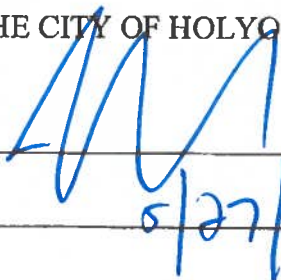


**SETTLEMENT AGREEMENT**  
**BY AND BETWEEN**  
**THE CITY OF HOLYOKE**  
**AND THE U.F.C.W., LOCAL 1459**  
**DEPARTMENT OF PUBLIC WORKS EMPLOYEES**

The City of Holyoke and the U.F.C.W., Local 1459, Department of Public Works Employees 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 5 – Union Members, Voluntary Agency Service Fees and Payroll Deduction: Remove all language regarding the voluntary agency service fees.
2. Article 8 – Non-Discrimination:
  - a. In the first sentence, add “pregnancy, pregnancy-related condition”.
  - b. Remove the underlining from gender identity.
3. Article 10 – Hours and Overtime:
  - a. In Section 1, reword the second sentence to read as follows: “The workday shall begin at 12:00 a.m. and end at 11:59 p.m.”
  - b. Add the following to Section 1: “Trash and recycling vehicles will not leave the DPW until 7:15 a.m. Employees will conduct a daily vehicle safety check, including but not limited to ensuring that all required equipment is in the vehicle, from 7:00 a.m. until 7:15 a.m. A flashlight and/or adequate lighting will be provided for said purpose.”
4. Article 11 – Holidays: Add “Juneteenth”
5. Article 12 – Annual Leave: Add the following as a new section: “Employees may only take up to ten (10) consecutive work days of annual leave at any one time.”
6. Article 14 – Longevity: Delete the July 1, 2019 chart.
7. Article 17 – Uniforms: “If gear has been lost (not damaged) more than once, then the employee will be charged a replacement fee for the purchase price of the gear being replaced.”
8. Article 18 – Wages:
  - a. Effective July 1, 2022, \$1.00 per hour wage increase.
  - b. Effective July 1, 2023, \$1.00 per hour wage increase.
  - c. Effective July 1, 2024, \$1.00 per hour wage increase.
9. Article 32 – Duration: Change the dates to reflect a three year duration.

FOR THE CITY OF HOLYOKE



Dated: \_\_\_\_\_

5/27/2022

FOR THE U.F.C.W., LOCAL 1459,  
DEPARTMENT OF PUBLIC WORKS



Dated: \_\_\_\_\_

5/12/22