

MEMORANDUM OF AGREEMENT

between

THE CITY OF WORCESTER

and

LOCAL 490, NAGE, SEIU

SERVICE EMPLOYEES INTERNATIONAL UNION

(CLERKS)

(July 1, 2017 - June 30, 2020)

WHEREAS, the City of Worcester (the “City”) and Local 490, NAGE, SEIU (the “Union”) have been negotiating for a successor contract to the Agreement which expired on June 30, 2017; and

WHEREAS, the City and the Union have come to terms relative to a successor contract between the parties; and

WHEREAS, the parties have agreed to execute a Memorandum of Agreement pending the drafting of a new contract document;

NOW, THEREFORE, the City and the Union agree as follows:

The 2016-2017 contract shall be continued in full force and effect, except as modified herein, pending the drafting of a successor contract document.

1. ARTICLE 5, WAGES.

(a) The parties agree to amend Section 2 of this Article by deleting the existing language and inserting the following:

Effective January 1, 2018, the City shall provide a two percent (2%) base wage increase

Effective January 1, 2019, the City shall provide a two percent (2%) base wage increase

Effective January 1, 2020, the City shall provide a two percent (2%) base wage increase

(b) The parties agree to add a new maximum step to the salary schedule at 2% above the current maximum step, effective July 1, 2017.

2. ARTICLE 10, PERSONAL LEAVE.

The parties agree to amend Section 1 as follows:

“Personal leave shall be taken only one day at a time and not consecutively, provided however, that ~~one full half day may be taken by an employee when requested by him, and provided further that~~ a personal leave may be taken in minimum increments of two (2) hours,

when so requested. A maximum of two days' personal leave may be added to one's vacation leave, if converted by written request prior to May 31. This will not preserve any unused personal leave."

3. ARTICLE 17, ADMINISTRATIVE LEAVE.

The parties agree to amend this Article by adding the following sentence to the end of the first paragraph:

"Administrative leave may be taken in minimum increments of two (2) hours when so requested."

4. ARTICLE 25, CONDITIONS AND DURATION OF AGREEMENT.

The parties agree to amend this Article to provide for a three year contract commencing July 1, 2017 and ending June 30, 2020.

5. NEW ARTICLE 2A, PROBATIONARY PERIOD.

The parties agree to amend the contract by adding a new article, Article 2A, Probationary Period, to read as follows:

"All bargaining unit members shall actually serve a probationary period of one (1) year from the date of hire. Probationary employees may be disciplined or discharged by the City without cause or prior notice, and any such action shall not be subject to a grievance or arbitration by the employee or the Union."

6. HEALTH INSURANCE.

1. The parties agree that the City may make the following changes in the City's health insurance without any further bargaining by the City with the Union.

- (a) Health insurance deductibles for all plans to be increased from \$250/\$750 to \$500/\$1,000 effective as of January 1, 2018.
- (b) Effective as of January 1, 2018, or as soon as practicable thereafter, prescription drug co-pays and coverage changes for all plans as follows:
 - (i) To increase the 2nd tier of prescription co-pays from \$25 to \$30;
 - (ii) To increase the 3rd tier of prescription co-pays from \$45 to \$60;
 - (iii) To require mandatory mail order refills on all maintenance prescriptions.
- (c) Effective as of January 1, 2018, or as soon as practicable thereafter, increase the co-pays for PCP office visits for all tiers by \$5.00.
- (d) Effective as of January 1, 2018, or as soon as practicable thereafter, increase the co-pays for specialist office visits up to a maximum of \$50.00.

- (e) Effective as of January 1, 2018, or as soon as practicable thereafter, increase the ER copay to \$150.00 per visit.
- (f) Effective as of January 1, 2018, or as soon as practicable thereafter, increase the Inpatient Hospital Copay to a maximum not to exceed \$1,000.00 for each plan.
- (g) Effective as of January 1, 2018, or as soon as practicable thereafter, increase the Outpatient Hospital Copay to a maximum of \$750.00 for each plan.

2. The parties further agree that the City Health Insurance Authority shall be authorized to take such other action as may be necessary to carry out the above changes.

7. PROMOTIONAL POSITION.

The Union agrees that, effective July 1, 2018, the position of Principal Staff Assistant in the Inspectional Services Office will be a non-bargaining unit position and may include responsibility for some of the duties previously performed by the Principal Accountant in the Inspectional Services Office, which is a bargaining unit position.

This Agreement is subject to ratification by the Union and by the City Manager.

This Agreement has been duly executed by the authorized representatives of the City of Worcester and Local 490, NAGE, SEIU.

LOCAL 490, NAGE, SEIU

CITY OF WORCESTER

By: _____
Josephine Venuti, Local 490, NAGE

By: _____
Dori A. Vecchio, Assistant Director of Human Resources

Dated: _____

Dated: _____

RATIFIED:

RATIFIED:

By: _____
Elizabeth O'Leary, NAGE

By: _____
Edward M. Augustus, Jr., City Manager

Dated: _____

Dated: _____

By: _____
William Chiasson, Local 490, NAGE

Dated: _____