

## **MEMORANDUM OF AGREEMENT**

The Town of Avon (hereinafter called “the Employer”) and the Avon Firefighters Relief Association, (hereinafter called “the Union”) hereby agree, subject to ratification by their membership, as follows:

The Parties agree to extend the current collective bargaining agreement for the term beginning July 1, 2021 through June 30, 2024, which is in all respects, identical to the previous agreement of the Parties with the exception of the following:

### **ARTICLE 4 – Personnel**

There shall be a minimum of twelve (12) call personnel within the department with the following minimum number of call personnel within the ranks of the department:

One (1) Captain  
Three (3) Lieutenants  
Eight (8) permanent call firefighters

### **ARTICLE 5, SECTION C – Hourly Pay Schedule**

Hourly rates shall be increased as follows (scales to be adjusted accordingly):

July 1, 2021 – 2%

July 1, 2022 – 2%

July 1, 2023 – Increase by \$2.00

Retroactive payment shall be made only to those members of the unit who remain employed as a Call Firefighter with the Town on the date of ratification.

### **ARTICLE 6, SECTION H – Holiday Pay**

The following Holidays shall be recognized:

1. New Years Day
2. Martin Luther King, Jr. Day
3. President’s Day
4. Patriot’s Day
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Veteran’s Day
10. Thanksgiving Day
11. Christmas Eve
12. Christmas Day

13. New Year's Eve

**ARTICLE 6 – Methods of Calculating Hours and Wages**

**Section A**

Payroll shall be paid on a bi-weekly basis.

**Section G (5) – Private Details**

Detail rate to be changed to \$45 for Town Details and \$60 for Private Details.

**ARTICLE 7(A) – Overtime**

Workweek shall begin Thursday at 12:00 AM and conclude at 11:59 PM on Wednesday.

**ARTICLE 10(B) – Probationary Period**

Replace the term "First Responder Course" with "Emergency Medical Technician"

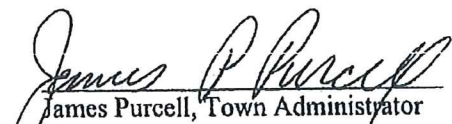
**ARTICLE 19 – Drug And Alcohol Testing**

^ Add the second to last sentence: In the event that a member is sick or suffers an unexpected emergency which prohibits the member's attendance at Monday Night Drills, the member shall immediately notify the Chief of the reason for the absence.

Pursuant to Chapter 150E, the terms of this Agreement are subject to ratification of the membership and the Board of Selectmen, and funding in each year of the contract.

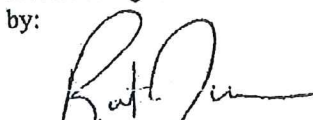
Dated: May 3, 2023.

Town of Avon, by:

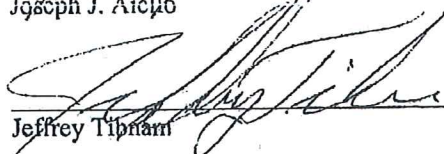
  
James Purcell, Town Administrator

  
Scott E. Bettencourt, Labor Counsel

Avon Firefighters Relief Association  
by:

  
Robert Jones

  
Joseph J. Aiello

  
Jeffrey Tipnam