

SETTLEMENT AGREEMENT
BY AND BETWEEN
THE CITY OF HOLYOKE
AND THE U.F.C.W., LOCAL 1459
COUNCIL ON AGING EMPLOYEES

The City of Holyoke and the U.F.C.W., Local 1459 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 2 – Union Recognition: In Section 1, reword the last paragraph to read as follows: “The provisions of this Paragraph are intended only to describe the employees covered by this Agreement and not any particular work.”
2. Article 4 – Voluntary Agency Service Fee: Replace the current language with the following:

Section 1: The City agrees to deduct initiation fees, regular dues and voluntary agency fees, as established from time to time by the Union, from the bi-weekly paycheck of each employee who authorizes such deductions, in writing on a form authorized by law.

Monies so deducted will be forwarded to the Union monthly (end of the month) together with a list of employees from whom such deductions were made and the last four digits of each such employee's social security number and date of hire.

Section 2. The City agrees to notify the Union in writing within thirty (30) day period of all newly hired employees, their shift and classification and also dates of termination.

The City agrees to forward to the Union a copy of a completed checkoff authorization form for each new hire who has completed one at the end of each month. The Employee shall be provided a dues checkoff form upon hire.

Section 3. The Union shall indemnify and save the City harmless from any form of liability or damages that may arise out of complying with any of the provisions of this Article.

Section 4. VOLUNTARY AGENCY. An employee within thirty (30) days of their employment or within thirty (30) days of the effective date of this Agreement, whichever is earlier, shall, except as set forth herein to either maintain membership in good standing in the Union, refrain from membership in good standing in the Union or pay to the Union a voluntary agency fee. Said fee represents representation costs, exclusively.

3. Article 7 – Non-Discrimination:
 - a. Add a comma after “age”
 - b. Add “pregnancy, pregnancy-related condition” to the first sentence.

4. Article 9 – Hours and Overtime:
 - a. In Section 1, reword the first sentence of the first paragraph to read as follows:
“Section 1. **WORK WEEK.** The work week shall begin on 12:00 a.m. on Sunday and shall end at 11:59 p.m. the following Saturday.”
 - b. In Section 1, under Administrative, Professionals, and Kitchen Employees, delete the last paragraph.
 - c. In Section 1, under Transportation Employees, insert the following after the first paragraph: “Notwithstanding the provisions of this section, the City agrees that the employees currently employed as Transportation Employees will continue to work a forty (40) hour work week, inclusive of a half hour paid lunch. Upon vacancy of these positions, new employees will maintain a thirty five (35) hour work week in accordance with the first paragraph under Administrative, Professionals, and Kitchen Employees.”
 - d. In Section 2, second sentence, delete “part-time”
 - e. Add the following as a new Section 5 titled “**LEAVE TIME ACCRUALS**” to read as follows: “The City shall provide an accounting of leave time accruals to bargaining unit members on or about January 15, May 15, and September 15 of each year.”

5. Article 10 – Holidays:
 - a. Add “Juneteenth” to Section 1.
 - b. In Section 1, change “Day Labor Day” to “Labor Day”

6. Article 11 – Vacation Leave:
 - a. In Section 2, second sentence, change “secluded” to “scheduled”
 - b. In Section 3, first sentence, change “schedule” to “scheduled”
 - c. In Section 4, second sentence, change “by” to “but”

7. Article 15 – Longevity: In Section 1, replace the current longevity chart with the following:

	<u>July 1, 2021</u>
Length of Employment on Employment Anniversary	Longevity Pay
Five (5) years but less than ten (10) years	\$500.00
Ten (10) years but less than fifteen (15) years	\$700.00
Fifteen (15) years but less than twenty (20) years	\$775.00
Twenty (20) years but less than twenty-five (25) years	\$950.00
Twenty-five (25) years or more	\$1,100.00

8. Article 17 – Wages:
 - a. In Section 3, replace the wage increase chart with the following: Effective July 1, 2021, 2.0% wage increase.
 - b. Correct numbering (section 5 should be section 4).

9. Article 18 – Miscellaneous:
 - a. In Section 1, add the following to the list of positions: “Wellness Instructor’s Continuing Education Units to meet renewal requirements”
 - b. Reword Section 4 to read as follows: “Employees who have completed their probationary period shall not be disciplined without just cause. Disciplinary steps may include verbal warning, written warning, suspension, demotion, and/or termination, as applicable, and based upon the particular facts.”

10. Add the following as a new Article entitled “Statutory Leave” to read as follows: “The City agrees to abide by the provisions of the Domestic Violence Leave Act, the Small Necessities Leave Act, and the Parental Leave Act.”

11. Article 20 – Duration: Change the dates to reflect a one year contract duration.

12. Appendix A – Employee Salaries: Effective July 1, 2021, 2.0% wage increase.

13. Exhibit B – Disciplinary Procedures Policy: Delete this Exhibit in its entirety.

14. Correct all gender pronouns throughout the agreement.

FOR THE CITY OF HOLYOKE



Dated: 11/4/21

FOR THE U.F.C.W., LOCAL 1459
COUNCIL ON AGING EMPLOYEES



Dated: 6-29-21

City of Holyoke

Request for Appropriation Transfer
Within a Classification

Dept. Name Council on Aging

Date 11/2/2021

I hereby respectfully request that the following amounts be transferred *within one* of the following indicated (X) appropriation classifications within my department and as further detailed below:

Personal Services Expenses _____ Capital Outlay _____

Account No.		Account Name	\$ Amount	
Organization	Object		From	To
15411	51400	Longevity	(1385. ⁰⁰)	
15411	51102	Nutrition Director	()	975. ⁰⁰
15411	51202	Health Services	()	410. ⁰⁰
15411	51500	Vacation buyback	(1180. ⁰⁰)	
15411	51202	Health Services	()	265. ⁰⁰
15411	51101	Exec. Director	()	675. ⁰⁰
15411	51103	Asst. Director	()	240. ⁰⁰
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Reason for request:

contract increases (UFAW + PSA)

Naive Heine
Head of Department

Terence Murphy
Mayor