

**SETTLEMENT AGREEMENT**  
**BY AND BETWEEN**  
**THE CITY OF HOLYOKE**  
**AND THE HOLYOKE PROFESSIONAL SUPERVISOR ASSOCIATION**

The City of Holyoke and the Holyoke Professional Supervisor Association hereby agree to the following terms, conditions, and understandings to be incorporated into the successor collective bargaining agreement. This Settlement Agreement is subject to ratification by the respective constituent bodies.

1. Article I – Recognition: In Section 1, under “Unit B – Professionals”, add “Chief Official of Wires” and “National Service Officer” to the list of covered positions.
2. Article II – Holidays: In Section 1, add “Juneteenth”
3. Article III – Vacations: In Section 4, change “November 1<sup>st</sup>” to “December 31<sup>st</sup>”
4. Article V – Funeral Leave:
  - a. In Section 2, reword the second sentence to read as follows: “Employees may be required to provide documentation to verify their bereavement leave.”
  - b. In Section 4(c), change “company” to “City” in both locations.
5. Article VII – Cost of Living Adjustment: In Section 1, replace the current cost of living dates/amounts with the following: “FY22 Effective July 1, 2021 – 2.0%”
6. Article XVIII – Non-Discrimination Clause: In Section 1, add “gender identity, pregnancy, pregnancy-related condition” to the first and second sentences.
7. Article XX – Suspicion-Based Drug Testing:
  - a. In Section 2, delete the last sentence.
  - b. Delete Section 3.
8. Article XXI – Duration:
  - a. Reword the first sentence to read as follows: “This Agreement shall be effective on July 1, 2021 and shall be in effect through June 30, 2022 as agreed upon by both parties.”
  - b. In the second paragraph, change “December 1, 2020” to “December 1, 2021”
9. Exhibit A:
  - a. Increase the pay scale by 2.0% effective July 1, 2021.
  - b. Add the position of “Chief Official of Wires” to Grade 10.
  - c. Add the position of “National Service Officer” to Grade 8.
  - d. Move the “Assistant Building Commissioner” position from Grade 9 to Grade 10 due to the additional job responsibilities listed in the parties’ prior MOA.

10. The parties understand and agree that this agreement in no way indicates that the parties do not wish to continue to pursue, through successor negotiations, the proposals that were withdrawn in order to reach this one year agreement.

FOR THE CITY OF HOLYOKE

*Terence Murphy*

Dated: 6/3/21

FOR THE HOLYOKE PROFESSIONAL SUPERVISOR ASSOCIATION

*Jeffery Bunkott*

Dated: 05/24/2021