

Memorandum of Agreement
By and between the
City of Marlborough
And

The DPW Engineers, Massachusetts Laborers District Council of the Laborers International
Union of North America, ALF-CIO, Local 272

WHEREAS, the City of Marlborough (the "City") and the DPW Engineers, Massachusetts Laborers District Council of the International Union of North America, AFL-CIO, Local 272 (the "Union"), have bargained collectively for a new collective bargaining agreement (the "New Agreement") for the period July 1, 2021 through June 30, 2024; this offer and Agreement shall be considered off-the-record until ratified by Local 272's membership and the City. The bargaining teams shall sponsor and support such ratification.

WHEREAS, the City and the Union have reached an agreement;

NOW THEREFORE, in consideration of the mutual promises herein, the Union and the City agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

1. Term of New Agreement

The New Agreement shall be effective for the three (3) year period from July 1, 2021 through June 30, 2024. Applicable date changes shall be made in the cover page, and in other appropriate provisions of the Contract in order to reflect the term of the New Agreement.

2. Provisions of New Agreement

Except as modified by the changes provided in this Memorandum of Agreement, and/or except for such technical matters as date changes, all other provisions of the July 1, 2018 through June 30, 2021 Contract shall be carried over intact into the New Agreement.

3. Compensation (Article 9)

The Parties agree to amend Numbered Paragraph 1 of this Article to read as follows:

"1. Effective July 1, 2021, there shall be a one percent (1%) increase in base wages; effective July 1, 2022, there shall be a two percent (2%) increase in base wages; effective July 1, 2023, there shall be a two percent (2%) increase in base wages. Salaries shall be in accordance with the scheduled attached to this Agreement as *Appendix B*."

4. Holidays (Article 15)

Effective January 1, 2022, add Juneteenth to the list of holidays provided for in Numbered Paragraph 1

5. Holidays (Article 15)

Amend Article 15, by inserting the italicized language below:

“Section 6: When Christmas and New Year’s Day falls on a Saturday, employees will have the preceding Friday off, in a pay status.”

6. Appendix (Past Practices)

Amend Numbered Paragraph 19 by removing the stricken language and inserting the italicized language below:

“19. Employees will be released *at noon* ~~three (3) hours early, in pay status~~ on December 31.

7. Bonus Payment

Contingent upon ratification of this Agreement, the City will pay a one-time, lump sum, non-pensionable signing bonus to all current members of the Union equal to two percent (2%) of their FY2021 base pay. Said payment will be made within 30 days of ratification of this Agreement.

This Agreement is subject to ratification by the city of Marlborough and by the DPW Engineers, Massachusetts Laborers District Council of the International Union of North America, AFL-CIO, Local 272 and to appropriation. This Agreement shall not be implemented unless the parties have ratified and fully executed the Agreement.

This Agreement has been duly executed by authorized representatives of the City of Marlborough and by the DPW Engineers, Massachusetts Laborers District Council of the International Union of North America, AFL-CIO, Local 272.

IN WITNESS WHEREOF, the Union and the City, by their authorized representatives, have set their hands to this Memorandum of Agreement on this 20th day of December 2021.

CITY OF MARLBOROUGH

DPW ENGINEERS, MASSACHUSETTS
LABORERS DISTRICT COUNCIL OF
THE INTERNATIONAL UNION OF
NORTH AMERICA, AFL-CIO,
LOCAL 272

