

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and
THE CITIZEN CENTER GROUP – Teamsters Local #170

Three-year contract:

July 1, 2021 to June 30, 2022
July 1, 2022 to June 30, 2023
July 1, 2023 to June 30, 2024

Wages

Amend Article VII: WAGES and CLASSIFICATIONS

1.75% salary increase effective 7-1-2021
2% salary increase effective 7-1-2022
2% salary increase effective 7-1-2023

Wage adjustments as follows:

Effective 7/1/2021

Activities/Volunteer position add \$.50 per hour

Driver position add \$1.00 per hour

Building Maintenance Craftsman/Custodian position add \$2.50 per hour

Effective 7/1/2022

Activities/Volunteer position add \$.50 per hour

Driver position add \$1.00 per hour

Building Maintenance Craftsman/Custodian position add \$2.50 per hour

Remove the following job titles from the wage scale and contract:

- Driver (from 7/1/2020 wage scale)
- Meals on Wheels Driver
- Shine Coordinator

Replace the following

- Driver (Veterans) job title with Driver title

Amend Article VII Section 5: Professional Development

Effective 7/1/2021 increase the amount of the Professional Development allowance from \$600.00 to \$700.00 per year.

Amend Article VII Section 3: Longevity

Effective 7/1/2021 longevity will be as follows:

\$1,300.00 for 5<10 years

\$1,350.00 for 10<15 years

\$1,400.00 for 15<20 years

\$1,450.00 for 20<25 years

\$1,700.00 for 25<30 years

Also add a new step for 30-year employees as follows:

\$2,500.00 for 30 years

Add new section (Section 12) to Article VII:

Any employee receiving a one-time non reoccurring payment shall be paid via direct deposit and the employee may elect not to have a retirement deduction taken out of the payment.

Holiday language

Amend Article VIII: HOLIDAYS

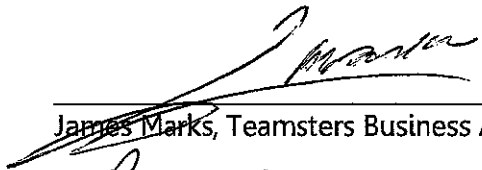
Effective 1/1/2022 add "Juneteenth holiday" to Section 1 of Article VIII as a paid holiday. This day shall be considered a "floating" holiday. Employees shall be entitled to an additional day off without loss of pay at the discretion of the department head. Municipal offices shall remain open if Juneteenth occurs on a regular operating day. Section 2 shall not apply to the Juneteenth holiday.

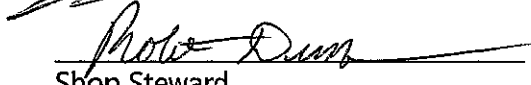
All terms and conditions of the current CBA to remain in full force and effect. This agreement is subject to ratification by the Union and appropriation by the City Council.

Date: _____

James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor


James Marks, Teamsters Business Agent


Shop Steward