Memorandum of Agreement

This Memorandum of Agreement is made and entered into this day of Month, 2025, by and between the Town of Lisbon (hereinafter referred to as "Employer") and Teamsters Local 340 (hereinafter referred to as "Union").

Purpose
The purpose of this Memorandum of Agreement is to outline the agreement between the parties regarding the provision of a cell phone stipend to the Automotive Foreman and Foreman positions.

Agreement

1. **Eligibility**: The cell phone stipend will be provided exclusively to employees in the positions of Automotive Foreman and Foreman.

2. **Stipend Amount**: The stipend amount will be $16.15 per pay period, payable through the Employer's regular payroll process.

3. **Purpose of Stipend**: The stipend is intended to compensate for the personal use of a cell phone in connection with work-related duties, including but not limited to, responding to work-related communications both during and outside of normal work hours.

4. **Implementation**: This MOA shall become effective upon the date of execution by both parties and will continue for the duration of this agreement, subject to modification as deemed necessary by mutual consent of both parties.

5. **Termination or Modification**: Either party may propose modifications to or termination of this agreement with 30 days' notice. Any changes will be subject to negotiation between the Employer and the Union.

6. **Other Terms**: This MOA does not alter any other terms or conditions of the collective bargaining agreement between the Employer and the Union, except as specifically stated in this document.

This MOA represents the entire agreement between the parties concerning the subject matter herein and supersedes any prior discussions or agreements related to the cell phone stipend.

Signatures

IN WITNESS WHEREOF, the parties hereto have executed this MOA as of the date first written above.

Town of Lisbon:

Glenn Michalowski
Town Manager

For Teamsters Local 340:

Brett R. Miller
President

Ed Marzano
Secretary/Treasurer

Donald Crockett
Business Agent