MEMORANDUM OF AGREEMENT (MOA)

By and Between

The TOWN OF POESTENKILL (TOWN)

And the

UNITED PUBLIC SERVICE EMPLOYEES UNION

WHEREAS, the United Public Service Employees Union (Union) and the Town of Poestenkill (Town) are parties to a Collective Bargaining Agreement (CBA), which expires on December 31, 2024; and

WHEREAS, the Union and the Town recognize the existence of employee hiring and retention issues which shall be addressed prior to the expiration of the Collective Bargaining Agreement (CBA); and

WHEREAS, the Union and the Town have engaged in good faith negotiations to implement a strategy to address these issues; and

WHEREAS, the parties have agreed to modify a specific set of existing terms and conditions of employment to achieve the needed financial results; and

WHEREAS, the parties have reached a tentative agreement which will take effect January 1, 2024; and

WHEREAS, the parties hereto agree that the current CBA and all terms and conditions of employment set forth therein shall remain in full force and effect as herein modified.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the parties hereby stipulate and agree to the following**:**

1. The recitations that are found in the "WHEREAS" clauses above shall form part of this Agreement.

2. Beginning January 1, 2024, all full-time employees who currently hold, are hired, or promoted to the titles of Laborer, Mechanical Equipment Operator Light (MEOL), Mechanical Equipment Operator Heavy (MEOH), and Working Supervisor/Foreman shall receive the following base wage increases:

   Laborer: $2.00/hr base wage increase -- new starting rate -- $21.43/hr.
   MEOL: $3.50/hr base wage increase -- new starting rate -- $24.99/hr.
   MEOH: $3.50/hr base wage increase -- new starting rate -- $27.20/hr.
   Working Supervisor: $1.25/hr base wage increase -- new starting rate $28.61/hr.

These wage increases shall be applied in addition to Longevity Pay and any scheduled or other pay increases in keeping with the Collective Bargaining Agreement.

3. Every other provision of the CBA that is not mentioned in this Agreement shall remain in place.

4. Any disagreement that may arise from this MOA shall be subject to the grievance procedure, including arbitration.

5. This MOA is contingent upon ratification by the membership and the Town.

TOWN OF POESTENKILL	UNITED PUBLIC SERVICE EMPLOYEES UNION
_____	_____
Town Date	Union Date

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