

**MEMORRANDUM
OF UNDERSTANDING**

**BETWEEN THE CITY OF WATERTOWN AND
LOCAL 877 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, AFL-
CIO-CLC**

Subject: FLSA Work Period and Sick Leave Accrual

This Memorandum of Understanding (MOU) is entered into by and between the City of Watertown ("Employer") and Local 877 of the International Association of Fire Fighters, AFL-CIO-CLC ("the Union").

PURPOSE

The purpose of this Memorandum of Understanding ("MOU") is to modify the Fair Labor Standards Act (FLSA) work period utilized by the Fire Department and to revise the method of sick leave accrual, to match current city practices, while maintaining the overall intent and structure of the existing collective bargaining agreement (CBA).

1. FLSA WORK PERIOD

Effective _____, the parties agree to change the Fire Department's FLSA work period from a 27-day work period to a 28-day work period, consistent with Section 7(k) of the Fair Labor Standards Act.

2. SICK LEAVE ACCRUAL

Effective _____, sick leave accrual for bargaining unit members under Article IX, Section 9.01 shall be modified as follows:

- Employees shall accrue twelve (12) hours of sick leave per pay period, rather than twenty-four (24) hours per month.
- This change is intended to be an administrative adjustment that more closely aligns with city wide practice.
- All other sick leave provisions shall remain unchanged unless otherwise specified in the CBA.

3. DURATION

This MOU shall remain in effect unless modified by mutual written agreement or superseded by a successor collective bargaining agreement.

4. NON-PRECEDENT SETTING. This MOU is agreed to solely for the purpose of addressing FLSA compliance during the 48/96 Trial Schedule and shall not establish a binding precedent for future negotiations.

8. ENTIRE AGREEMENT. This MOU constitutes the full and complete agreement between the parties regarding the subject matter and supersedes all prior discussions.

In witness thereof, this Memorandum of Understanding is effective as of the last date signed.

Dated this ___ day of _____, 2026.

LOCAL 877, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS AFL-CIO-CLC

Union President

Dated this ___ day of _____, 2026.

CITY OF WATERTOWN

Mayor Robert Stocks