

SETTLEMENT AGREEMENT
BY AND BETWEEN
THE CITY OF HOLYOKE
AND THE HOLYOKE FIREFIGHTERS, LOCAL 1693

The City of Holyoke and the Holyoke Firefighters, Local 1693 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 Seven – Check Off of Union Dues and Agency Service Fees: Delete “and Agency Service Fees” from the title.
2. Article Eight – Overtime: Reword the last sentence to Paragraph 8.09 to read as follows: “However, the City may use its discretion in determining the need to call back employees for the first sixty (60) minutes after a mutual aid request is received or made.”
3. Article Eleven – Sick Leave: Add the following to paragraph 11.06: “Any employee hired on or after January 1, 2024 shall be entitled to the benefit listed above, except that the maximum number of sick hours shall be Nine Hundred (900).”
4. Add the following as a new Article entitled “Statutory Leaves” to read as follows: “If eligible, employees may be covered by certain protections under the terms and conditions of the Family and Medical Leave Act, the Massachusetts Parental Leave Act, the Domestic Violence Leave Act, and the Small Necessities Leave Act. The provisions of said Acts are posted in each building.”
5. Wages and Duration:
 - Unit A
Effective July 1, 2022, 3.0% wage increase.
Effective July 1, 2023, 2.5% wage increase, plus an additional 1.5% (for a total increase of 4%) in exchange for the acceptance of the active shooter requirement. The parties will impact bargain said implementation.
Effective July 1, 2024, 2.5% wage increase, plus an additional 1.0% (for a total increase of 3.5%) in exchange for the acceptance of the active shooter requirement.
 - Unit B
Effective July 1, 2022, 3.0% wage increase.
Effective July 1, 2023, 2.5% wage increase.
Effective July 1, 2024, 2.5% wage increase.
Note: The active shooter requirement does not apply to this Unit.

FOR THE CITY OF HOLYOKE

Dated: 9/28/2023

FOR THE HOLYOKE FIREFIGHTERS,
LOCAL 1693

Dated: 9/28/23