

**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,  
DPW UNIT A**

*March 9*  
**February**   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, DPW Unit A (“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 expires 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:

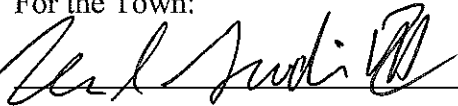
A new salary schedule shall be prepared reflecting an increase in wages of 1.75% effective July 1, 2021, an increase of 2% effective July 1, 2022, and an increase of 2.25% effective July 1, 2023.

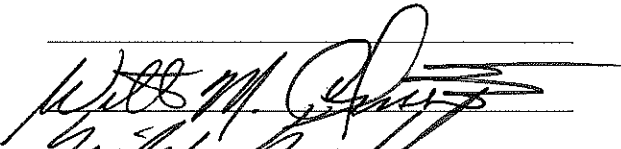
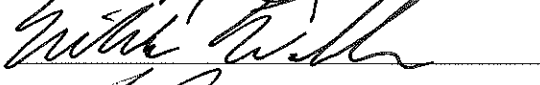
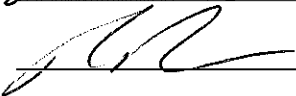
2. Article XXIX, Effective Date of Agreement.: The Successor Agreement shall reflect an effective date of July 1, 2021 and a termination date of June 30, 2024.

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.

TA  
9.9.21  
For the Town:  
  
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\_\_\_\_\_  
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For the Union:  
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**PROPOSAL A :**

The "Miscellaneous Provisions" article of the Previous Agreement shall be modified by adding the following language in a new numbered paragraph:

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.

PROPOSAL B :

The "Miscellaneous Provisions" article of the Previous Agreement shall be modified by adding the following language in a new numbered paragraph:

Notwithstanding any language in the collective bargaining agreement to the contrary, the parties agree to conform their practices with respect to the collection of agency fees to the decision issued in 2018 by the Supreme Court of the United States in Janus v. AFSCME Council 31.

PROPOSAL C

Ament Article XXIV to provide for a combined uniform/shoe stipend as follows:

FY 22	\$1,200
FY 23	\$1,300
FY 24	\$1,400