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AMESBURY CITY CLERK

SPONSORED BY: Kassandra Gove BILL No. 2020-068  
Kassandra Gove, Mayor

**An Order** to fund the employment agreement between the City of Amesbury and the Office of Professional Employees International Union (OPEIU), Local 6 dated July 1, 2019 to June 30, 2022.

**Summary:** This appropriation will transfer \$38,125.00 from Free Cash to various salary accounts to fund the FY 2020 portion of the 3-year labor contract between the City of Amesbury and the Office of Professional Employees International Union (OPEIU), Local 6.

Per Chapter 95-2 of City Ordinances (Bill No. 2006-16), initial request for appropriations for funding of a labor contract agreement must be submitted by the Mayor as a unique measure separately from the annual operating budget and be accompanied by a copy of the contract for which funding is requested.

**Be it Ordered by the City Council of the City of Amesbury assembled, and by the authority of the same, as follows:**

To authorize a transfer of \$38,125.00 from Free Cash to various salary accounts to fund the FY 2020 portion of the 3-year labor contract between the City of Amesbury and the Office of Professional Employees International Union (OPEIU), Local 6.

**FY '20 Appropriation Transfers**

<b>Department No.</b>	<b>Department Name</b>	<b>Amount Requested</b>	<b>Reason</b>	<b>Date Requested</b>
121	Mayor	\$ (10,045.50)	Chief of Staff Salary Adjustment - Fahey 1/2 year	1/1/2020
121	Mayor	\$ (26,625.00)	Communications Director - New Position 1/2 year	1/1/2020
121	Mayor	\$ (11,200.80)	Chief of Staff Retro Settlement - Evan Kenney	3/1/2020
121	Mayor	\$ (17,586.00)	Chief of Staff Vacation Payout - Evan Kenney	1/1/2020
121	Mayor	\$ (10,000.00)	HR Study	2/11/2020
121	Mayor/Finance	\$ (10,555.00)	Market Value Adjustment Fees - AG complaint	2/3/2020
121	Mayor	\$ (1,400.00)	Public Relations Training	2/11/2020
155	IT	\$ (1,465.00)	P. Locke Longevity - not budgeted	2/10/2020
155	IT	\$ (7,500.00)	IT Director Retirement Payout (net of salary savings to 6/30)	3/27/2020
134	Finance	\$ (8,550.00)	Consultant for prior year cash reconciliation Dec '18 - June '19	10/1/2019
134	Finance	\$ (12,895.00)	CFO Sick Time Buyout - Jim Lynch	8/1/2019
134	Finance	\$ (3,000.00)	Finance New Hire - Elizabeth Doucette	10/1/2019
162	Elections	\$ (12,937.00)	Additional Election Costs	10/2/2019
182	Community & Econ Dvlp	\$ (8,700.00)	Position Change & Temp Consultant	3/27/2020
220	Fire	\$ (80,000.00)	Tentative Other Union(s) Settlement - Negotiation still in progress	
220	Fire / EOC / BOH	\$ (225,000.00)	COVID-19 Emergency OT - ESTIMATED	
422	DPW	\$ (8,000.00)	AFSCME general fund retro - also funded from enterprise funds	12/10/2019
424	Street Lighting	\$ (40,000.00)	Under Budgeted	3/27/2020
423	*Snow & Ice	\$ (350,000.00)	Snow & Ice - ESTIMATE - Alternative is to fund on FY 21 Recap	
510	ACO	\$ (5,000.00)	ACO Van Lease (Yr 1 of 3) need to budget FY 21/22 in ACO budget	11/12/2019
910	Workers Comp	\$ (69,584.00)	Under Budgeted	11/12/2019
945	IOD	\$ (19,490.42)	Police / Fire Injured on Duty Deductible - not budgeted	3/3/2020
945	Liability Insurance	\$ (14,166.00)	Under Budgeted	11/12/2019
	Various	\$ (38,125.00)	OPEIU settlement	1/20/2020
	<b>Sub-Total</b>	<b>\$ (991,824.72)</b>		
	<b>AVAILABLE SOURCES:</b>			
946	Reserve Fund	\$ 33,250.00	Reserve Funds	
241	Inspections	\$ 10,000.00	Salary savings from Inspector's position	
121	Mayor	\$ 11,071.00	Consulting Appropriation	
390	Regional School	\$ 20,000.00	Assessment	
910	Health Insurance	\$ 100,000.00	Possible Health Ins Under Budget	
910	Unemployment	\$ 10,000.00	Possible Under Budget	
910	Health Insurance	\$ 200,000.00	Health Insurance - Audit Refund \$200k	
910	Medicare	\$ 30,000.00	Possible Medicare Under Budget	
	Free Cash	\$ 605,491.00	Free Cash	
	<b>Sub-Total</b>	<b>\$ 1,019,812.00</b>		
	<b>*DELTA</b>	<b>\$ 27,987.28</b>		

