

**Memorandum of Agreement
Fiscal Years 2024, 2025, 2026**

Agreement is hereby made this 11th day of October, by and between the Town of Needham (hereinafter the "Town") and the Needham Building Custodian and Tradesman Independent Association represented by the Massachusetts Laborers District Council, (hereinafter the "Union"). Except as expressly set forth herein, all provisions of the collective bargaining agreement between the Town and the Union, which by their terms are in effect through June 30, 2023, remain in full force and effect.

1. The term of the Agreement shall be July 1, 2023 through June 30, 2026.

2. The base wages shall be amended as follows:

FY2024: 2.5% (effective July 1, 2023)
FY2025: 3% (effective July 1, 2024)
FY2026: 3.5% (effective July 1, 2025)

3. Amend Article 24 Section 11 by adding the bolded language as follows:

Construction Supervisor's License: \$3,500
Journeyman Plumber's License: \$3,500
Master Plumber's License: \$3,500 (**\$4,500 effective July 1, 2024**)
Journeyman Electrician's License: \$3,500
Master Electrician's License: \$3,500 (**\$4,500 effective July 1, 2024**)
Refrigerant Technician License or Boiler Operator's license or Oil Burner's License or
Sheet Metal License: \$3,500

4. Amend Article 24, Section 2 Night Differential by inserting after the words "\$1.25 per hour" the words "(\$1.50 effective July 1, 2024)".

5. Amend Article 24 Section 12 – Special Senior Custodian Stipend by inserting after the sum \$1,000 the words "(\$1,500 effective July 1, 2024)."

For the Town

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Date: 10/11/2022
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Town Manager/Date

For the Union

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Date: 10/11/22 @

This agreement shall be executed in one or more counterparts, each of which when so executed shall constitute but one and the same instrument.