

MEMORADUM OF UNDERSTANDING
BETWEEN THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 126
AND THE
CITY OF MILFORD, DELAWARE
AGREEMENT EFFECTIVE
July 1, 2025

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) is between the City of Milford (“City” or “Employer”) and the International Brotherhood of Electrical Workers Local Union 126 (“Union” or “Employees”), (collectively, the “Parties”) and is effective on the 8 day of December, 2025.

WHEREAS, the City and the Union are parties a collective bargaining agreement (“CBA”) for the time period of July 1, 2024, through June 30, 2027; and

WHEREAS, the Parties wish to amend and modify the CBA as described below;

NOW THEREFORE, the Parties agree as follows:

1. The Parties agree to amend Article VII, Section 4, to read as follows

Section 4: Training Reimbursement

- a. Newly hired Employees after July 1, 2025, are required to participate in the City’s Lineman Training Program (the “Program”), which consists of several modules. As a condition of employment with the City, newly hired Employees must irrevocably agree, in writing, to complete the Program and if they should voluntarily terminate their employment with the City either during the Program, or within one year following its completion, that they will reimburse the City for the cost of the most recent three (3) modules they have completed or are currently participating in at the time of their departure.
- b. For purposes of this MOU, the reimbursable cost for each module shall be \$661.50.
- c. Current Employees must irrevocably agree, in writing, to continue participating in the City’s Lineman Training Program (the “Program”) and if they should voluntarily terminate their employment with the City either during the Program, or within one year following its completion, that they will reimburse the City for the cost of the most recent three (3) modules they have completed or are currently participating in at the time of their departure.

- d. Should the Employee be promoted to the position of Electric Line Technician, First Class prior to completing the Program, the Employee shall be responsible for the cost of modules completed within the twelve (12) month period immediately preceding their termination date. The reimbursement amount shall not exceed the cost of three (3) modules at the rate of \$661.50 per module.
- e. In addition, participating employees must further agree in writing to authorize the City, to retain all unpaid earnings, accrued vacation, sick, and holiday time, or any other pay towards the satisfaction of the reimbursement obligation.

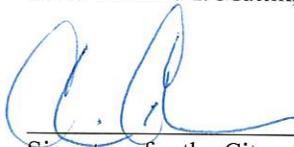
1. IN WITNESS WHEREOF, the parties hereto agree to and have caused this Amendment to be signed in their respective names by their representatives hereunto duly authorized dated:



Signature for IBEW Local 126

12/5.2025
Date

Title: Richard I. Muttik, Business Manager/Financial Secretary



Signature for the City of Milford

12/8/2025
Date

Title: Christopher T. Coleman, City Manager