

**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CITY OF
EASTHAMPTON AND THE EASTHAMPTON SUPERVISORS' ASSOCIATION**

Subject to ratification by the Easthampton Supervisors Association and ratification and appropriation of funding by the Easthampton City Council, the parties agree to the following changes to the parties' collective bargaining agreement.

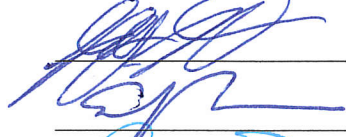
1. Duration- 3- year contract July 1, 2022 through June 30, 2025.
2. Article VI- Holidays- Add Juneteenth.
3. Article XII – Replace "Greg Nuttelman" with "Clayton Weglarz" (Housekeeping)
4. Article XV-Grievance and Arbitration Procedure-
 1. Article XIV – Delete – “All matters of discipline and discharge shall be taken in accordance with state and local rules, regulations and statutes as from time to time amended and in accordance with the applicable terms of this Agreement. Employees will not be disciplined without Just Cause.”
 2. Article XV – Grievance and Arbitration – Replace reference to Labor Relations Commission for the Commonwealth of Massachusetts with American Arbitration Association throughout.
5. Article XXVIII- Delete (Special Provision in Lieu of Raise) (Housekeeping).
6. Article V- Meal Periods- Increase allowance from \$8.00 dollars to \$10.00 dollars.
7. Article III- Overtime: Amend as follows:
 - * Overtime will be paid for any work on any of the 13 paid Holidays listed in Article VI. Overtime worked on a Holiday must be approved by the DPW Director.
8. Article XXIV- Uniform Allowances:
 - * Increase from \$500.00 to \$550.00 payable as a lump sum on the first pay period in July. The agreement to pay said allowance in a lump sum shall sunset or expire on June 30, 2025, absent a written agreement to extend such provision. In the event this provision does sunset or expire, the parties shall return to the prior practice of paying the uniform allowance out as a reimbursement.
9. Wages-
 - * Effective July 1, 2022 move each employee forward two steps on the wage scale
 - * Effective July 1, 2022 increase wage scale by 0% COLA

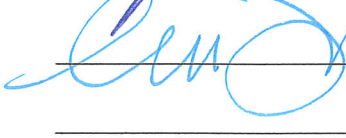
* Effective July 1, 2023 increase wage scale by 3% COLA

* Effective July 1, 2024 increase wage scale by 3% COLA

10. Employees may be required to track their work time on digital software rather than on paper.

On behalf of the City of Easthampton:





On behalf of the Union:

