

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
TOWN OF DEDHAM  
AND THE  
AMERICAN FEDERATION OF  
STATE, COUNTY, AND MUNICIPAL EMPLOYEES,  
AFL-CIO STATE COUNCIL NO. 93, LOCAL 362,  
PUBLIC LIBRARY STAFF**

March 9, 2021

NOW COMES the Town of Dedham (“the Town”) and the American Federation of State, County, and Municipal Employees, AFL-CIO State Council No. 93, Local 362, Town Hall Unit (“the Union”), both acting by and through their respective bargaining teams, and hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement that expire on June 30, 2021 (“the Previous Agreement”);

WHEREAS, the Town and the Union are desirous of entering into a successor agreement to the Previous Agreement based on the Previous Agreement as modified herein;

NOW, THEREFORE, it is agreed as follows:

1. Article XXV, Classification Plan and Pay Rates:

A new salary schedule shall be prepared reflecting an increase in wages of 1.75 % effective July 1, 2021, an increase of 2 % effective July 1, 2022, and an increase of 1.25 % effective July 1, 2023.

2. Article XXIX, Effective Date of Agreement.: The Successor Agreement shall reflect an effective date of July 1, 2021 and a termination date of June 30, 2024.

3. Other Modifications: The Successor Agreement shall also reflect the changes set forth in Proposals A, B, C, attached hereto and made a part of this Memorandum of Agreement.

4. The cost items of this Agreement are subject to approval by Town Meeting.

5. This Memorandum of Agreement shall be considered off-the-record until ratified by the Union's membership and the Board of Selectmen and, as applicable, funded by Town Meeting. The bargaining teams shall sponsor and support such ratification. Failing such ratification and/or funding by Town Meeting, this Memorandum of Agreement shall be deemed null and void and both parties will be free to return to their prior bargaining positions.

For the Town:

3.9.21 Carl Scott - MC  
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For the Union:

Lisa L. Raymond  
William J. G...  
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