

**MEMORANDUM OF AGREEMENT BY AND BETWEEN**

**THE TOWN OF NORTH ATTLEBOROUGH**

**AND**

**THE NORTH ATTLEBOROUGH PROFESSIONAL POLICE OFFICERS'  
ASSOCIATION, LOCAL 280, MASSACHUSETTS COALITION OF POLICE,**

**I.U.P.A., AFL-CIO**

**Collectively referred to as ("the Parties")**

**December 2025**

**WHEREAS**, the Town of North Attleborough ("Town") and the North Attleborough Professional Police Officers' Association, Local 280, Massachusetts Coalition of Police, I.U.P.A., AFL-CIO ("Association") executed an Agreement ("Successor Agreement") to modify the terms of the July 1, 2022 -June 30, 2025 Collective Bargaining Agreement ("CBA") for a new period beginning July 1, 2025 and ending June 30, 2026; and

**WHEREAS**, in Paragraph 2 of the Successor Agreement, the Parties agreed to the creation of a sick leave bank for police professionals. The sick leave bank shall be administered in accordance with a mutually agreed-upon policy consistent with standard municipal sick bank administration practices.

**NOW THEREFORE, the Town and the Association agree as follows:**

1. **Introductory "Whereas" Clauses:** The introductory "Whereas" clauses above are incorporated into the Parties' Agreement.
2. **Sick Leave Bank Policy:** the Parties agree to the following policy:
  - A) A sick leave bank has been established for use by a participating employee whose sick leave is exhausted through prolonged illness. A prolonged illness shall be one which has caused absence of more than thirty (30) consecutive work days. Vacation, personal, and all sick leave days must be used by the participating employee before being eligible to draw upon the sick leave bank. The employee is responsible for obtaining the required documentation and submitting it in a timely manner.
  - B) To be eligible for sick leave bank days, the applicant must have been an employee of the police department for at least one (1) year prior to the date of the application and must have contributed one (1) day of sick leave to the sick leave bank between

July 1 and July 15 of the fiscal year during which the application is submitted. Previous attendance records will be considered.

- C) A doctor's certificate shall be required in each instance that an applicant seeks access to the sick leave bank, including application for extended benefits.
- D) The initial grant of days from the sick leave bank will cover up to twenty (20) working days for any prolonged illness. Consideration will be given for additional days beyond the twenty (20) in the event that the prolonged illness continues. Additional grants of up to twenty (20) days may be provided to an individual, except that in no event shall the total grant of sick leave days to an individual from the date of her/his application exceed forty (40) days. If, in such instance of extended benefit award, the sick leave bank is exhausted, it may be replenished by the contribution of one additional day of sick leave by each participating employee. At no time shall the total number of days in the sick leave bank exceed one hundred fifty (150) days.
- E) The sick leave bank shall be governed by a committee consisting of the Police Chief, the Town Manager, and two union members. The Human Resources Director shall be the tie break on the committee. The sick leave bank shall be administered by the Human Resources Department.
- F) The decision of the sick leave bank committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal through the contractual grievance and arbitration procedure or through any other judicial or administrative procedure.
- G) No days may be withdrawn from the sick leave bank for use other than a prolonged illness of the employee. Days may not be withdrawn to permit the employee to be absent to care for other individuals of the employee's family.
- H) Application for benefits shall be in writing and shall consist of a letter to the Police Chief accompanied by a written doctor's certificate describing the nature of the illness and providing an estimate of when the employee will be able to return to work. The Police Chief will convene the sick leave bank committee and will notify the Human Resources Director within five (5) working days of receiving it and the committee will meet within ten (10) working days of receipt of the request.
- I) Upon initial creation of the sick leave bank, employees who wish to be eligible for use of the sick leave bank in the first year shall make an initial contribution of six (6) days to the bank to seed the bank. Employees who have the maximum number of accumulated sick days allotted to the employee, one hundred fifty (150) days may contribute thirty (30) of their accumulated sick days to seed the bank. Thereafter, employee eligibility and contribution shall be governed by sub-section B above.
- J) Employees that elect to participate in the sick leave bank, will be required to complete a Sick Leave Bank Participation Form upon hire and/or initial creation of

the sick leave bank and have one (1) day deducted from their sick leave balance. Participating employees shall continue to remain members of the sick leave bank and have one (1) sick day deducted in accordance with Section B above unless and until members contact the Human Resources Department during the month of June to opt-out of the sick leave bank.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement on the dates written below:

**Town of North Attleborough:**

  
\_\_\_\_\_  
MICHAEL D. BORG

Date: 23 DEC 25

**North Attleborough Professional  
Police Officers' Association, Local 280:**

  
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Date: 1/2/26