\* Snow & Ice unfunded deficit may be raised on next fiscal years Tax Rate Recap M.G.L. c.44 s.31D

**Memorandum of Agreement between the City of Amesbury and Office and Professional Employees International Union, Local 6, AFL-CIO**

This Memorandum of Agreement (the "Agreement") is entered into this \_\_\_ day of January \_\_, 2020 by and between the City of Amesbury, acting by and through its Mayor, and the Office and Professional Employees International Union, Local 6, AFL-CIO, by and through its duly authorized representatives.

WHEREAS, the City of Amesbury ("City") and the Office and Professional Employees International Union ("OPEIU" or the "Union") are parties to a collective bargaining agreement (the "CBA");

WHEREAS, the parties' current CBA expired on June 30, 2019;

WHEREAS, the parties have engaged in good faith negotiations and have reached a successor agreement, subject to ratification and appropriation of funds;

NOW, THEREFORE, the parties agree as follows:

1. The parties agree to a three-year agreement, from the period of July 1, 2019 through June 30, 2022.
2. The parties agree that Article 4.02, 4.03 be deleted.
3. Amend Article 7 Workweek — Library Employees
  - Add to Work Schedule "If during the summer the Library closes early at 1:00pm on Saturdays instead of 5:00pm, employees scheduled to work on Saturdays have the following options regarding the three hours not worked. The can (1) use vacation time or compensation time (2) make up the hours in the same pay period, or (3) choose to not be compensated for those three hours."
4. Amend Article 8.02 — Compensation -
  - Wage increases effective July 1, 2019 2%
  - Wage increases effective July 1, 2020 1,5%
  - Wage increase effective July 1, 2021 2%
5. Amend Article 8.09
  - Shift differential to include 2<sup>nd</sup> and 3<sup>rd</sup> shift at \$1.00
6. Amend Article 8.10 — Change Matron duty to \$75/month
7. Amend Article 14.01 Holidays:

*AM*

- Include "The Library will be closed the Saturday before Memorial Day and the Saturday before Labor Day. Employees will work on that Friday instead unless they wish to take vacation, person or compensation time.
- Delete third paragraph about Saturday holidays, and add "If the Library Board of Trustees votes to close the library early or close the library all day for any reason other than a holiday as listed in this CBA or a staff development day, full-time and part-time employees will be paid for the hours they would have normally been scheduled to work."

8. Amend Article 15.01 Vacation:

- Add language "During the first year of hire, employees may take up to a week of unpaid leave"

9. Amend Article 18.03 — increase uniform allowance for public safety personnel to \$400, check to be paid annually on July 1

10. Amend Appendix A — Change Public Safety Clerks to a Grade 8 at 2.5 % above Grade 7 and change Public Safety Clerks Coordinator to a Grade 11 at 2.5% above Grade 10.

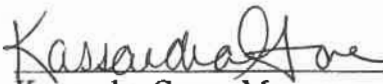
11. Amend Article 15.06 by deleting the words "Maternity Leave" and replacing them with the words "Parental Leave."

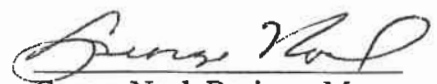
12. Article 16.05 by deleting the words "Board of Conciliation and Arbitration" and by adding the words "Labor Relations Connection."

13. All other terms of the parties' collective bargaining agreement for the period July 1, 2016 through June 30, 2019 shall remain in effect, unless expressly modified herein.

For the City of Amesbury:

For OPEIU, Local 6

  
Kassandra Gove, Mayor

  
George Noel, Business Manager

Dated: 4/6/2020

Dated: 3/5/2020