

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is made and entered into by and between the United Steelworkers, ALF-CIO, CLC, on behalf of its Local 14845 ("Union") and the Town of Tiverton, Rhode Island ("Town"). The Union and the Town may be individually referred to herein as a Party and collectively referred to herein as the Parties.

WHEREAS the Town and the Union are parties to a collective bargaining agreement with a term beginning July 1, 2024, and ending at 11:59 P.M. on June 30, 2027 ("CBA");

WHEREAS, in Article XXVIII (Clothing Allowance) of the CBA, the Parties included the following language: "The Parties agree to meet within sixty (60) days of ratification of [the CBA] for the purpose of negotiating changes to this Article XXVIII only"; and

WHEREAS, pursuant to such negotiations, the Parties have agreed, subject to ratification by the Tiverton Town Council and the Union, to change Article XXVIII of the CBA in accordance with the terms set forth below.

NOW, THEREFORE, the Parties agree as follows:

1. The Parties agree to amend the terms of Article XXVIII (Clothing Allowance) of the CBA as follows (underlined terms added to CBA; stricken terms deleted from CBA):

"The Town agrees that it will provide uniform service, rain gear and such other personal protective equipment (e.g., gloves, eye protection, hearing protection) as may be necessary in the course of their employment for members of the bargaining unit.

The Town has the right to require the employees to wear uniforms within reason to conform to a proper dress code.

Effective July 1, 2024, the Town will provide all employees with a clothing allowance in the amount of One Thousand Five Hundred Dollars (\$1,500.00) per year. The clothing allowance will be paid as follows: One-half (½) thereof, (\$750.00) shall be paid on or before the first pay period of the month of July, and the remaining one-half (½) Seven Hundred Fifty Dollars (\$750.00), shall be paid on or before the first pay period of the month of January of each contract year.

The Town agrees to reimburse DPW personnel for the purchase of OSHA approved steel toe safety footwear in the amount of \$150 in each year of the contract.

Payment will be made during the first or second week of July annually.

In the first year of the contract, the Town agrees to provide a one-time stipend of \$41.60 to each member who does not choose a lightweight jacket from the clothing vendor.

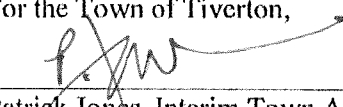
The Town agrees to provide one (1) winter weight work jacket to each bargaining unit member during the term of this contract, at a cost of up to \$300 per bargaining unit member. If the winter jacket costs less than \$300, employees shall be permitted to submit store receipts for the purchase of other winter gear (e.g., hats, gloves, boots) to the Department Head for reimbursement of the remainder of the allowance; provided, however, that in no event shall the Town's reimbursement (inclusive of the cost of the winter weight work jacket) exceed \$300 per bargaining unit member. If an employee separates employment with the Town for any reason within six (6) months of receiving the winter weight work jacket and/or other allowance described in this paragraph, the employee shall be required to repay the Town for the value received (which amount the parties agree may be deducted from the employee's final paycheck) or return the jacket or other clothing to the Town within seven (7) days of the employee's separation.

The Parties agree to meet within sixty (60) days of ratification of this Agreement for the purpose of negotiating changes to this Article XXVIII only."

2. Notwithstanding the foregoing, for the period of July 1, 2024 – June 30, 2025, the Town will provide employees with their full \$1,500.00 clothing allowance in the first full payroll cycle that occurs after both Parties have ratified and signed this Agreement. This payment shall be in addition to any boot reimbursement that employees have received to date for the July 1, 2024 – June 30, 2025 period.

3. This Agreement shall take effect according to its terms upon ratification by both the Tiverton Town Council and the Union.

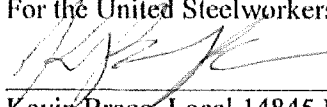
For the Town of Tiverton,



Patrick Jones, Interim Town Administrator

Date: 2/5/2025

For the United Steelworkers, Local 14845



Kevin Braga, Local 14845 President

Date: 2-4-2025



Edward Mello, Local 14845 Unit President

Date: 2-5/25