

# AGREEMENT

Between the

CITY OF REVERE, MASSACHUSETTS

And the

MASSACHUSETTS LABORERS' DISTRICT COUNCIL

In behalf of

PUBLIC EMPLOYEES LOCAL UNION 22

Of the

LABORERS INTERNATIONAL UNION OF NORTH AMERICA,  
AFL-CIO



Unit B

**JULY 1, 2021 – JUNE 30, 2024**

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## AGREEMENT

Effective July 1, 2021 between the City of Revere, Massachusetts (hereinafter referred to as the City) and the Massachusetts Laborers' District Council in behalf of Revere Residual Unit, of Public Employees' Local 22, Laborers' International Union of North America, AFL-CIO (hereinafter referred to as the Union).

### ARTICLE I

#### Section 1. Recognition and Non-Discrimination:

The Employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing salaries, wages, hours of work, standards of productivity and performance and other conditions of employment for employees in a bargaining unit including the classifications of:

Activity/Program Coordinator	
Administrative Assistant	
Adult Librarian	Pay Group 9
AMI Analyst	Pay Group 13
Animal Control Officer	
Assessing Field Lister	
Assistant Auditor	
Assistant Collector	
Assistant Director - MIS	
Assistant Director - Parking	
Assistant Director - Parks and Rec	
Assistant Director – 311	Pay Group 15
Assistant Library Director	Pay Group 15
Assistant to the Fire Chief	
Assistant to the Veteran's Agent	
Assistant to the W/S Superintendent	
Assistant Treasurer	
Construction Oversight Supervisor	
Coordinator of Consumer Affairs	Pay Group TBD
Crime Analyst	
Call Center Representative	
Children's & Community Outreach Librarian	Pay Group 14
Children's Librarian	
Clerk I	
Clerk II	
Construction Oversight Supervisor	Pay Group 21
Crime Analyst	Pay Group 17
Data Analyst	Pay Group 18
Electrical Inspector	
Grant Writer	Pay Group 23
Help Desk Assistant	Pay Group 1
Inspector (Building, Health, Sanitary)	
Inspector (Gas/Plumbing)	
Library Assistant I	
Library Assistant II	
Library Assistant III	

Library Collection Development	Pay Group 14
Librarian Director	
MIS Support Analyst	Pay Group 17
Parking Control Officer	
Planning - Business Liaison/Storefront Program	
Planning - Infrastructure Program Manager	
Police Clerk	
Police Mechanic	
Principal Accounting Clerk	
Principal Clerk	
Program Manager – Revere Comm. School	Pay Group 17
Project Planner	
Public Safety Grants Manager	
Purchasing Assistant to the Fire Chief,	
Reference Librarian	Pay Group 9
School Nurse	
Second Assistant City Clerk	
Senior Center Caretaker	
Senior Inspector	
Social Worker	Pay Group 21
Special Assistant - Board of Assessors	
Sports and Fitness Coordinator	Pay Group 20
Staff Engineer/Project Manager	Pay Group 25
Technical Services Librarian	Pay Group 15
Young Adult Librarian	Pay Group 9

**ARTICLE II.**  
**EMPLOYEE RIGHTS AND OBLIGATIONS**

**Section 1.**

Employees covered by this Agreement shall have, and shall be protected in the exercise of the right, freely and without fear of penalty or reprisal, to form, join and assist employee organizations, or to refrain from such activity; to hold office in and participate in the management of the Union; to act in the capacity of Union representative; and to engage in other lawful Union and converted activities for the purpose of collective bargaining or other mutual aid protection.

**Section 2. Participation in the Union**

The City will advise the Union in writing of the name, address, classification and department of each new employee. The City recognizes the right of any employee to become a member of the Union, and will not discourage, discriminate, or in any other way interfere with the right of any employee to become and remain a member of the Union.

**Section 3.**

In the exercise of these rights, all employees covered by this Agreement shall be free from any and all interference, restraint and coercion, and such employees shall be protected against discrimination in regard to tenure, promotion or other conditions of employment.

**Section 4. Probationary Period**

The probationary period for all employees in classifications subject to M.G.L. c, 31 shall be controlled by the provisions of c.31. The probationary period for all other employees shall be six (6) months. During his/her probationary period, an employee is subject to termination for any reason and his/her termination may not be appealed through the contractual grievance and arbitration procedures (Article VI).

