

MEMORANDUM OF AGREEMENT

BETWEEN

THE CITY OF HAVERHILL, MASSACHUSETTS

AND

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

COUNCIL 93, AFL-CIO

LOCAL 939

**WASTEWATER TREATMENT PLANT GROUP
(NEW ENGLAND WATER RESOURCE PROFESSIONALS)**

SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

The City of Haverhill, Massachusetts (the "City") and the American Federation of State, County and Municipal Employees Council 93, AFL-CIA, Local 939 representing the City of Haverhill, MA Wastewater Treatment Plant Employees (the "Union"), having engaged in negotiations for a successor collective bargaining agreement and, having now reached an agreement as a result of those negotiations, hereby agree on a successor collective bargaining agreement which shall be effective from July 1, 2017 through June 30, 2019 and shall carry forward all of the written provisions of the parties most recently expired agreement except as modified by the following:

1. Article VI. 1. – Wages and Classification

Effective July 1, 2017 the wage scale shall receive a cost of living adjustment of 1.75%, said adjustment will be applied to each employee's base wage rate.

Effective July 1, 2018 the wage scale shall receive a cost of living adjustment of 2%, said adjustment will be applied to each employee's base wage rate.

2. Article VI. 3 (b) – Boot Allowance (Replaces current Language)

Effective July 1, 2018 the City will provide a boot allowance of \$150.00 per fiscal year for operational, maintenance, and laboratory personnel. The boot allowance will be paid to eligible employees at the beginning of each fiscal year as a lump sum payment.

3. Article VI. 4 – Tool Allowance (replaces current language)

Effective July 2018 the City will provide a tool allowance of \$450.00 per fiscal year for maintenance mechanics, WWTP Electricians, Mechanic Helper, Painter and Collection System Operators. The tool allowance will be paid to eligible employees at the beginning of each fiscal year as a lump sum payment.

4. Article XXV - Termination

This agreement shall take effect on July 1, 2017 and shall remain in full force and effect through June 30, 2019.

Any and all changes effective July 1, 2017 shall be retroactive to July 1, 2017 unless otherwise noted herein.

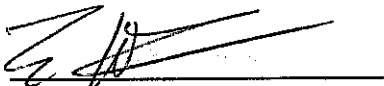
It is further agreed between the City of Haverhill and the New England Water Resource Professionals – Local 939 AFSCME Council 93 AFL-CIO, that this agreement shall remain in full force and effect after the duration date set forth above, if at said time the parties are negotiating any of its terms and conditions and shall remain in full force and effect until such time as a new contract is agreed upon.

5. All other provisions of the Collective Bargaining Agreement remain unchanged, and will remain in full force and effect.
6. The Union shall provide an updated Collective Bargaining Agreement incorporating these changes for the parties' signatures.

Agreed by the parties this 18th day of September, 2018



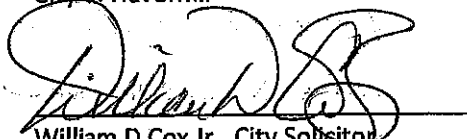
Walter Alce, Chairman Local 939
AFSCME Local 939



Ernest L. Castle IV
Staff Representative
AFSCME Council 93



James J. Fiorentini, Mayor
City of Haverhill



William D Cox Jr., City Solicitor
City of Haverhill