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In the matter of the arbitration between:

THE CITY OF WORCESTER

And

JLMC Case # 01-47P-2001
#02-48PS-2001

IBPO LOCAL # 378 and IBPO LOCAL #504

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INTRODUCTION

At the October 23, 2001 meeting of the Massachusetts Joint Labor Management Committee, Michael P. Boyle was appointed by the Committee to act as a single, neutral Mediator/Arbitrator in the above named cases.

Following a period of mediation, a number of issues remained in dispute. The award for those issues follows.

AWARD

The parties were afforded the full opportunity to present testimony, exhibits and arguments, and then to file briefs. The Arbitrator has considered the issues presented for resolution and, having studied and weighed the evidence bearing on the issues, makes the following award.

1. Holiday Pay:

Effective July 1, 2001, the payment for each paid holiday shall be calculated by dividing the aggregate sum of an employee's regular weekly wage (as set forth in the wage rates incorporated in this agreement) by the number four (4).

2. Range Fee:

Increase the current range fee of \$250 by the amount of two-hundred and fifty dollars (\$250) per year to a total of five-hundred dollars (\$500) per year effective July 1, 2001, and to a total of seven-hundred and fifty dollars (\$750) per year effective July 1, 2002. Further, these rates beginning with the current range fee, are to be added to the base on the following schedule: June 30, 2001, \$250; July 1, 2001, \$500; and \$750 added to the base calculation on July 1, 2002.

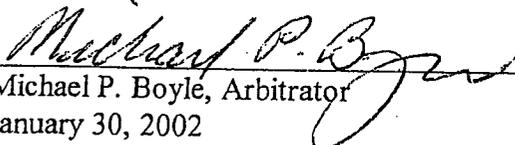
3. Wages:

- A. Effective July 1, 2000, increase the base by four (4)%,
- B. Effective July 1, 2001, increase the base by four (4) %,
- C. Effective July 1, 2002, increase the base by four (4) %,
- D. Effective at the end of the payroll period, on the last day of June, 2003, increase the base by three (3)%

4. All Previous Agreements:

See City letter to the Unions, dated 12-5-2001.

There is no award for any of the remaining issues in dispute. The Arbitrator, Michael P. Boyle, will retain jurisdiction for a period of thirty days from receipt of the award to answer any questions the parties may have regarding the application of the provisions of the award.



Michael P. Boyle, Arbitrator
January 30, 2002