**ARTICLE III**  
**RIGHTS OF MANAGEMENT**

**Section 1.**

In the interpretation and administration of this Agreement, the City shall not be deemed to have been limited in any way in the exercise of the regular and customary functions of municipal management or governmental authority and shall be deemed to have retained and reserved unto itself all the powers, authority and prerogatives of municipal management or governmental authority including, but not limited to, the following examples: the operation and direction of the affairs of the departments in all of their various aspects; the determination of the level of services to be provided; the direction, control, supervision and evaluation of the employees; the determination of employee classifications; the determination and interpretation of job descriptions, but not including substantive changes; the planning, determination, direction and control of all the operations and services of the departments (and their units and programs); the increase, diminishment, change or discontinuation of operations in whole or in part; the institution of technological changes or the revising of processes, systems or equipment; the alteration, addition or elimination of existing methods, equipment, facilities or programs; the determination of the methods, means, location, organization, number and training of personnel of the department or its units or programs; the assignment and transfer of employees; the scheduling and enforcement of working hours; the assignment of overtime; the determination of whether employees (if any) in a classification are to be called in for work at times other than their regularly scheduled hours and the

determination of the classification to be so called; the determination of whether goods should be made, leased, contracted or purchased on either a temporary or a permanent basis; the hiring appointment, promotion, or the relief of employees due to lack of funds or work or the incapacity to perform duties or for any other reason; the demotion, suspension, discipline, discharge of any employee for just cause; the making, implementation, amendment and enforcement of such rules, regulations, operating and administrative procedures from time to time as the City deems necessary. Nothing in this article shall be interpreted or deemed to limit or deny any rights of management provided the City by law.

**Section 2.**

The City of Revere and its management officials have the right to promulgate reasonable rules and regulations pertaining to the employees covered by this Agreement, so long as such rules and regulations do not conflict with any term or condition of this Agreement.

**ARTICLE IV**

**UNION ACTIVITIES**

**Section 1.**

There shall be no deduction of pay from grievance and/or Union Officers or Stewards when engaged in joint meetings with management concerning grievances and negotiations during working hours.

**Section 2.**

No Union activities, including the solicitation of membership or collection of dues, will be carried on during working hours.

**Section 3.**

The Union shall furnish the City with a written list of its Local Officers and Shop Stewards and shall, as soon as possible, notify the Mayor in writing of any changes to that list. Only those Officers and Stewards shall be recognized by the City for purposes of joint meetings, except that at the Union's discretion the Union may be represented by an International Officer and/or counsel.

**ARTICLE V**

**GRIEVANCE ARBITRATION PROCEDURE**

**Section 1.**

**Grievance Procedure:** In the event of a grievance between the employees and the City, the representatives of both agree to make prompt and earnest efforts to settle the matter. For purposes of this Agreement, a grievance shall be defined as any dispute between the Town and the Association and/or a member of the unit covered by this Agreement involving only the interpretation or application of a specific provision of this Agreement, except as provided in Section 3 hereof, all grievances shall be handled as follows:

**Step 1:** The employee, with a union representative if he/she so desires, shall take up the grievance in writing with his/her Department Head within fifteen (15) days of the occurrence or failure of occurrence giving rise to the grievance. Any grievance not timely filed at this step shall be null and void.

The Department Head shall attempt to adjust the matter and shall respond in writing within five (5) days of receipt of the grievance. If the grievance is not satisfactorily resolved at this step:

**Step 2:** It may be appealed in writing within five (5) days after the Department Head's response is due to the Mayor. The written grievance must contain the following information:

- A. a concise statement of the "grievance" including the date filed with the Department Head.

- B. a statement of the remedial action or relief sought;
- C. a statement of reasons why the aggrieved believes the remedy should be granted;
- D. the name or names of the employees aggrieved.

The Mayor or his/her designated representative shall provide a written answer within ten days of receipt of the grievance. If the grievance is not satisfactorily resolved at this

Step 3: It may be appealed to arbitration by written notice of such intention to appeal given the Mayor within thirty (30) days after the receipt of the written answer under Step 2. This appeal to arbitration shall be in accordance with the procedure and conditions set forth in Section 7, below.

### **Section 2.**

A grievance not initiated within the time limit specified shall be deemed waived. Failure of the employee or the Union to appeal a decision within the time limit specified will mean that the grievance shall be considered settled on the basis of the City's last position and shall not be eligible for further appeal. Failure of the City or its agents to answer an appeal within the time limit specified shall mean that the appeal may be taken to the next step immediately. The above limitations may be waived by mutual written agreement of the parties.

No grievance carried forward by an individual will be settled in a manner inconsistent with any specific provisions of this Agreement.

### **Section 3.**

In the event the City submits a grievance it shall be discussed between the Union and the Mayor or his/her duly authorized representative. If not resolved, it may be submitted forthwith by either party to arbitration.

### **Section 4.**

No employee shall be able to submit a grievance to arbitration, that right being reserved solely to the City and the Union.

### **Section 5.**

No reprisals of any kind will be made by the City against any party in interest or any participant in the grievance procedure by reason of such participation.

