

Memorandum of Agreement  
By and between the  
City of Marlborough  
And  
The Marlborough Municipal Employees Association (MMEA)

WHEREAS, the City of Marlborough (the “City”) and the Marlborough Municipal Employees Association (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 MMEA’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 11)**

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

“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”

**4. Holidays (Article 13)**

Amend Article 13, Section 6, by inserting a new paragraph with the italicized language below:

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

**5. Holidays (Article 13)**

Effective January 1, 2022, add Juneteenth to the list of holidays provided for in Article 13, Section 6.

**6. Holidays (Article 13)**

Effective January 1, 2022, add Juneteenth to the list of holidays provided for in Article 13, Section 6A.

**7. Miscellaneous (Article 21)**

Amend Article 21, Section 3, subsection #2 by removing “, except the library closes at 5:00 p.m.” and adding the following language, “(except when it falls on a Friday, it will be a day off in accordance with Article 13, Section 6)”

Amend Article 21, Section 3, subsection #9 by removing “, except the library closes at 5:00 p.m.”

Amend Article 21, Section 3, subsection #11 by adding the following language, “(except when it falls on a Friday, it will be a day off in accordance with Article 13, Section 6)”

**8. Bonus Payment**

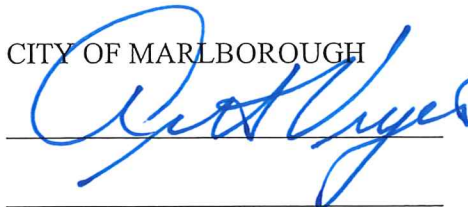
Contingent upon ratification of this Agreement, the City will pay a one-time, lump sum, non-pensionable signing bonus to all current members of the Union equal to two percent (2%) of their FY2021 base pay. Said payment will be made within 30 days of ratification of this Agreement.

This Agreement is subject to ratification by the city of Marlborough and by the Marlborough Municipal Employees Association 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 Marlborough Municipal Employees Association.

IN WITNESS WHEREOF, the Union and the City, by their authorized representatives, have set their hands to this Memorandum of Agreement on this 22<sup>nd</sup> day of December 2021.

CITY OF MARLBOROUGH



Marlborough Municipal Employees Association

*Christine Marfalone,*  
MMEA President