

Memorandum of Agreement

by and between the
New England Police Benevolent Association Inc., Local 82,
and
The Town of Natick, Massachusetts

The Town of Natick (“the Town”) and the New England Police Benevolent Association Inc., Local 82, hereby agree to modify the collective bargaining agreement between the Town and Local 82, with the changes agreed to by the parties’ negotiating teams and set forth below.

WHEREAS, the Town and the Union have reached an agreement;

NOW THEREFORE, in consideration of the mutual promises herein, the Union and the Town agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

1. **Article X** – Wages

Update Section 1 to read:

Effective July 1, 2021 Two percent (2%) increase.

2. **ARTICLE XVII- Holidays**

Effective July 1, 2021– Add Juneteenth

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Washington's Birthday	Columbus Day
Patriot's Day	Veterans' Day
Thanksgiving Day	Memorial Day
Christmas Day	<i>Juneteenth</i>

3. **ARTICLE XX - INSURANCE**

Change Section to read:

The attached Memorandum of Agreement Between the Town of Natick and All Collective Bargaining Units representing employees employed by the Town of Natick (hereafter referred as “the PEC Agreement”) stipulates the terms of group health insurance coverage for the period of July 1, 2021 through June 30, 2024. See Appendix C.

4. **Article XXVIII – Duration of Agreement**

This contract shall extend from July 1, 2021 to June 30, 2022.

This agreement shall not be implemented unless the parties have ratified and fully executed the Agreement.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this ____ day of March 2023

TOWN OF NATICK,
By its ~~Bargaining Team~~, **SELECTBOARD**
duly authorized,

Bruce Evans
Pat R
Michael Pickens
Thomas M. Condit
Richard S

NEW ENGLAND POLICE
BENEVOLENT ASSOCIATION, INC
LOCAL 82
By its Bargaining Team, duly authorized,

James Sutherland
Vernon J. Fode
[Signature]