### **Section 6.**

Employee Option. Employees subject to c. 31 who have completed their probationary period of employment, shall not be suspended, discharged, or otherwise disciplined except for just cause. Any dispute concerning whether such cause exists may be a subject of grievance and arbitration under the terms of this Agreement; provided, however, an employee may not pursue his/her grievance/arbitration remedies and his/her statutory Civil Service Commission remedies, if any, with respect to the same dispute, but must elect between them in writing, such election to be made at Step 3. If any employee elects arbitration, any action previously taken by the appointing authority pursuant to Chapter 31 will be considered the equivalent of a Step 2 determination; and his/her election in writing will constitute the grievance hereunder.

### **Section 7.**

Arbitration. In the event that either party elects to submit a grievance to arbitration, the parties shall select an impartial arbitrator through the American Arbitration Association and the arbitration shall be conducted in accordance with the rules of the AAA.

The decision of the arbitrator shall be rendered within thirty (30) days of the completion of the arbitration hearings; but such period may be extended by mutual agreement of the parties hereto. The award of the arbitrator shall be final and binding on the parties and the expense of the arbitration shall be shared equally. The arbitrator shall have no right to add to, subtract from or in any way alter the provisions of this Agreement. Furthermore, the arbitration award shall be one such as is permitted by law.



**Section 8.**

All Reference to days in this Article shall be measured as "business days." This is understood to exclude weekends and holidays, but not vacation days, sick days, or any other earned time. Otherwise, Section 2 of this Article shall be strictly construed.

**ARTICLE VI**  
**SENIORITY**

**Section 1.**

Subject to Section 8 below, seniority for purposes of this contract shall be based upon the employee's length of continuous uninterrupted service in a permanent position or positions covered by this contract (or by another contract with the City to which Local 22 is a party).

**Section 2.**

In the event of a reduction in force within a job classification in a Department, employees within the effected job classification in that Department shall be laid-off in inverse order of seniority.

A laid-off employee shall be placed on a recall list for a period of twenty-four (24) months following the effective date of his/her layoff.

**Section 3.**

An employee on the recall list will be eligible for recall, in inverse order of layoff, to a position in his/her classification in his/her Department that becomes available during the recall period. If a position becomes available and if there is no one from that Department who is eligible for recall to that position, employees laid-off from positions in the same classification (as the available position) from other Departments shall be eligible for recall to that vacant position in order of seniority.

**Section 4.**

An employee on the recall list shall be responsible for advising the City Treasurer of his/her current mailing address and telephone number. The employee shall immediately notify the City Treasurer of any changes to his/her mailing address and/or telephone number.

**Section 5.**

Notices of recall shall be in writing and mailed to eligible employees by certified or registered mail, return receipt requested, at the last know address for applicable employees. An employee who receives a notice of recall shall be responsible for notifying the City Treasurer in writing of his/her acceptance or rejection of the offer of recall within ten (10) calendar days of the mailing of the notice by the City. If the employee fails for any reason to respond to the notice of recall within that period, or if the employee rejects the offer of recall, the employee shall be immediately removed from the recall list and will waive any future right to recall.

**Section 6.**

While in layoff status, an employee shall not accrue any form of benefits under this Agreement. In determining an employee's length of service for the purposes of benefit computation, the time that an employee is on layoff shall not be included.

**Section 7.**

Upon recall an employee shall be re-credited with any accrued unused sick leave that s/he had at the time of her/his layoff.

**Section 8.**

Notwithstanding the above eight (8) paragraphs, the seniority of Civil Service employees for

those matters controlled by the Civil Service law shall be computed in accordance with M.G.L., Chapter 31, and any reduction in force involving Civil Service employees (and recall from such reduction) shall be effected in conformity with the requirements of M.G.L, Chapter 31.

**Section 9.**

The City shall furnish to the Union, upon request, the length of service of any employee covered by this Agreement.

**Section 10.**

In lieu of layoffs, employees in a Department may, with the approval of the Mayor, agree to reductions in their weekly hours. At such time as the Mayor determines that the City's financial condition will allow, employees whose hours were reduced will be reinstated to their previous hourly schedules.

**Section 11.**

Notwithstanding any contrary provisions of this Agreement, the City may hire on a part-time basis employees who retire from the City, pursuant to Chapter 46 of the Acts of 2003, subject to the following conditions:

Notwithstanding any other provision of this article, the retired employee shall have priority, for part-time employment in the Department from which he/she retired, unless there are qualified persons who have been laid off and on a recall list.

The Mayor may set the hourly rate of compensation and the hourly schedule for any such employees. The hourly compensation shall be no less than \$10.00 per hour and no more than the hourly rate received by the lowest paid bargaining unit employee employed in that Department.

Such employees shall not be entitled to receive any form of benefits under this Agreement or under the City Ordinances.

