

SETTLEMENT AGREEMENT
BY AND BETWEEN
THE CITY OF HOLYOKE
AND LOCAL UNION NO. 1693,
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO

This Settlement Agreement is subject to ratification and funding by the respective constituent bodies.

1. Wages:
 - a. Effective retroactive to July 1, 2021, across-the-board increase of 1.50%.
 - b. Effective January 1, 2022, across-the-board increase of 1.50%.
2. Article Two – Union Recognition: Delete Paragraph 2.02 (agency service fee).
3. Article Three – Union Representatives: In Paragraph 3.05, first sentence, delete “mo”
4. Article Six – Adjustment of Grievances: In Paragraph 6.03(a), second sentence, change “fifhteen” to “fifteen”
5. Article Seven – Check Off of Union Dues and Agency Service Fees: Remove all references to agency service fees.
6. Article Nine – Holidays: In Paragraph 9.01, add “Juneteenth.” Amend 9.03 to increase eleven (11) to twelve (12).
7. Article Thirteen – Clothing Allowance:
 - a. In Paragraph 13.01, replace the first two sentences with the following: “To the extent provided for by Article 17.04, the City will appropriate the sum of one thousand four hundred dollars (\$1,400) to each member of the bargaining unit, described in Article Two, as an annual clothing allowance in the first pay period in July.”
 - b. In Paragraph 13.01, third sentence, delete the extra “City”
 - c. Add the following to the end of the Paragraph 13.01: “Effective at the end of the workday on June 30, 2022, all bargaining unit members that are beyond their probationary period shall have their \$1,400 clothing allowance rolled into their base pay. Probationary members will receive the \$1,400 clothing allowance only (i.e., the salary of probationary members shall be \$1,400 less than the salary listed in the salary schedule).”
 - d. Effective June 30, 2020, delete 13.02, 13.03 and 13.04
8. Article Eighteen – Personal Liability of Employees: Reword the second sentence of the first paragraph of Paragraph 18.10 to read as follows: “After forty-five (45) calendar

days of inability to work regular duty the Fire Chief may involuntarily assign an employee to limited duty.”

9. Article Twenty-Five - Employee Files: In Paragraph 25.01, first sentence, delete “upon tendering payment of five dollars (\$5) copying charge therefore”

10. Article Twenty-Seven – Seniority: Add the following to the end of Paragraph 27.06: “Transfers/assignments will not be used in a punitive manner.”

11. Make all pronouns gender neutral.

FOR THE CITY OF HOLYOKE

FOR THE LOCAL UNION NO. 1693,
INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS, AFL-CIO

Terence Murphy

William Oliver

Dated: 9/20/21

Dated: 9/15/2021