

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
THE TOWN OF WAYLAND
AND WAYLAND FIREFIGHTERS LOCAL 1978
DECEMBER --- 2022**

This Agreement is entered into by and between the Town of Wayland ("Town") and the Wayland Firefighters, Local 1978 ("Union").

WHEREAS, the Town and the Union are parties to an existing collective bargaining agreement;

WHEREAS, the Town and the Union have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms of a successor agreement for the period July 1, 2020, through and including June 30, 2023;

WHEREAS, the Town and the Union, subject to ratification by the Union and the Board of Selectmen and funding by Town Meeting have come to terms relative to a new agreement between the parties; and

WHEREAS, the parties have agreed to execute a Memorandum of Agreement pending the final drafting of a new agreement;

NOW THEREFORE, the Town and the Union agree as follows:

1. The existing collective bargaining agreement shall remain in full force and effect except to the extent specifically modified by this agreement.
2. The parties agree to amend Article 12-4 Private Details: \$55 to \$60 on Sundays and Holidays to be effective upon ratification and funding.
3. The parties agree to amend Article 22.2 Uniform: change from October and April to "last pay period of Sept and March."
4. The parties agree to amend App C: Educational Incentive Schedule: Housekeeping changes for retired employees.
5. The parties agree to amend Wages and Duration.

This is a 3-year Contract, effective July 1, 2020, with the following base wage increases:

July 1, 2020	2.0%
July 1, 2021	2.0 %
July 1, 2022	2.5%

6. The Parties agree to Add a 15-year step that is 3.0% above current step 4 as shown in Appendix B

Add a 25-year step that is 3.0% above the 15-year step
Years are based on years with the Town of Wayland Fire Department

7. The parties agree to EMT/Paramedic Pay increased as follows:

EMT - \$2,750; \$3,000; \$3,250

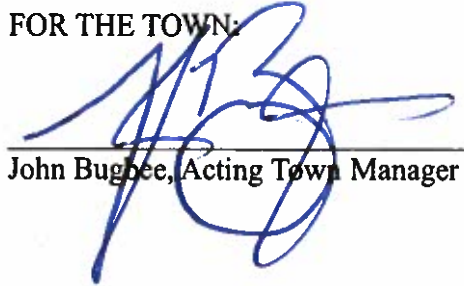
Paramedic - \$9,450; \$10,450; \$11,450

All retroactive pay increases to be to members of the bargaining unit as of the date of ratification only.

8. The parties agree to amend Article 10-2d. to provide that compensatory time may only be awarded with approval of the Fire Chief. Compensatory time will be limited to no more than two (2) days carried simultaneously and must be used in the fiscal year in which it is accrued.
9. The parties agree to amend Article 9.1.b as follows: For firefighters hired after 12/15/17, vacation shall accrue on July 1 of every fiscal year. Delete the semi-annual accrual. Add the following language: In the event a firefighter terminates employment prior to the end of the fiscal year, the firefighter's accrued vacation will be prorated according to the schedule and the prorated amount will be included in the firefighter's last paycheck. Any firefighter hired after the start shall accrue vacation for the fiscal year prorated rounded to the highest whole number.
10. The parties agree to amend Article 12-2. to add: If a firefighter is called back, on a call-back subsequent to the second call-back, the firefighter is ineligible for additional call-back pay until the end of the minimum time period for the first call-back. The additional time for the second or following call back shall not accrue until the end of the first call back at which time. (No overlaps of call back pay.)
11. The parties agree to amend Article 9.1.b.1. to add "Lateral hires who were employed full-time in a municipal fire department shall accrue vacation leave based on their seniority including prior full-time municipal fire department service."

[Signature page to follow]

FOR THE TOWN:



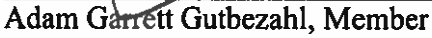
John Bugbee, Acting Town Manager

SELECT BOARD


Cherry C. Karlson, Chair

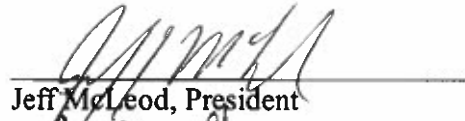

Dave V. Watkins, Vice Chair


Thomas J. Fay, Member


Adam Garrett Gutbezahl, Member


Carol B. Martin, Member

FOR THE UNION:


Jeff McLeod, President


James Gemelli, Member At Large


Robert Dorey, Member At Large