

MEMORANDUM OF AGREEMENT

The Town of Middleborough and AFSCME Council 93, Local 1700 ("Middleborough Clerical/COA Union") hereby agree that the parties' 7/1/07- 6/30/08 Collective Bargaining Agreement will be extended for two years, 7/1/08- 6/30/10, with the changes agreed to by the parties' negotiating teams and set forth below. This offer and Agreement shall be considered off-the-record until ratified by the Union's membership and the Board of Selectmen. The bargaining teams shall sponsor and support such ratification.

If ratified by both parties' principals, the economic items will be presented to the October 2008 Town Meeting for funding. If Town Meeting funds it, a new comprehensive Collective Bargaining Agreement shall be drafted which incorporates the material terms of this Agreement into the unchanged provisions of the 2007-2008 Agreement.

Failing ratification by both parties' principals and funding by Town Meeting, the Agreement shall be deemed void and both parties will be free to return to their prior bargaining positions.

Unless otherwise specified, all the changes set forth below will take effect the first full pay period after Town Meeting funds the economic items of this Agreement:

1. ARTICLE XIX-SALARIES-p. 19 & 2004-07 Contract Modifications Document

- a. Effective the first full pay period after the October, 2008 Town Meeting, 2.5 % (two and a half percent) across the board increase. Effective the first full pay period after July 1, 2009, a 3.0 % (three percent) increase.

2. ARTICLE XXI- HEALTH AND WELFARE- p. 21

- a. Insert the following before the existing language:

"The Town's contribution to the HMO health insurance plan it offers will be 85% (eighty five percent) of the monthly premium. The Town's contribution

to the PPO plan it offers will be 60 % (sixty percent) of the monthly premium. Effective July 1, 2009, the Town's contribution to the HMO will be 80% (eighty percent) of the monthly premium. Except for the Town's contribution toward the monthly premium, the employee will be obligated to pay all other costs associated with the health insurance coverage, including without limitation any co-pays and deductibles currently reimbursed by the Town."

(Date of implementation of increase in employee share of PPO will be as soon as it is allowed under M.G.L. c. 32B).

3. ARTICLE XXIII- MISCELLANEOUS PROVISIONS- p. 22

a. Section 12: Delete as moot (refers to July 1, 2004 agreement).

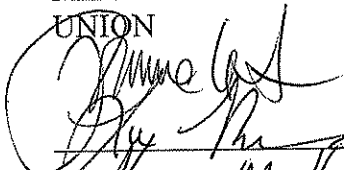
4. ARTICLE XXV-EFFECTIVE DATE- p. 23

a. Delete article as moot (refers to effective date of provisions for 2001 Contract). Renumber remaining articles.

5. FLEXIBLE SPENDING ACCOUNT(new article)

The Town will make available and pay the administrative costs for a flexible spending account (FSA) that covers medical expenses and dependent care. As soon as the FSA is available to bargaining unit members employees for pre-tax deduction of health insurance co-payments and deductibles, bargaining unit members will no longer be eligible for any co-pay or deductible reimbursements from the Town.

MIDDLEBOROUGH CLERICAL/COA
UNION



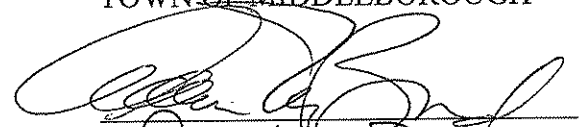
James McLean

Donald O. Berube

M. McLean

10-20-08
DATED:

TOWN OF MIDDLEBOROUGH



Patricia E. Rogers

Alan P. [Signature]

DATED: 10/20/08