


MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE CITY OF HOLYOKE
AND THE U.F.C.W., LOCAL 1459, DPW UNIT

The City of Holyoke (hereinafter referred to as "City") and the U.F.C.W., Local 1459, DPW Unit (hereby referred to as "Union") hereby agree to the following terms, conditions, and understandings.

1. The City and Union are parties to a collective bargaining agreement.
2. The City and Union agreed that the following language was inadvertently omitted from Article 12, Section 4 of the 2019-2022 collective bargaining agreement:

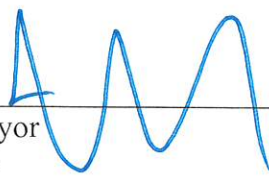
An employee who is actively at work for each full work day as scheduled performing the tasks of the employee's job as assigned by management during the entire fiscal year and who does not use any unscheduled annual leave days or time during the fiscal year will be paid within forty-five (45) days of the end of that fiscal year a lump sum bonus of five hundred dollars (\$500.00). Otherwise, an employee who has been actively at work as scheduled performing the tasks of the employee's job as assigned by management during less than the full fiscal year and who did not use any unscheduled annual leave during the period of being actively at work within the fiscal year shall be paid a pro rata amount of the five hundred dollar (\$500.00) bonus based on 0.385% for each day during the fiscal year in which the employee had been actively at work. Employees that incur one instance of unscheduled leave shall have their annual bonus reduced to three hundred and seventy-five dollars (\$375). Employees that incur two instances of unscheduled leave shall have their annual bonus reduced to two hundred fifty (\$250). More than two instances of unscheduled leave shall reduce the annual bonus to zero.

3. The City and Union agree to add said language to the current collective bargaining agreement.
4. This Memorandum of Agreement shall be attached to the current collective bargaining agreement and shall be considered a part thereof.
5. There are no other agreements between the parties regarding the subject matter of this Memorandum of Agreement.



~~President~~ *Business Rep*
United Food and Commercial Workers Union Local 1459

Dated: 7/25/23



Josh Garcia, Mayor
City of Holyoke

Dated: 7/25/2023