

**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  
March 21, 2025**

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, 2021 to June 30, 2024 collective bargaining agreement to be effective from July 1, 2024 to June 30, 2027.

***ALL ITEMS are tentative until approved by the Select Board.***

The terms and conditions of the parties' collective bargaining agreement dated July 1, 2021 to June 30, 2024 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 7/1/24, all steps on the salary schedule shall be increased by three percent (3.0%);

Effective 7/1/25, all steps on the salary schedule shall be increased by two and one-half percent (2.5%);

Effective 7/1/26, all steps on the salary schedule shall be increased by two percent (2%);

**Item B: Amend Appendix A Salary Schedules**

Replace E3: *Engineering Aide III w/ Liaison to Planning* position with *Project and Construction Administrator* position

**Item C: Amend Article XXXV Stipend**

Increase Stipend for Individual responsible for stamping and signing land survey plans for recording at the Registry of Deeds to \$3,000. (PE or PLS License Stipend)

**Item D: Amend Article XXXIV – Deferred Compensation**

Deferred Compensation shall be increased by \$50 beginning July 1, 2024, contingent upon budgetary constraints and confirmation with Finance on Budgetary impact.

**Item E: Housekeeping: ARTICLE XXIV SAFETY, HEALTH AND WORK ENVIRONMENT**

Section 2, first sentence change "insure" to "ensure".

**Item F: Housekeeping: Change any reference to gender to the employee.**

**Item G:** Town Manager will draft a memo to the union clarifying Town Counsel Access related to subpoenas for depositions or court proceedings related to union members' work performed for Town.

**Article XL Duration of Agreement:**

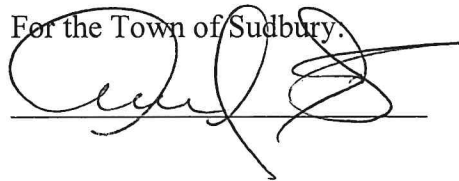
Replace "July 1, 2021 through June 30, 2024" with: "July 1, 2024 through June 30, 2027."

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.

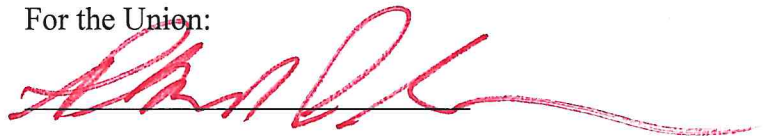
This Agreement is subject to funding and ratification by the Town and ratification by the Union.

Signed this 30 day of Dec 2025

For the Town of Sudbury.



For the Union:



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