

**MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF FREETOWN  
AND  
PUBLIC EMPLOYEES UNION, LOCAL 1144, LIUNA  
FOR A SUCCESSOR  
COLLECTIVE BARGAINING AGREEMENT  
JULY 1, 2021 – JUNE 30, 2024  
(PUBLIC SAFETY DISPATCHERS)**

The Town of Freetown and the Public Employees Union, Local 1144 of the Laborers' International Union of North America hereby agree to a new three (3) year collective bargaining agreement which shall carry forward the terms of the parties' expired July 1, 2018 – June 30, 2021 collective bargaining agreement, except as modified by the following:

1. Add requirement that all Part-Time Dispatchers must work a minimum of two (2) shifts per month and at least one (1) major holiday, i.e. Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Day or Memorial Day, and at least one (1) minor holiday, i.e. any of the other holidays listed in the CBA, as a condition of employment.
2. Wage adjustment to address pay comparability issue as set forth in table below:  
Full-Time and Part-Time Dispatchers (non-Trainees):  
Effective July 1, 2021, delete existing Step 1 and renumber remaining steps as new Step 1 and Step 2. In addition, add new Steps 3, 4 and 5 at 3.0% above prior step at 3 years, 5 years and 10 years of service, respectively.

Head Dispatcher:

Effective July 1, 2021, add new Steps 2 and 3 at 3.0% above prior step at 5 years and 10 years of service, respectively.

PT-Dispatcher Trainees:

No wage adjustment.

<b>Position</b>	<b>Step 1 (1yr)</b>	<b>Step 2 (2yrs)</b>	<b>Step 3 (3yrs)</b>	<b>Step 4 (5yrs)</b>	<b>Step 5 (10yrs)</b>
FTSO	\$19.70	\$20.63	\$21.25	\$21.89	\$22.55
PTSO	\$18.19	\$19.05	\$19.62	\$20.21	\$20.82
Head SO			\$24.65	\$25.39	\$26.15
PTSO trainee	\$15.24				

3. Base wages:

**2.0% increase July 1, 2021**

Position	Step 1 (1yr)	Step 2 (2yrs)	Step 3 (3yrs)	Step 4 (5yrs)	Step 5 (10yrs)
FTSO	\$20.09	\$21.04	\$21.68	\$22.33	\$23.00
PTSO	\$18.55	\$19.43	\$20.01	\$20.61	\$21.24
Head SO			\$25.14	\$25.90	\$26.67
PTSO trainee	\$15.54				

**2.0% increase July 1, 2022**

Position	Step 1 (1yr)	Step 2 (2yrs)	Step 3 (3yrs)	Step 4 (5yrs)	Step 5 (10yrs)
FTSO	\$20.49	\$21.46	\$22.11	\$22.78	\$23.46
PTSO	\$18.92	\$19.82	\$20.41	\$21.02	\$21.66
Head SO			\$25.64	\$26.42	\$27.20
PTSO trainee	\$15.85				

**2.0% increase July 1, 2023**

Position	Step 1 (1yr)	Step 2 (2yrs)	Step 3 (3yrs)	Step 4 (5yrs)	Step 5 (10yrs)
FTSO	\$20.90	\$21.89	\$22.55	\$23.24	\$23.93
PTSO	\$19.30	\$20.22	\$20.82	\$21.44	\$22.09
Head SO			\$26.15	\$26.95	\$27.74
PTSO trainee	\$16.17				

4. EMD stipend:

Effective July 1, 2021, increase annual amount by \$100.00.

5. Longevity:

Effective July 1, 2021, increase current longevity levels by \$25.00.

6. New Shift:

A new shift with the hours of 5:00pm to 1:00am is to be added in the discretion of the Town.

7. Holidays:

Eliminate time off as an option for compensation for holidays listed in the CBA, except for those situations in which an employee actually works on the holiday or on the day that the holiday is observed by the Town. For example, if July 4<sup>th</sup> falls on a Sunday and is observed by the Town on Monday, July 5<sup>th</sup>, employees that work on either July 4<sup>th</sup> or July 5<sup>th</sup> would retain the option to receive an additional day off for the July 4<sup>th</sup> holiday in lieu of being paid holiday pay. All other employees who did not actually work on one of those days would receive holiday pay for the July 4<sup>th</sup> holiday and would not have the option of receiving a future day off.

8. Probationary period:

Change probationary period for Part-Time Dispatchers to 2000 shift hours, instead of one (1) year.

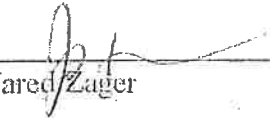
TOWN OF FREETOWN,



Trevor Mathews, Chair



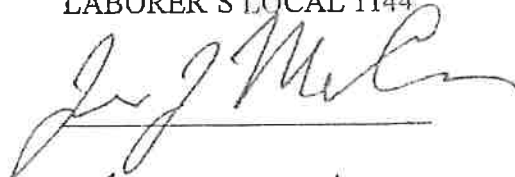
George Grunwald



Jared Zager

Dated: 9/27/21

LABORER'S LOCAL 1144



(01/14/21)

Nicole Rodriguez - Bis (01/14/21)  
Margaret Sawyer (01/14/21)

Dated: 7/29/21