

MEMORANDUM OF AGREEMENT #2

between

THE CITY OF WORCESTER

and

**LOCAL 170, TEAMSTERS
(DPW CLERKS)**

July 1, 2020 - June 30, 2021

WHEREAS, the City of Worcester (the "City") and Local 170, Teamsters (the "Union") have been negotiating for a successor contract to the Agreement which was scheduled to expire on June 30, 2020; and

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

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

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

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

1. Article 38, Wages

The parties agree to amend Section 38.1 to provide, effective as of July 1, 2020, the following base wage increase: two percent (2%) base wage increase.¹

2. Civil Service

The parties agree that the City may through legislation exempt all remaining bargaining unit positions under Civil Service, M.G.L. Chapter 31 ("Chapter 31"), subject to the following:

- a. Any Member of the Collective Bargaining Unit, hired by the City on or after the effective date of the legislation, or not in a permanent position with a permanent appointment or promotion in the bargaining unit, will be exempt from Chapter 31.**

¹ All employees in the Collective Bargaining Unit, as of the ratification date of this Memorandum of Agreement, shall be eligible for retroactive pay.

b. Any Member of the Collective Bargaining Unit, who presently holds a permanent appointment or permanent promotion in a title pursuant to Chapter 31, shall retain civil service status but only in that title they currently hold as of the effective date of the legislation, subject to Subsection 2(d).

c. Any Member of the Collective Bargaining Unit, who has been provisionally appointed or promoted to a civil service position for at least six months prior to the ratification of this Agreement, shall be appointed to permanent civil service status in that title in accordance with the legislation, subject to Subsection 2(d).

d. Any Member of the Collective Bargaining Unit, who retains civil service status in a given title pursuant to the Agreement, or a prior Agreement, will only be subject to Chapter 31 while they hold that title. Any employee who subsequently is promoted to a higher position, or appointed to another position in the bargaining unit, will no longer be subject to Chapter 31 and will no longer have civil service rights.

3. Union To Be Neutral Regarding Civil Service Legislation

The Union agrees to remain neutral with respect to the Legislation filed by the City to exempt members of the Collective Bargaining Unit from Chapter 31 in accordance with this Agreement.

4. Article 43, Duration of Agreement

The parties agree to amend the Article to provide for a one year agreement beginning July 1, 2020, unless otherwise provided for, and ending June 30, 2021.


This Agreement has been duly executed by the authorized representatives of the City of Worcester and Local 495, NAGE, SEIU.

LOCAL 170, TEAMSTERS

By: 
Eli Gillen, Business Agent
Local 170, Teamsters

Dated: June 18, 2021


RATIFIED:
LOCAL 170, Teamsters

By: 
Carole Williams, President
Local 170

Dated: June 21, 2021


By: _____
Eli Gillen, Business Agent
Local 170, Teamsters

CITY OF WORCESTER


By: _____
D. M. Moschos, Esq., Special Counsel

Dated: June 16, 2021

RATIFIED:
CITY OF WORCESTER

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

Dated: 6-21-21