subject to funding and ratification by the Town and ratification by the Union.

Signed this 9 day of Sept 2021

For the Town of Sudbury:



For the Union: