

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
TOWN OF DEDHAM  
AND THE  
DEDHAM FIREFIGHTERS' ASSOCIATION,  
LOCAL 1735, I.A.F.F.**

**October 15, 2021**

NOW COMES the Town of Dedham ("the Town") acting by and through its Board of Selectmen ("the Board") and the Dedham Firefighters' Association, Local 1735, I.A.F.F. ("the Union") and for good and valuable consideration hereby agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement that expired 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 IX, Paid Holidays:

Section 1: Insert Juneteen (June 19<sup>th</sup>) into the list of holidays.

2. Article XII, Longevity:

Remove the current dollar amount in the longevity section and insert the wording:

Firefighters, Lieutenants, Captains and Deputy Chiefs will receive 1/2 percent of their base pay per year after the first five years of continuous employment by the Town and shall receive an additional ½ percent after each successive five-year period that he/she is employed by the Town up to a maximum of 3.5% per year.

3. Article XX, Wages: A new salary schedule shall be prepared and inserted into the Successor Agreement reflecting an increase in wages of 2% effective July 1, 2021, 2% effective July 1, 2022 and 2% effective July 1, 2023.

4. Article XXI, Fire Science Program and EMT Training:

Section 2: Remove section 2 and replace it with:

Any firefighter who successfully completes a defibrillator certification course and maintains certification and, any firefighter who successfully complete an epi-pen use certification course and maintains certification will receive an annual Certified Medical Equipment payment in bi-weekly increases in the amount indicated below:

Effective July 1, 2021 the Certified Medical Equipment payment shall be equal to 3% of the top step of the firefighter scale. Effective July 1, 2022 the Certified Medical

Equipment payment shall be equal to 3.5% of the top step of the firefighter scale.

Effective July 1, 2023 the Certified Medical Equipment payment shall be equal to 4% of the top step of the firefighter scale.


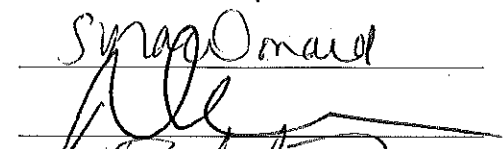
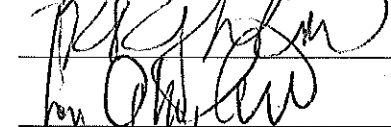

5. Article XXVII, Electronic Communication:

A new Electronic Communication Article shall be inserted in between the Drug and Alcohol Testing and Duration of Agreement Articles and shall be added as follows:



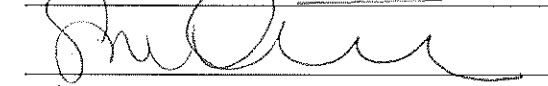
Except in instances where a different method of communication is required by federal or state law or regulation, e-mail may be used by the Town to communicate with members of the bargaining unit. The union and the Town agree to cooperate in finding a workable solution for any bargaining unit member who does not have access to an email account for this purpose.

6. Article XXVIII, Duration of Agreement: This Agreement shall be modified to reflect a July 1, 2021 start date and a June 30, 2024 end date, with the deadlines/start dates for giving notice of the desire to negotiate a new agreement changed to April 15, 2024 and November 1, 2023, respectively.

For the Town:

  
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Sydney Donald  
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For the Union:

  
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