

LOCAL 1840, IAFF'S PROPOSAL
June 5, 2025

This proposal for a successor collective bargaining agreement for FY25 through FY27 is made off the record for settlement purposes, with the Union reserving its rights to return to prior bargaining positions in the event this package is not accepted by the Town. The rejection of any part of this proposal is a rejection of the entirety. Previous Town proposals not addressed herein are rejected.

1. Accrual of Benefits During Injured on Duty Leave

Notwithstanding anything in this collective bargaining agreement to the contrary, effective July 1, 2025, a firefighter who is absent from duty for a period of 365 consecutive days, whether such absence is attributable to non-work-related illness, injury, accident, or work-related incapacity for duty pursuant to M.G.L. c. 41, § 111F, and who has had an application for accidental disability accepted by the local retirement board, shall not during any period of subsequent and continuing absence, accrue additional vacation leave or sick leave, or be entitled to a payment of a uniform allowance.

2. Career Incentive (Article 26)

Effective July 1, 2025, there shall be an increase in the amount paid to a firefighter who holds or obtains an Associate's Degree from \$1,500 to 5% of base pay; for a firefighter who holds or obtains a Bachelor's Degree there shall be an increase from \$2,500 to 7.5% of base pay; and for a firefighter who holds or obtains a Master's Degree, there shall be a payment of 10% of base pay. The base pay percentage shall be based on the pay of a top step private.

See Attachment A.

3. Biweekly Payment of Wages

Biweekly payment of wages may be implemented by the Town upon ninety days prior written notice to the Union.

4. Health Insurance

The Union agrees to reopen the contract for the sole purpose of engaging in negotiations over health insurance, including plans, premiums splits, co-payments, deductibles, and out-of-pocket maximums upon the formation of a Public Employee Committee as is authorized under G. L. c. 32B.

5. Absenteeism Incentive (Article 25)

Change one hundred twenty (120) days to ninety (90) days wherever appearing throughout section 01.

6. Ambulance

It is agreed that employees are required to meet the minimum hourly training requirement set by medical control for attending lectures on Morbidity and Mortality. It is agree that employees will not be additionally compensated for the requirement regardless of their recertification status.

7. Use of Sick Leave

Under Article 14, add a new section as follows:

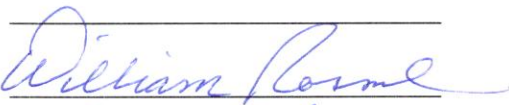
.08 When it is necessary for an employee to utilize sick leave to leave a tour before its completion, the employee's appropriate sick leave account will be charged to the nearest quarter of the day of that tour closest to the time that they have left duty.

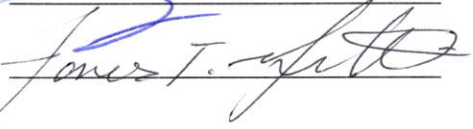
8. Wage Increases

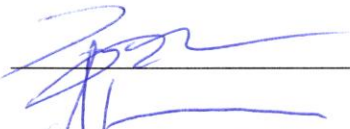
Wages shall be increased on July 1, 2024 (3%), July 1, 2025 (2%), and July 1, 2026 (3%), with full retroactive application of all increases.

FOR THE TOWN

FOR THE UNION








Date: 6-9-25

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