

Memorandum of Agreement
Between
THE CITY OF HAVERHILL
and
THE WATER DEPARTMENT GROUP – Teamsters Local #170

Two year contract:

July 1, 2014 to June 30, 2015
July 1, 2015 to June 30, 2016
July 1, 2016 to June 30, 2017

Wages

General wage increase as follows:

1.5% salary increase effective 7-1-2014
1.5% salary increase effective 7-1-2015
1.75% salary increase effective 7-1-2016

Clothing Allowance

Increase clothing allowance from \$400 yearly to \$500 yearly.

Professional development allowance

Increase allowance from \$150 yearly to \$250 yearly.

Training Officer & Safety Advisor

Increase rate from \$.25 per hour to \$1.00 per hour.

Union will be responsible for training of such individuals.

No retro pay

Add new paragraph to Article VII: WAGES AND LONGEVITY Section 1:

"No retroactive wages shall be due and owing to any person not employed at the time of the ratification of this agreement, or any subsequent agreement, unless said person left the employ of the City of Haverhill to become an active M.G.L. c. 32 retiree."

Medical Benefits language

Delete all language in Article XIV MEDICAL BENEFITS: Section 1 and insert the following:

Health Insurance

The City of Haverhill shall provide employees the same health insurance benefits and coverage provided to all other municipal employees pursuant to MGL c. 32B. Employees hired before January 1, 2010 shall pay a twenty-five percent (25%) health insurance contribution for both PPO and HMO products. Employees hired on or after January 1, 2010 shall pay a thirty percent (30%) health insurance contribution for both PPO and HMO products.

Account under IRS Section 125. The maximum annual allowable amount to be deducted on a pre-tax basis for the Flexible Spending Account will be \$2,500 (\$2,550 per plan year beginning 7/1/15). The maximum annual allowable amount to be deducted on a pre-tax basis for the Medical Dependent Care Account will be \$5,000.

Health Reimbursement Account

The City will establish Health Reimbursement Accounts pursuant to the current MGL c. 32B PEC agreement.

Opt-Out Plan – A one-time opt out option

The City of Haverhill will provide a health insurance opt out option. Eligible employees who enroll in the program will receive a lump sum financial incentive payment. The amount will be \$1,500 for an individual and \$3,000 for a family. In order to be eligible for the program an employee must meet the following criteria: 1) the employee must have 24 consecutive months of enrollment in a City of Haverhill health plan, and 2) the employee must provide written proof of other (non-City of Haverhill) health coverage.

Work assignment

The City shall have the right to float any clerical employee from their present workplace location to another workplace location within the Water Department.

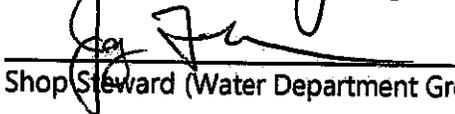
Date: 2/29/16

James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor



Ed Adley, Teamsters Business Agent



Shop Steward (Water Department Group)