

MEMORANDUM OF UNDERSTANDING

between

TOWN OF MILTON (the "Town") and **AFSCME, Local 1343** (the "Union")

A Memorandum of Understanding regarding an adjustment in language detailing the timing of members of the bargaining unit, namely new hires in their first year of employment, potentially joining the union and paying dues.

NOW THEREFORE, the Town and the Union agree as follows:

The Town of Milton and AFSCME Local 1343 agree that the Town shall take no position on whether or when any employee hired into a position covered under the parties' collective bargaining agreement may join the Union and/or begin paying dues to AFSCME local 1343, including through wage withholding authorized by the employee.

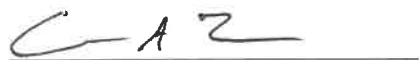
The Town may provide Janus notices to members of the bargaining unit, including new hires, without any objection from the Union.

This agreement regarding potential Union membership of new hires shall have no effect on the exclusion of probationary employees from being considered bargaining unit members under the Municipal Labor Relations Act and/or the parties' collective bargaining agreement.

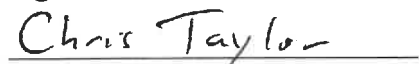
Without limiting the Town's rights, the Union agrees the attached model Janus notice is appropriate for distribution by the Town.

Dated this 15th day of April 2026

FOR THE TOWN

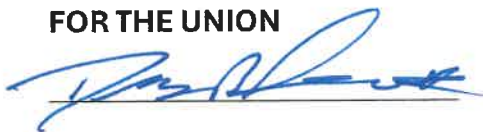


Signature

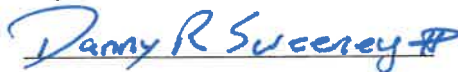


Print Name

FOR THE UNION



Signature



Print Name