

Memorandum of Agreement
Between

THE CITY OF HAVERHILL and
THE LIBRARY GROUP – Teamsters Local #170

Human Resources

CONTRACT INTEGRATION

Upon approval, ratification, and funding of the memorandum of agreement which results from these negotiations, the parties shall agree to integrate within 60 days the terms thereof into the collective bargaining agreement in a timely manner.

ARTICLE 2: SECTION 2

Correction

Change week to weekly in the 2nd sentence.

ARTICLE 6: DEFINITION OF FULL-TIME, PERMANENT PART-TIME, PART-TIME EMPLOYEES

Add the following:

Section 3: Part-Time employees

An employee who works less than 20 hours per week shall not receive insurance benefits.

ARTICLE 8: HOURS OF WORK AND OVERTIME

Amend hours:

Evening shift hours from 12:30pm to 9:00 pm.

Add New section – Section 1a Outreach

Non-voluntary requests to receive compensatory time at time and a half (ex: staff meeting). Employees who volunteer for events (ex. Santa Parade) to receive compensatory time at the rate of time and a half.

Amend Section 2. Breaks by adding the following:

Dinner break (unpaid) to be taken between 4:30pm and 5:00 pm

Evening break (paid) to be taken between 6:30 pm and 8:00 pm

Amend Article 9: WAGES

Section 1: Salary Schedule

2% salary increase effective 7-1-2024

2% salary increase effective 7-1-2025

2% salary increase effective 7-1-2026

Library
Steps

Effective 7/1/25 - remove step 1 and add new step at end of scale at 3.5% increase

Effective 7/1/26 - add new step at end of scale at 3.5% increase

Amend Section 2: Longevity**Update with the following:**

\$1,400	5 < 10 years
\$1,450	10 < 15 years
\$1,500	15 < 20 years
\$1,550	20 < 25 years
\$1,800	25 < 30 years
\$2,750	30 < 40 years
\$3,000	40 < 50 years
\$4,000	50+ years

ARTICLE 10: HOLIDAYS**Replace Section 1, paragraph 1 as follows:**

The following shall be recognized as paid Holidays and all employees shall be paid their regular tour of duty at straight time pay therefore: New Year's Day, Martin Luther King Day, President's Day, Patriot's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, irrespective of the day on which the holiday falls.

Amend Section 2A Personal leave

Add the following sentence:

Effective 7/1/24, after five years of service with the City, all employees shall be entitled to personal leave in accordance with Section 2. The updated personal leave accrual will occur on January 1st of the next calendar year.

ARTICLE 12 SICK AND BEREAVEMENT LEAVE**Amend Section 1A**

Add the following sentence:

Effective 7/1/24, after five years of service with the City, all employees shall be entitled to sick leave in accordance with Section 1. The updated sick leave accrual will adjust starting with the month after the 5-year anniversary.

Contractual language

Replace he/she and him/her with they/them

Library
ARTICLE 32 TERMINATION**Update section with the following dates (three-year contract):**

July 1, 2024 to June 30, 2025

July 1, 2025 to June 30, 2026

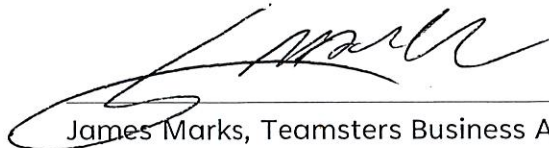
July 1, 2026 to June 30, 2027

All articles pertaining to wages shall receive retro back to July 1, 2024.

