

Article 5
2024 Annual Town Meeting
ITWA Collective Bargaining Agreement

		Amount	Percent
Fiscal Year 2025	3% Base Wage Increase July 1, 2024	\$89,778	
	Step & Other Increases	<u>\$65,874</u>	
	Total	\$155,652	5.17%
Fiscal Year 2026	3% Base Wage Increase July 1, 2025	\$93,198	
	Step & Other Increases	<u>\$68,486</u>	
	Total	\$161,684	5.11%
Fiscal Year 2027	3% Base Wage Increase July 1, 2026	\$97,734	
	Steps & Other Increases	<u>\$61,719</u>	
	Total	\$159,453	4.79%

Other Provisions

- Update grievance and arbitration procedures
- Clarify vacation accrual and use process
- Amend bereavement leave policy
- Clarify sick leave and light duty provisions
- Housekeeping changes