

Memorandum of Agreement  
Between  
**THE CITY OF HAVERHILL and  
THE INSPECTIONAL & NURSING SERVICES GROUP – Teamsters Local #170**

**Three-year contract:**

July 1, 2019 to June 30, 2020  
July 1, 2020 to June 30, 2021  
July 1, 2021 to June 30, 2022

**Wages**

**Amend Article 7: WAGES**

1.75% salary increase effective 7-1-2019  
1.75% salary increase effective 7-1-2020  
1.75% salary increase effective 7-1-2021

**New England Teamsters Federal Credit Union language**

**Amend Article 2: UNION SECURITY Section 2: DRIVE**

**Replace current language of Section 2 with the following:**

The Employer agrees to deduct from the paycheck of all employees who submit authorization cards and are covered by this Agreement voluntary contributions to Local 170 DRIVE Fund. Local 170 DRIVE Fund shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage.

On a monthly basis the Employer will transmit the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's social security number and the amount deducted from the employee's paycheck as outlined in the attached Local 170 DRIVE Information Sheet to Local 170 DRIVE Fund, 330 Southwest Cutoff, Suite 201, Worcester, MA 01604. No such authorization shall be recognized if in violation of State and Federal Laws. No deductions shall be made which is prohibited by applicable law.

**Hours of work and Overtime**

**Add new section to Article 6: Hours of work and Overtime Section 5**

Effective the week following the City Council funding of this agreement, the hours of the Sanitary Inspector, Sr. Sanitary Inspector, and Local Building Inspector positions will increase from 35 hours per week to 40 hours per week. The new work schedule will be 7:30 a.m. to 4 p.m. with a ½ hour for lunch break.

**Hazardous pay stipend**

**New section 3 – add to Article 7**

Because of the imminent hazardous physical conditions the inspectors are currently enduring, the City shall pay \$300.00 per each contract year in July for the duration of this agreement (7/1/2019 to 6/30/2022) to each position covered by this agreement.

## **Professional Development**

### **Amend Appendix 1, 2, 3, 4 & 1A – Professional Development**

Effective 7/1/2020 increase the amount of the Professional Development Allowance from \$825 to \$950 per year.

## **Educational Pay**

### **Amend Article 20: Educational Pay**

Effective 7/1/2020 increase amount available for educational courses from \$2,000 to \$3,000 per year.

## **Training**

### **New section 2 – add to Article 20**

The City shall send inspectors as needed for training to help assist with the duties needed for the respective position. The city agrees to pay all costs provided authorization from the department head is secured prior to enrollment in any approved training program.


## **PPE:**

### **New Article 22**

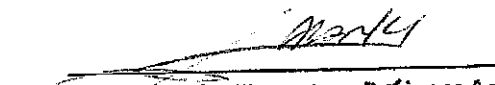
As a result of the current COVID-19 pandemic and any and all future health crises that might arise, the City of Haverhill agrees to provide, at no cost to all bargaining unit employees, reasonable and necessary personal protective equipment (PPE), personal sanitizing agents, and any other materials to safeguard the health and well-being of the bargaining unit members, as directed by or set forth in safety guidelines issued by the Haverhill Board of Health, federal Centers for Disease Control, and/or any other state or federal regulating agency.


All remaining terms and conditions of the current CBA not altered as per above shall remain in full force and effect. This agreement is subject to ratification by the Union and appropriation by the City Council.

Date: 1/15/2021

  
James J. Fiorentini, Mayor

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William D. Cox, Jr., City Solicitor

  
James Marks, Teamsters Business Agent

  
Shop Steward (Insp. & Nursing Services Group)