

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF HUDSON
AND
AFSCME COUNCIL 93, LOCAL 3625
(DPW)
2025-2028**

WHEREAS, the July 1, 2022 – June 30, 2025 Collective Bargaining Agreement (the “Agreement”) between the TOWN OF HUDSON (the “Town”) and AFSCME COUNCIL 93, Local 3625 (the “Union”) is scheduled to expire on June 30, 2025; and

WHEREAS, the parties have met and completed negotiations for a successor collective bargaining agreement for the DPW employees bargaining unit.

NOW, THEREFORE, the Town and the Union agree that the Collective Bargaining Agreement for the DPW employees unit shall consist of the July 1, 2022 - June 30, 2025 Collective Bargaining Agreement, except as modified below, as follows:

1. **Side Letters of Agreement.** The parties agree to incorporate the terms of the four (4) side letters of agreement (attached) into the CBA as appropriate; provided, however, the Town agrees to increase the Waste Water on-call employee compensation from two (2) hours to four (4) hours as follows: “The Town will compensate one employee ~~two (2)~~**four (4)** hours at 1½ times the employee’s hourly rate to carry the Waste Water on-call phone each week.”

2. **Article 1 - Recognition.** The parties agree to modify Section 1 to include the position of custodian as follows:

The Employer recognizes the Union as the sole and exclusive bargaining agent for all regular, full-time employees of the Public Works Department, Town of Hudson, **including the custodian, and** excluding managerial and confidential employees, Director, general foreman, clerks, and all other employees of the Town of Hudson, for the purpose of negotiations with respect to hours, wages, and conditions of employment under the provisions of Chapter 150E of the General Laws of the Commonwealth of Massachusetts

3. ARTICLE 27 – Clothing Allowance.

A. The parties agree to increase the clothing allowance in Section 1 from \$600 to \$650 effective July 1, 2026. Section 1 will be modified to read as follows:

~~Effective July 1, 2017, the Town shall provide each bargaining unit member, except as noted below in Section 2, with seven (7) t-shirts and two (2) sweatshirts with the Town insignia on them. The Town will replace annually up to seven (7) t-shirts and two (2) sweatshirts that are worn or damaged. In addition, effective July 1, 2019, employees covered by this Section 1 shall receive a clothing allowance of \$550.00 per year. Such allowance shall be paid as follows: \$275 in the first pay period after October 1 and \$275 in the first pay period after April 1. Effective July 1, 2020, employees covered by this Section 1 shall receive a clothing allowance of \$600.00 per year. Such allowance shall be paid as follows: \$300 in the first pay period after October 1 and \$300 in the first pay period after April 1. effective July 1, 2026, employees covered by this Section 1 shall receive a clothing allowance of \$650.00 per year, payable as follows: \$325 in the first pay period after October 1 and \$325 in the first pay period after April 1.~~

B. The parties agree to increase the clothing allowance in Section 2 from \$150 to \$200 effective July 1, 2026. The first paragraph of Section 2 will be modified as follows:

~~Fleet Maintenance Personnel: The Town shall provide each fleet maintenance employee with a uniform consisting of eleven (11) pairs of pants and three (3) long sleeve shirts. The Town will pay to clean this uniform worn by the fleet maintenance personnel. Fleet maintenance employees shall receive the following clothing allowance: effective July 1, 2019, \$100.00 per year, payable as follows: \$50 in the first pay period after October 1 and \$50 in the first pay period after April 1. Effective July 1, 2020, \$150.00 per year, payable as follows: \$75 in the first pay period after October 1 and \$75 in the first pay period after April 1. effective July 1, 2026, \$200 per year, payable as follows: \$100 in the first pay period after October 1 and \$100 in the first pay period after April 1.~~

C. The parties further agree to add the following new Section to Article 12 as Section 3:

Section 3. Bargaining unit members must wear their Town-issued clothing at all times they are performing work for the Town.

4. ARTICLE 35, Pay Rates.

A. The parties agree to the following base wage increases for all bargaining unit members:

- (i) Effective July 1, 2025, the base wage rate shall be increased by 1.75%
- (ii) Effective July 1, 2026, the base wage rate shall be increased by 2.25%

(iii) Effective July 1, 2027, the base wage rate shall be increased by 1.00%

B. The parties further agree to modify the wage schedule, effective July 1, 2027, to include a new Step 5 at 2.50% above Step 4.

C. The parties agree to re-classify the pay grade of the Backflow Inspector / Meter Technician from W-4 to W-6.

D. The parties agree to increase the CDL stipend in Section 5 from \$750 to \$850 effective July 1, 2026, by adding the following language:

On July 1, 2026, this annual stipend shall increase to \$850.

E. The parties further agree to add a new section, as Section 7, titled “Miscellaneous Stipends, as follows:

Section 7. Miscellaneous Stipends.

(a) CDL Tanker Endorsement Stipend. Effective July 1, 2026, a \$500 annual stipend will be paid to all bargaining unit members who can document possession of a valid CDL Tanker Endorsement. The stipend will be paid as a lump sum payment in the first pay period in July.

(b) Class 2A Hoisting License Stipend. Effective July 1, 2026, a \$500 annual stipend will be paid to all bargaining unit members who can document possession of a valid 2A Hoisting License. The stipend will be paid as a lump sum payment in the first pay period in July.

(c) Wastewater Collection Hazardous Stipend. Effective July 1, 2027, a \$40 weekly stipend will be paid to all bargaining unit members regularly assigned to wastewater collection duties.

F. The parties also agree that the custodian will be placed on the pay grade of W1.

5. **ARTICLE 39, Duration.** The parties agree to amend Article 39 to provide for a three (3) year agreement for the period of July 1, 2025 to June 30, 2028.

6. **Housekeeping.** The parties agree to replace “American Arbitration Association” with “The Labor Relations Connection” in Article 10, Grievance and Arbitration, and throughout the CBA as applicable.

THIS AGREEMENT shall be subject to ratification by the Union and the Town of Hudson Select Board, and shall be subject to appropriation by Town Meeting.

THIS AGREEMENT has been executed by the duly authorized representatives of the Town of Hudson and AFSCME, AFL-CIO, STATE COUNCIL 93, LOCAL 3625, subject to the conditions herein.

TOWN OF HUDSON

By: Thomas Gregory
Thomas Gregory
Executive Assistant

Date: 7/15/2025

RATIFIED:

TOWN OF HUDSON
SELECT BOARD

Scott R. Duplisea
Scott R. Duplisea, Chair
Judy Congdon
Judy Congdon, Vice Chair
Steven C. Sharek
Steven C. Sharek, Clerk
Diane G. Bemis
Diane G. Bemis, Member
Lauren A. DuBreuil
Lauren A. DuBreuil, Member

Date: 7-14-2025

AFSCME, AFL-CIO, STATE
COUNCIL 93, LOCAL 3625 (DPW)

By: Marianne Rubles
Marianne Rubles, Staff Representative

By: Joel Krysa
Joel Krysa, DPW President

Date: 7/22/2025

AFSCME, AFL-CIO, STATE
COUNCIL 93, LOCAL 3625 (DPW)

Joel Krysa
Joel Krysa, DPW Union President

Date: 7/22/2025