

MEMORANDUM OF AGREEMENT (FINAL)

between

THE TOWN OF PEPPERELL

and

THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

LOCAL 5018

(July 1, 2018 - June 30, 2021)

WHEREAS, the Town of Pepperell (the "Town") and the Pepperell International Association of Firefighters, Local 5018, (the "Union") have been negotiating for a successor contract to the Agreement which expired on June 30, 2018; and

WHEREAS, the Town and the Union have come to terms relative to a successor contract between the parties; and

WHEREAS, the parties have agreed to execute a Memorandum of Agreement pending the drafting of a new contract document;

NOW, THEREFORE, the Town and the Union agree as follows:

The 2016-2018 contract shall be continued in full force and effect, except as modified herein, pending the drafting of a successor contract document.

1. ARTICLE 33. WAGES

(a) The parties agree to amend the Article by providing for a 0% base wage increase on July 1, 2018, July 1, 2019 and July 1, 2020.

(b) The parties agree to further amend the Article by adding the following re-opener language:

"The parties shall re-open this Agreement solely for the purpose of negotiating a base wage increase in the second and/or third years of the Agreement if non-collective bargaining unit employees receive a base wage increase in either of those years."

(c) The parties agree to further amend the Article by adding a wage scale as follows, to be effective upon execution of this Agreement:

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
\$23.58	\$24.2285	\$24.8947	\$25.5793	\$26.2828	\$27.0056	\$27.7482	\$28.5113

(d) The parties agree to further amend the Article by adding the following language:

“Bargaining unit members will move up one step on the wage scale on July 1 of each contract year, with the exception of the first year of this contract.

Upon obtaining FF I and II certification (or its equivalent), a bargaining unit member will move up two (2) steps on the wage scale.

The Town will place current employees and new hires on steps 1 through 4 of the wage scale based on experience and certifications.”

2. ARTICLE 37, DURATION

The parties agree to amend the Article to provide for a three year agreement from July 1, 2018 through June 30, 2021.

This Agreement has been duly executed by the authorized representatives of the Town of Pepperell and the International Association of Firefighters, Local 5018.

INTERNATIONAL ASSOC. OF
FIREFIGHTERS, LOCAL 5018

TOWN OF PEPPERELL

By: DAVE Keene
Dave Keene
Vice President District 4

By: Sharon P. Siegel
Sharon P. Siegel, Labor Counsel

Dated: 8/8/18

Dated: 8/20/18

RATIFIED:

RATIFIED:

INTERNATIONAL ASSOC. OF
FIREFIGHTERS, LOCAL 5018

TOWN OF PEPPERELL

By: Chris Baker
Chris Baker

By: Roland P. Nutter
Roland P. Nutter, Chair

Dated: 8/19/18

Dated: September 10, 2018

By: Andrew Seamans
Andrew Seamans

By: Lisa Ferolito
Lisa Ferolito

Dated: 8/8/18

Dated: September 10, 2018

By: Rich Bennett
Rich Bennett

By: William Greathead
William Greathead

Dated: _____

Dated: 8-19-18

By: Kevin Lehberger
Kevin Lehberger

By: John Moak
John Moak, Interim Town Administrator

Dated: 8/8/18

Dated: 9-10-18