



## **Town of Douglas FIRE/EMS Department**

**Chief John J. Furno**

**64 Main Street**

**Douglas, MA 01516**

**Phone: 508-476-2267 Fax: 508-476-3912**

To: Board of Selectmen  
Cc: TA Wojcik, Lisa Freeman  
From: Chief Furno  
Date: 10/30/2025  
Re: Ratification of revised Firefighter CBA language

Please see the attached revised language (italicized) for Article XIX. OVERTIME, Section 19.01 of the Douglas Professional Firefighters Collective Bargaining Agreement.

In consultation with my office and town leadership, the fire union has proposed changes allowing members of the armed forces to have approved military leave counted as time worked for the purpose of calculating overtime.

These revisions have been reviewed and provisionally approved by the fire union and the management team (TA Wojcik, Attorney Maser, and myself), pending ratification by your board.

Please let me know if you have questions.

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### **Section 19.01**

Except as provided in Section 18.05 below, the Town will calculate overtime compensation for members of the bargaining unit on the basis of a twenty-eight (28) calendar day work cycle. Overtime compensation shall be paid for every hour worked over the maximum two hundred twelve (212) hours of straight time in twenty-eight (28) calendar days permitted by law. Benefit time taken during the twenty-eight (28) day period, such as vacation, sick, personal, or bereavement leave, or any other compensated leave time, shall not be considered "hours worked" for purposes of calculating overtime.

*The only exception to this section will be for a qualified member of the National Guard or Armed Forces. If a qualified member is on approved military leave and the required paperwork has been submitted, this shall not be considered time off and shall be treated as "time worked" when calculating overtime. This will be limited to seventeen (17) twenty-four-hour shifts per fiscal year.*



TOWN OF DOUGLAS  
OFFICE OF THE TOWN CLERK



29 DEPOT STREET  
DOUGLAS, MA 01516  
Phone: 508-476-4000 ext. 255 Fax: 508-476-4012

Christine E.G. Furno, CMC/CMMC  
Town Clerk  
cfurno@douglas-ma.gov

Lisa A. Postma  
Asst. Town Clerk  
lpostma@douglas-ma.gov

November 5, 2025

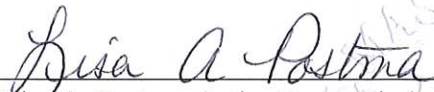
I hereby certify that at the meeting of the Board of Selectmen held on Tuesday, November 4, 2025, the board of Selectmen voted as follows:

The Douglas Board of Selectmen voted unanimously to approve the revised language as presented for Article XIX. OVERTIME, Section 19.01 of the Douglas Professional Firefighters Collective Bargaining Agreement.

Motion made by Mike Fitzpatrick, seconded by Tim Bonin, roll call vote, Mike Fitzpatrick – aye, Tim Bonin – aye, Les Stevens – aye, Ross Smith – aye, Hal Davis – aye.

A True Copy,

ATTEST:

  
Lisa A. Postma, Acting Town Clerk  
Douglas, Massachusetts

