

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and THE HIGHWAY/PARK GROUP – Laborers Local #175

Three year contract:

July 1, 2016 to June 30, 2017
July 1, 2017 to June 30, 2018
July 1, 2018 to June 30, 2019

Wages:

Amend Article VII: WAGES AND LONGEVITY to add the following:

1.75% salary increase effective 7-1-2016
1.5% salary increase effective 7-1-2017
1.5% salary increase effective 7-1-2018

Tool Allowance:

Add Bucket truck operator position to receive \$500 tool allowance per year.

Hours of work:

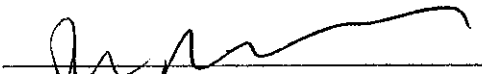
Those employees who work from 7am – 3 pm, shall work from 7am to 12 noon on December 24th of each year, provided such date falls on a regularly scheduled work day. The employer reserves the right to require employees to work from 12 noon to 3pm should there be inclement weather conditions or emergency as declared by the Mayor. If the employer requires any employees to work from 12 noon to 3pm on December 24th, said employee shall receive three hours of compensatory time to be used within the following 12 months.

Health Insurance:

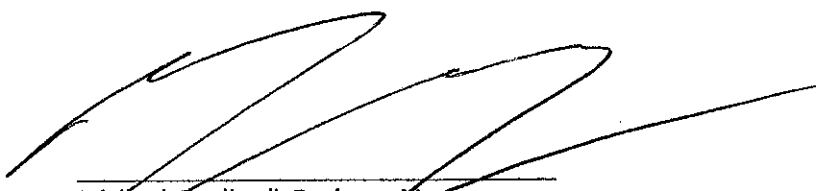
Opt-Out Plan – A one-time opt out option

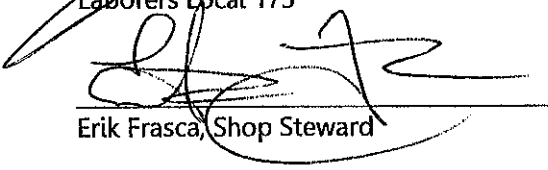
The City of Haverhill will provide a health insurance opt out option. Eligible employees who enroll in the program will receive a lump sum financial incentive payment. The amount will be \$1,500 for an individual and \$3,000 for a family. In order to be eligible for the program an employee must meet 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.

Date: 10-18-16


James J. Fiorentini, Mayor


William D. Cox, Jr., City Solicitor


Michael Gagliardi, Business Manager
Laborers Local 175


Erik Frasca, Shop Steward