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: 3/4/28

Melinda E. Barrett, Mayor



James Marks, Teamsters Business Agent

IN CITY COUNCIL: April 8 2025

PLACED ON FILE for at least 10 days

Attest:




City Clerk

IN CITY COUNCIL: April 29 2025

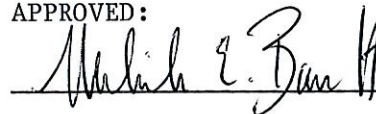
PASSED

Attest:



City Clerk

APPROVED:



Mayor

Salary

	7/1/2024	COLA 2%				
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Division Head		\$ 917.07	\$ 956.60	\$ 996.02	\$ 1,036.15	\$ 1,066.59
Literacy Coordinator		\$ 917.07	\$ 956.60	\$ 996.02	\$ 1,036.15	\$ 1,066.59
Custodian		\$ 889.72	\$ 917.75	\$ 945.76	\$ 979.38	\$ 1,007.40
Library Assistant		\$ 823.15	\$ 861.06	\$ 896.08	\$ 932.52	\$ 959.87
Bookkeeper		\$ 823.15	\$ 861.06	\$ 896.08	\$ 932.52	\$ 959.87
Secretary		\$ 823.15	\$ 861.06	\$ 896.08	\$ 932.52	\$ 959.87
Outreach Community Liaison		\$ 823.15	\$ 861.06	\$ 896.08	\$ 932.52	\$ 959.87
Library Tech Asst		\$ 746.21	\$ 766.32	\$ 786.45	\$ 806.49	\$ 829.41
Library Clerk		\$ 685.90	\$ 705.97	\$ 726.08	\$ 746.21	\$ 767.32

	7/1/2025	COLA 2% DROP 1ST/ADD NEW STEP					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Division Head		\$ 935.41	\$ 975.73	\$ 1,015.94	\$ 1,056.87	\$ 1,087.93	\$ 1,126.00
Literacy Coordinator		\$ 935.41	\$ 975.73	\$ 1,015.94	\$ 1,056.87	\$ 1,087.93	\$ 1,126.00
Custodian		\$ 907.52	\$ 936.10	\$ 964.68	\$ 998.97	\$ 1,027.54	\$ 1,063.51
Library Assistant		\$ 839.62	\$ 878.28	\$ 914.00	\$ 951.17	\$ 979.06	\$ 1,013.33
Bookkeeper		\$ 839.62	\$ 878.28	\$ 914.00	\$ 951.17	\$ 979.06	\$ 1,013.33
Secretary		\$ 839.62	\$ 878.28	\$ 914.00	\$ 951.17	\$ 979.06	\$ 1,013.33
Outreach Community Liaison		\$ 839.62	\$ 878.28	\$ 914.00	\$ 951.17	\$ 979.06	\$ 1,013.33
Library Tech Asst		\$ 761.14	\$ 781.65	\$ 802.18	\$ 822.62	\$ 846.00	\$ 875.61
Library Clerk		\$ 699.62	\$ 720.09	\$ 740.60	\$ 761.14	\$ 782.67	\$ 810.06

	7/1/2026	COLA 2% ADD NEW STEP					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Division Head		\$ 995.24	\$ 1,036.26	\$ 1,078.01	\$ 1,109.68	\$ 1,148.52	\$ 1,188.72
Literacy Coordinator		\$ 995.24	\$ 1,036.26	\$ 1,078.01	\$ 1,109.68	\$ 1,148.52	\$ 1,188.72
Custodian		\$ 954.83	\$ 983.97	\$ 1,018.95	\$ 1,048.09	\$ 1,084.78	\$ 1,122.74
Library Assistant		\$ 895.85	\$ 932.28	\$ 970.20	\$ 998.64	\$ 1,033.60	\$ 1,069.77
Bookkeeper		\$ 895.85	\$ 932.28	\$ 970.20	\$ 998.64	\$ 1,033.60	\$ 1,069.77
Secretary		\$ 895.85	\$ 932.28	\$ 970.20	\$ 998.64	\$ 1,033.60	\$ 1,069.77
Outreach Community Liaison		\$ 895.85	\$ 932.28	\$ 970.20	\$ 998.64	\$ 1,033.60	\$ 1,069.77
Library Tech Asst		\$ 797.28	\$ 818.22	\$ 839.08	\$ 862.92	\$ 893.12	\$ 924.38
Library Clerk		\$ 734.49	\$ 755.41	\$ 776.36	\$ 798.32	\$ 826.26	\$ 855.18