

**MEMORANDUM OF AGREEMENT BETWEEN
TOWN OF FRAMINGHAM AND FRAMINGHAM POLICE OFFICERS UNION**

The Town of Framingham ("Town") and the Framingham Police Officers Union ("FPOU" or "Union") hereby agree to amend the collective bargaining agreement between the Town and the Union as set forth in this Memorandum of Agreement ("MOA"):

1. Duration:

The provisions of this Agreement will be effective July 1, 2015 and will continue and remain in full force and effect through June 30, 2016 and shall be automatically renewed from year to year thereafter unless at least ninety (90) days prior to the expiration date either party notifies the other in writing of its desire to terminate this Agreement. This Agreement shall remain in force and effect until a successor Agreement is reached. Notwithstanding the 90 day notice requirement above, the Parties have agreed to begin negotiations for a successor to this one year agreement in either July or August 2016 without the need for further notification

2. Wage Increase:

Effective and retroactive to July 1, 2015, base wages of all unit members shall be increased by 1%.

3. Sick Leave:

In exchange for a 0.5% increase in base wages for all unit members effective and retroactive to July 1, 2015, the Town and the Union agree to the following language changes in the collective bargaining agreement:

a. Amend Article 13, § 2, ¶ (b) as follows (changes in ~~strikethrough~~ and **BOLD**)

At his discretion, the Chief may require a physician's certificate attesting to an employee's inability to work due to illness or injury. **If the employee has not been absent for three (3) or more consecutive days or on five (5) or more separate instances in contract year, the Town shall pay any costs incurred to obtain the physician's certificate.**

~~The Chief may require a physician's certificate when an employee is absent for three (3) consecutive days or is absent on five (5) separate instances in a contract year.~~

b. Amend Article 13, §3 (Family Sick Leave) as follows (changes in ~~strikethrough~~ and **BOLD**):

An employee may use up to five (5) days per year of his/her accumulated sick leave to **participate in an active care-giving role in caring care for a sick or**

injured member of his/her "immediate family" which, for the purpose of this section, shall consist of spouse, mother, father, child, sister, brother, mother-in-law, father-in-law, step-mother, step-father, step-brothers, step-sisters or grandparents. Participating in an active care-giving role means providing necessary in-person medical treatment or assistance to the family member, including providing care while the family member is home sick and transporting the family member to/from a health care provider for treatment. The administrative controls set out in Section 3.b shall not apply to such use.

4. Ratification:

This agreement is subject to ratification by the Union and the Board of Selectmen, and funding by Town Meeting.

EXECUTED THIS 12th DAY OF MAY 2016.

TOWN OF FRAMINGHAM
BOARD OF SELECTMEN

[Signature]

[Signature]

Samie Lee

[Signature]

[Signature]

APPROVED AS TO LEGAL FORM:

[Signature]

Christopher J. Petrini, Town Counsel

FRAMINGHAM POLICE OFFICERS
UNION

[Signature]
Paul Duncan, President