

MEMORANDUM OF AGREEMENT

By and Between

Town of Copake

And

Teamsters Local 294

WHEREAS, the TOWN OF COPAKE (hereinafter referred to as the “Town”) and the TEAMSTERS LOCAL 294 (hereinafter referred to as “Local 294” or “Union”) are parties to a Collective Bargaining Agreement (“CBA”) covering the period of January 1, 2022, through December 31, 2024; and

WHEREAS, the Town has created a new title of Laborer; and

WHEREAS, it is the intention of the parties to include this title within the bargaining unit.

NOW, as and for a **Memorandum of Agreement** (“MOA”), the Town and Union hereby agree as follows:

1. The position of Laborer is recognized as a position within the bargaining unit of the CBA;
2. The position of Laborer shall have a salary of \$21.50 per hour for the calendar year 2024;
3. The position of Laborer shall have a one (1) year probationary period, subject to County Civil Service Rules; and
4. Such position and salary shall go into effect immediately and be incorporated into the CBA.

All other provisions relative to the CBA not otherwise set forth herein shall remain in full force and effect. This is the complete understanding of the Parties.

AGREED TO THIS 12th DAY OF December, 2023

TOWN OF COPAKE

TEAMSTERS LOCAL 294

By: _____
Jeanne E. Mettler, Town Supervisor

By: Jeffrey P. Palmerino
Jeffrey P. Palmerino, Business Agent