

**SETTLEMENT AGREEMENT**  
**BY AND BETWEEN**  
**THE CITY OF HOLYOKE**  
**AND N.A.G.E. R1-180, CLERICAL UNION**

The City of Holyoke and N.A.G.E. R1-180, Clerical Union, 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 Two – Union Recognition:
  - a. Delete Paragraph 2.2, including the subsections, in its entirety.
  - b. In Paragraph 2.5, add “gender identity, pregnancy, pregnancy-related condition” to the first sentence.
  - c. In Paragraph 2.5, add “sexual orientation, gender identity, pregnancy, pregnancy-related condition” to the second sentence.
2. Article Four – Checkoff of Union Dues and Agency Fees: Remove all references to agency fees.
3. Article Ten – Holidays:
  - a. Add “Juneteenth” to Paragraph 10.1.
  - b. In the first sentence of Paragraph 10.2, delete “and to each temporary employee”
4. Article Twelve – Sick Leave: Reword Section 12.1 and 12.2 to reflect current practice.
5. Article Twelve B – Drug Testing: In the first sentence of Section DRG6, change “department head” to “City”.
6. Article Fourteen – Miscellaneous: Delete Section 14.6.
7. Article Fifteen – Adjustments of Grievances: Reword Paragraph 15.6(b) to read as follows: “The parties agree that the arbitration demand shall be submitted to the American Arbitration Association, and an arbitrator shall be selected in accordance with their normal process.”
8. Article Nineteen – Duration: Change the dates to reflect a contract duration of July 1, 2020 through June 30, 2022.
9. Appendix B – Salary Schedules:
  - a. Effective retroactive to July 1, 2020, 2.0% increase.
  - b. Effective retroactive to July 1, 2021, 2.0% increase.
  - c. The following adjustments shall be made retroactive to July 1, 2021:
    - i. Elizabeth Sullivan – Sanitarian II/S32
    - ii. Ryan Paxton – Sanitarian II/S32
    - iii. Deborah Schaier – Public Health Nurse/NS19, Step 9 (\$65,701)

- iv. Beatriz Colon – Head Clerk/S19
- v. Madalena Diniz – Sanitarian III/S36
- vi. Carlos Cruz – Sanitarian I/S28
- vii. Suzanne Beyer – Floating Principal Clerk/S14

10. Reassign/reclassify the Material Coordinator and Accounts Payable Specialist positions.

11. The parties agree that the records clerks assigned to the Police Department shall be moved to full-time effective upon ratification of this Agreement by both parties. This agreement does not in any way affect the City's ability to modify the number of hours worked in the future.

FOR THE CITY OF HOLYOKE

Terence Murphy

Dated: 10/1/21

FOR N.A.G.E. R1-180 CLERICAL UNION

Angel

Dated: 9/30/2021