

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding ("MOU") is entered into between the Town of Ashland ("Town") and the Ashland Employees Union, Chapter 31 SEA, Local 1984, SEIU ("Union") (collectively, the "Parties"),

The Parties agree to the following:

1. The Parties, currently engaged in collective bargaining on a successor agreement, desire to incorporate changes prior to ratification by their constituents that will allow the Town to recruit and hire employees that are important for sustaining essential services to residents.
2. To this end, the Parties agree that effective on or after September 1, 2022, the Town may post for recruitment and hire for employment in positions outlined in ATTACHMENT A.
3. Employees already performing duties in positions outlined in ATTACHMENT A shall be compensated in accordance with the document.
4. The Parties agree and acknowledge that this MOU is a temporary modification to the current collective bargaining agreement and that this modification shall sunset on January 9, 2023 unless the parties incorporated such changes into a tentative agreement on a new collective bargaining agreement. If the parties have reached a tentative agreement on a new collective bargaining agreement then this temporary modification shall be extended until the 2023 Town of Ashland Annual Meeting.
5. This MOU shall be immediately null and void if the successor collective bargaining agreement negotiated between the Parties is either not ratified by the Union or approved by the Town.
6. If the successor collective bargaining agreement is ratified by the Union and approved by the Town the Parties agree that they will seek by joint Modification Petition to the Public Employee Labor Relations Board to modify the composition of the bargaining unit to reflect the changes to the bargaining unit.



For the Town of Ashland



09-13-22

For the Ashland Employees Union

Proposed Electrical Rates

2.8% Steps

Base 2023	Year 1 2024	Year 2 2025	Year 3 2026	Year 4 2027	Year 5 2028
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Lineworker 1	\$45.90	\$47.19	\$48.51	\$49.86	\$51.26	\$52.70	
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(Firstclass lineman)
Took top rate (2023)
Littleton

Groundman	\$35.19	\$36.18	\$37.19	\$38.23	\$39.30	\$40.40	
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(Utility Person 1)
Took top rate (2023)
Littleton

Operations Clerk	\$24.49	\$25.18	\$25.88	\$26.61	\$27.35	\$28.12	
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Took current rate
current employee

Customer Service Rep	\$20.04	\$20.60	\$21.18	\$21.77	\$22.38	\$23.01	
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Took current rate
current employee

Apprentice Lineman	\$ 33.68	\$ 34.62	\$ 35.59	\$ 36.59	\$ 37.61	\$ 38.67	
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(Lineworker 3)
Took top rate (2023)
Littleton