

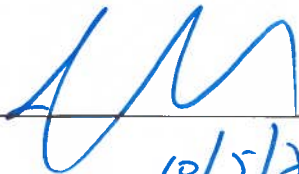
**SETTLEMENT AGREEMENT**  
**BY AND BETWEEN**  
**THE CITY OF HOLYOKE**  
**AND THE U.P.S.E.U.**  
**HOLYOKE PUBLIC WORKS SUPERVISORS**  
**LOCAL 424, UNIT MADIV111**

The City of Holyoke and the U.P.S.E.U., Holyoke Public Works Supervisors, Local 424, Unit MADIV111 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 3 – Union Representatives: Add the following as a new section: “During the course of any employment orientation program for new employees, or during the first month of a new hire’s employment, where such orientation programs do not exist, the Union shall be provided an opportunity to meet such new employee(s) during work time. Such time shall not exceed twenty (20) minutes.”
2. Article 6– Hours and Overtime:
  - a. In Paragraph 60, reword the second sentence to read as follows: “The workday shall begin at 12:00 a.m. and end at 11:59 p.m. for payroll purposes only.”
  - b. Add the following to Paragraph 60: “The thirty (30) minute lunch period shall be a paid break, except for clerical employees as stated in Paragraph 61 below.”
  - c. Insert the current regular work shift times.
  - d. In Paragraph 61, change “One (1) hour for lunch” to “One (1) hour unpaid lunch”
  - e. In Paragraph 61, add  
The normal hours of work for all other positions not listed above shall be:  
Monday 7:00 A.M. to 3:00 P.M.  
through Friday One-half (1/2) hour for paid lunch
3. Article 7 – Wages:
  - a. Effective retroactive to July 1, 2022, \$1.00 per hour converted to the applicable salary based upon the regular work schedule for the position.
  - b. Effective July 1, 2023, \$1.00 per hour converted to the applicable salary based upon the regular work schedule for the position.
  - c. Effective July 1, 2024, 2.0% wage increase.
4. Article 10 – Holidays: Add “Juneteenth”
5. Article 14 – Clothing Allowance: Delete Paragraph 141.
6. Article 17 – Non-Discrimination: In Section 1, first sentence and second sentences, add “pregnancy, pregnancy-related condition, gender identity, sexual orientation”.

7. Add the following to the top of the agency fee form: "This form is null and void due to the Janus decision. If said decision is reversed in the future, this form would then become effective."

FOR THE CITY OF HOLYOKE

  
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Dated: 10/5/2022

FOR THE U.P.S.E.U., HOLYOKE PUBLIC  
WORKS SUPERVISORS, LOCAL 424,  
UNIT. MADIV111

  
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Dated: 10/5/22