

**Memorandum of Agreement**  
Between the Town of North Attleborough

And

Laborers Local 272

06 May 2025

This Memorandum of Agreement (MOA) is entered into by and between the Town of North Attleborough ("Town") and Laborers Local 272 ("Union"). The current collective bargaining agreement dated July 1, 2022 – June 30, 2025 shall remain in full force and effect except as specifically modified by this MOA.

**1. Term of Agreement**

This MOA is effective July 1, 2025 through June 30, 2026.

**2. Cost-of-Living Adjustment (COLA)**

Effective July 1, 2025, a 2% COLA will be applied across all steps of the wage schedule.  
Reference: Article III, Section 1 – Wages.

**3. Establishment of a New Top Step**

A new Top Step will be added to each pay grade, set at 3% above the current highest step (Step 9).

Reference: Article III, Section 1 – Wages.

**4. Snow Response Stipend**

Employees who respond to all required snow plowing call-outs will receive a \$1,500 stipend, paid at the end of the winter season. Verification of participation shall be conducted by the DPW Director.

New provision – not previously addressed in the contract.

The snow and ice stipend policy will be finalized with the approval of the Union and Town.

**5. Sick Leave Buyback at Retirement**

The Town will implement a sick leave buyback program for employees who retire and are vested in the retirement system:

- Capped at 10% of the maximum 120-day sick leave accrual (i.e., 12 days maximum).
- Paid at the employee's final hourly rate.

Reference: Article IV, Section 1(b) – Sick Leave Accumulation.

## 6. Additional Holidays

Employees will now receive:

- ½ Day on Christmas Eve
- ½ Day on New Year's Eve

This applies when the Town Manager authorizes office closures before these holidays.

Reference: Article III, Section 5(d) – Holidays.

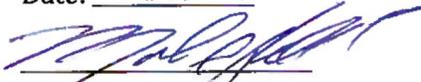
IN WITNESS WHEREOF, the parties have executed this Agreement through their duly authorized representatives:

For the Town of North Attleborough:



Town Manager

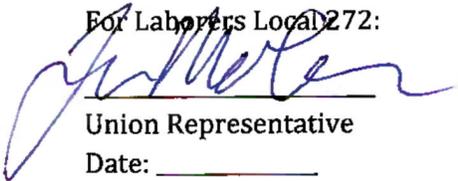
Date: 17 JUN 25



Director of Public Works

Date: 4/17/25

For Laborers Local 272:



Union Representative

Date: \_\_\_\_\_



Shop Steward

Date: 6/17/25