



Town of Bellingham
Bellingham Municipal Center
10 Mechanic Street
Bellingham, Massachusetts 02019
Phone: 508-657-2802
Fax: 508-966-4303

The Town's proposal is contingent upon the Union agreeing to the entire proposal. The Town reserves the right to withdraw the offer if it is not ratified by the Union on or before May 12, 2025.

MEMORANDUM OF AGREEMENT FOR SUCCESSOR CBA

BETWEEN

TOWN OF BELLINGHAM

AND

AFSCME Council 93 Local 747 Municipal Center Employees

This Memorandum of Agreement sets forth the material terms of a three year Agreement between the Town of Bellingham ("Town") and the AFSCME Council 93 Local 747 Municipal Center Employees ("Town") covering the period July 1, 2025 – June 30, 2028 which the parties' negotiating teams have reached in the process of negotiations. It is subject to ratification by the Union membership and the Bellingham Selectboard and funding by the April 2025 Annual Town Meeting on and in accordance with the provisions of M.G.L. c. 150E. Except as modified in this Memorandum, the terms and conditions of the current Agreement will be carried forward into the new Agreement. If it is not ratified and funded, both parties will be free to return to prior bargaining positions and this document and/or terms in it shall not be admissible in any proceeding. If it is ratified and funded, a new integrated Collective Bargaining Agreement ("CBA") shall be prepared which incorporates the material terms of this Agreement into the parties' current CBA, i.e., the last fully integrated and signed CBA (July 1, 2015 – June 30, 2018) and subsequent Memorandums of Agreement.

1. Article XXIV – Duration: July 1, 2025 – June 30, 2028
2. Exhibit C – Wage Scale by Labor Grade

7-1-25 – 3%
7-1-26 – 3%
7-1-27 – 3%

3. Article VI Longevity: Annual longevity base shall be increased to \$300 upon completion of five (5) years continuous full-time employment and \$50 for each additional year of full-time service.

4. Article XIX Personal Paid Leave: Employees shall be granted three (3) days off.

5. Exhibit B -

Upgrade one Grade 8 Library Technician (currently vacant) to newly created Grade 10 Senior Library Technician.

Upgrade 32.5 hour Library Custodian from Grade 8 to Grade 9.

Upgrade 35 hour Administrative Assistant to Building Inspector to Grade 11.

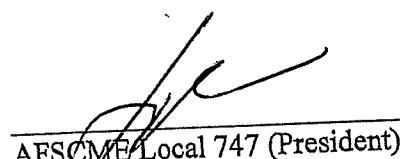
Upgrade 40 hour Administrative Assistant DPW Director to Grade 11.

Upgrade 35 hour Administrative Assistant Police Department to Grade 11.

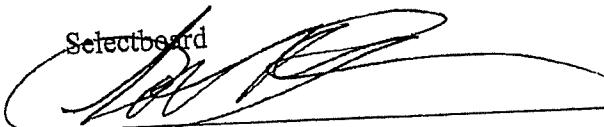
In witness where of, the duly authorized representatives of the parties if this Agreement have been set forth their hand dated 12 May, 2025.



Denis C. Fraine, Town Administrator



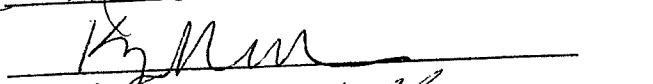
AFSCME Local 747 (President)



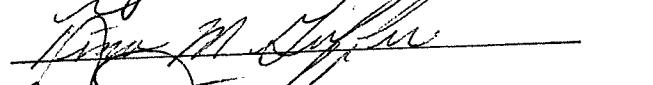
Selectboard
Chairperson



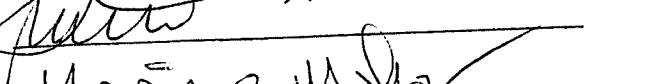
Michelle A. Brunelle



Karen M. Miller



Diane M. Styrk



Marlene Miller

FY25	Step 1	Step 2	Step 3	Step 4			
8	22.42	23.63	25.03	26.42			
9	23.63	25.03	26.42	27.82			
10	25.03	26.42	27.82	29.22			
11	26.42	27.82	29.22	30.53			
FY26	Step 1	Step 2	Step 3	Step 4			
8	23.09	24.34	25.78	27.21			
9	24.34	25.78	27.21	28.65			
10	25.78	27.21	28.65	30.10			
11	27.21	28.65	30.10	31.45			
FY27	Step 1	Step 2	Step 3	Step 4			
8	23.79	25.07	26.55	28.03			
9	25.07	26.55	28.03	29.51			
10	26.55	28.03	29.51	31.00			
11	28.03	29.51	31.00	32.39			
FY28	Step 1	Step 2	Step 3	Step 4			
8	24.50	25.82	27.35	28.87			
9	25.82	27.35	28.87	30.40			
10	27.35	28.87	30.40	31.93			
11	28.87	30.40	31.93	33.36			

Approved Salary
Schedule