

**MEMORANDUM OF UNDERSTANDING
BETWEEN TOWN OF BRIDGEWATER AND
UNITED STEELWORKERS LOCAL 9517 - UNITS A & B**

WHEREAS, the Town of Bridgewater ("Town") is a municipality organized under the laws of the Commonwealth of Massachusetts, with an address of 66 Central Square, Bridgewater, MA 02324;

WHEREAS, the United Steelworkers Local 9517 Units A & B ("Union") is the exclusive bargaining representative pursuant to G.L. c. 150E, for certain employees within the Town;

WHEREAS, the Town and Union (the "Parties") are parties to a collective bargaining agreement, effective from July 1, 2024 – June 30, 2027;

WHEREAS, due to current financial exigencies, the Town has been forced to implement budget reductions due to the budgetary deficit for FY27 and the Parties have met to bargain in good faith over the impact of said reductions;

NOW, THEREFORE, in consideration of the promises contained herein, the Parties agree as follows:

1. Reductions in Force, Reductions in Hours and Modified Work Hours:

- a. The following bargaining unit positions are being eliminated, effective June 30, 2026: IT Computer Systems Technician and Assistant Town Planner.
- b. Effective July 1, 2026, the Town and the Union have agreed that the regular weekly hours of work for bargaining unit members shall be reduced by five (5) hours. This reduction does not include the following positions that will remain at forty (40) hours per week: Conservation Agent, Highway Superintendent, Water Superintendent, and Sewer Superintendent. The list of regular weekly hours for each bargaining unit position is attached hereto and incorporated by reference as Exhibit A. This reduction in hours is being implemented in lieu of additional reductions in force and is intended to preserve the employment of bargaining unit members.
- c. The regular work week for Town Hall employees working thirty-five (35) hours per week will be as follows, effective July 1, 2026:

September through June:

Monday, Wednesday, Thursday: 8:00 a.m. to 4:00 p.m. (inclusive of breaks) Tuesday:
8:00 a.m. to 7:00 p.m. (inclusive of breaks)

July and August: Monday through Thursday: 8:00 a.m. to 4:00 p.m. (inclusive of breaks)

- d. The Parties understand and agree that, in consideration of the adjusted schedule in Paragraph 1(b) above, all hours worked on Tuesdays during September through June shall be considered part of the regular workday and shall be paid at the employee's regular hourly rate. Consistent with current practice, bargaining unit members are required to use

paid leave in an amount equal to the number of hours they are scheduled to work on that day. If a bargaining unit member utilizes paid leave on a Tuesday during September through June, they will be required to utilize eleven (11) hours of paid leave.

- e. **Notwithstanding the above schedule, the Information Technology Department may be required to provide coverage on Fridays. The Chief Information Officer will generally provide such coverage; however, bargaining unit employees in the department may occasionally be required to work on Fridays to cover planned vacations, leave time, or other scheduled absences. Any such scheduling shall be coordinated in advance with the affected employee and consistent with the operational needs of the Town. For the occasions IT Employees are required to work on Friday outside their regular work schedule they shall accrue compensatory time at the rate provided under Article 13 of the CBA.**
 - f. For the purposes of calculating paid leave accrual, one day will be equal to seven (7) hours for a full-time employee who works thirty-five (35) hours per week and equal to eight (8) hours for a full-time employee who works forty (40) hours per week. Calculation will be pro-rated for employees who work less than thirty-five (35) hours per week.
2. Modifications to the CBA: The Parties agree to the following modifications of the Unit A and Unit B CBA:
- a. Article 2- Recognition: The Veterans Service Officer position shall be moved to Unit A and shall be an exempt position under the Fair Labor Standards Act (FLSA).
 - b. Article 15 – Holidays: Add the following language to Article 15:

Effective July 1, 2026

All employees covered by this agreement shall receive regular compensation for the number of hours scheduled to work for the following holidays:

New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Patriots Day, Independence Day Labor Day, Veterans Day, Columbus Day, Thanksgiving, Day After Thanksgiving, Juneteenth, **Christmas Eve Day**, Christmas Day, **Day After Christmas**.

Holidays will be celebrated consistently with State Law as determined by the Town Manager.

- c. Article 16 Vacation: Effective July 1, 2026, replace the vacation accrual chart in Article 16 with the following (All other language in Article 16 shall remain unchanged)

Years of Service	Vacation Time In Hours
1 – 2	2 Weeks
3-9	3 Weeks
10 – 14	4 Weeks
15 – 19	5 Weeks

20	5 Weeks 2 days
21	5 Weeks 4 Days
22 or more	6 Weeks

- d. Article 16 Vacation: replace paragraph 4 with

Effective December 31, 2026: Employees will be permitted to carry over one (1) week of vacation into the following year, which must be used prior to June 30th. **Any exceptions are subject to approval by the Department Head and the Director of Human Resources.**

- e. Article 21 – Personal Days: Add the following language to the end of Article:

Effective January 1, 2026, all members of bargaining unit will receive four (4) personal days per year.

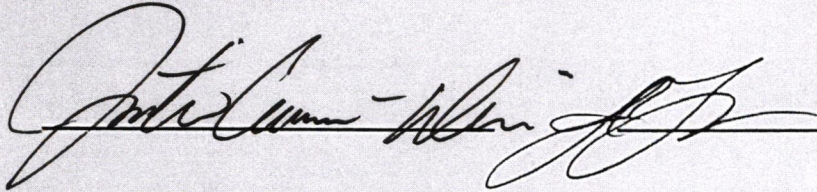
3. Duration of Agreement: The reduction in force and reduction in hours outlined in this agreement shall be implemented on a permanent basis. This adjustment is intended as a long-term operational change. Any future modifications to the hours of the affected positions shall be subject to negotiation and mutual agreement between the Town and the Union.
4. Union's Waiver of Claims: The Union hereby releases and forever discharges the Town, its agents, servants, and employees, individually or in their official capacities (collectively, the "Releasees") for all claims or causes of action regarding the negotiation of the instant reduction in hours and modifications to the CBA. The Union agrees and acknowledges that the Town met its obligation with respect to bargaining the instant reduction in hours, reduction in force and modifications to the CBA under G.L. Chapter 150E. Nothing in this section shall be construed to limit the Union's right to enforce the terms of this Agreement.
5. Knowing and Voluntary; Review by Counsel: The Parties each agree and acknowledge that they have carefully read and fully understand all of the provisions of this Agreement, and that they are entering into this Agreement knowingly and voluntarily. The Parties further each agree that they have had the opportunity to review and discuss this Agreement with counsel, and that, to the extent that they desired to do so, they have done so without interference prior to executing this Agreement.
6. Interpretation and Enforcement of Agreement: This Agreement will be interpreted and construed for all purposes under the laws of the Commonwealth of Massachusetts. Any disputes with respect to the Parties' performance of their obligations under this Agreement shall be subject to the grievance and arbitration procedure contained in the Parties' CBA.
7. Severability: Should any provision of this Agreement be declared or be determined by any court of competent jurisdiction to be illegal or invalid, the validity of the remaining parts, terms or provisions shall not be affected thereby and said illegal or invalid part, term, or provisions shall be deemed not to be a part of this Agreement.

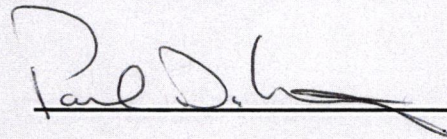
8. Completeness of Agreement; Integration: This Agreement, executed in duplicate and each copy of which shall be considered an original, contains all of the terms and conditions agreed upon by the Parties with reference to the subject matters contained herein. Except as set forth herein, no other agreement, oral or otherwise, will be considered to exist or to bind any of the Parties. No representative of any party to this Agreement had, or has, any authority to make any representation or promise not contained in this Agreement, and any of the Parties to this Agreement acknowledges that such party has not executed this Agreement in reliance upon any such representation or promise. This Agreement cannot be supplemented, rescinded, waived, modified or amended, except by a written instrument signed by all Parties.

IN WITNESS WHEREOF, this Agreement has been executed by the Parties hereto.

For the
TOWN OF BRIDGEWATER

For the
UNITED STEELWORKERS

 6-16-2026
USW STAFF REP

 6-16-26

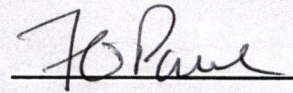
 6/16/26

Exhibit A

Department	Position Title	Current Weekly Hours	Weekly Hours Effective 7/1/26
Assessors	Chief Assessor	40	35
Assessors	Assistant Assessor	35	30
Treasurer	Treasurer Collector	40	35
Treasurer	Assistant Treasurer Collector	40	35
Treasurer	Finance Specialist Treasury	40	35
Treasurer	Finance Specialist Collections	40	35
IT	Computer System Technician	Position will be eliminated	
IT	Computer Systems Administrator	40	35
Town Clerk	Assistant Town Clerk	35	30
CED	Town Planner	40	35
CED	Assistant Town Planner	Position will be eliminated	
CED	Conservation Agent	<i>Not impacted – Shared with Halifax</i>	
Inspectional Services	Wiring Inspector	40	35
Inspectional Services	Building Inspector/Zoning Enforcement Officer	40	35
Inspectional Services	Plumbing Inspector	40	35 (25 in inspectional services & 10 with facilities New Position)
Town Engineer	Town Engineer	40	35
Town Engineer	Junior Engineer	40	35
Highway	Highway Superintendent	<i>Not Impacted</i>	
Health	Health Agent	40	35
Council on Aging	Outreach Worker	35	30
Council on Aging	Executive Assistant	35	30
Council on Aging	COA Director	40	35
Council on Aging	Wellness and Volunteer Coordinator	35	30
Veterans	Veterans Agent	40	35
Recreation	Recreation Director	40	35
Water	Water Superintendent	<i>Not Impacted</i>	
Sewer	Sewer Superintendent	<i>Not Impacted</i>	