**ARTICLE VII**  
**CLASSIFICATION SCHEDULE AND COMPENSATION**

**Section 1. Classification Schedule: (See Appendix A)**

Unit B member shall receive the following percentage raises in base pay and upon ratification of this agreement and appropriation by the City Council.

- a. Effective July 1, 2021 3% (Retroactive to 7/1/2021)
- b. Effective July 1, 2022 3%
- c. Effective July 1, 2023 3%

Salary schedule to be adjusted by 3% per year.

All employees will move to step 4 on the first day of the employee's fifteenth (15<sup>th</sup>) year of employment, in a position or positions covered by this contract (or another contract to which Local 22 is a party). In calculating years of service for the purposes of the previous sentence, up to maximum of two (2) years of wither military service of reemployment with another City of Revere agency may be counted toward the fifteen (15) years. Five (5) years of service in the military of National Guard shall count as one (1) year of military service for the purposes of the last sentence. This change will be effective July 1, 2021.

The Director of Human Resources, with the approval of the Mayor, may start a new employee at Step 2 or Step 3 if it is deemed that the new employee has relative experience in the particular job classification.

**Section 2. Temporary Service in a Higher Classification**

When an employee is required to work in a higher classification within the bargaining unit for a period of fifteen (15) work days, due to the absence of the regular employee in that higher classification, the employee shall, for the remaining period that he/she is working in the higher classification be compensated at the base rate for that higher classification. If an employee is asked by the Mayor to work in the classification of his/her Department Head for more than thirty (30) consecutive days, the Mayor and the Union shall discuss an appropriate temporary stipend to compensate the employee for the increased job responsibilities.

**Section 3. Overtime**

An employee (other than those employees employed in positions that are exempt from the requirements of the Fair Labor Standards Act) shall be paid at the rate of one and one half (1 1/2) times his/her regular rate of pay for hours worked in excess of the full-time workweek for that employee's classification.

**Section 4.**

No department should have more than one position classified as Administrative Assistant. Any person in the role of Administrative Assistant should report to a person with the title of "Chief". The opening of Administrative Assistant positions will be based solely on the needs of the City.

**Section 5.**

Effective July 1, 2005, every Department which has more than twenty (20) employees shall have at least one (1) person in the position of Administrative Assistant or its financial equivalent.

This Section does not prohibit a department, with fewer than 20 employees, from hiring or promoting an employee to the position of Administrative Assistant. However, any department with fewer than 20 employees wishing to add the position of Administrative Assistant would have to work with the Human Resources Director in the implementation of such position.

**Section 6. Grant Funded Positions**

The Mayor reserves the right to modify the titles and job descriptions for grant funded positions, including job salary and work hours, based upon the availability of funding. The Union has the right to impact bargain the working conditions if this arises.

**Section 7. Shift Differential Parking Control**

Union members who work in parking control shall receive a shift differentia as detailed below:  
Parking Control Officers who are scheduled to work between the hour of 5:00PM and 7:00AM will receive a shift differential as follows:

Hours	Differential %
5:00PM – 11:00PM	6%
11:00PM – 7:00AM	10%

Employees who begin their shift between 5:00AM to 7:00AM are not eligible to receive this differential.

**ARTICLE VIII**  
**SICK LEAVE**

**Section 1(A).**

Full-time employees hired before the signing of this agreement accrue one and one-fourth (1 1/4) days of sick leave per month up to a maximum of fifteen (15) days in any calendar year. Unused sick leave days may be accumulated from year to year up to a maximum accumulation of three hundred (300) days.

**Section 1(B).**

Each employee shall be when entitled thereto, granted sick leave aggregating not more than twelve (12) days in any year, without loss of pay. Sick days shall accrue to each employee on the basis of one (1) day for every month of continuous service. Sick leave allowances not used in any particular year may be accumulated up to three hundred fifty (350) days.”

**Section 2.**

Sick leave may be used for absences due to the employee's own illness or injury. In addition, sick leave may be used for illness of immediate family in the household.

**Section 3.**

The City may require that an employee who is absent due to illness or injury for five (5) consecutive days, or for more than five (5) days in any month, provide satisfactory medical verification of illness from the employee's own physician (at the employee's expense). In addition, the City may require that the employee be examined (at the City's expense) by a health care professional designated by the employee's appointing authority.

**Section 4.**

Failure to provide requested verification of illness and/or failure to submit to examination by the City designated professional will result in loss of pay for the period that the employee was absent and will serve as cause for discipline up to and including discharge. Feigning illness/injury and/or other abuse of sick leave will likewise result in loss of pay for the period that the employee was absent and serve as cause for discipline up to and including discharge.

**Section 5. Sick Leave Incentive.**

Full-time employees and part-time employees who regularly work twenty (20) or more hours per week who are in full pay status for the entire calendar year, who have accumulated at least thirty (30) sick leave days by the last day of the calendar year, and who use four (4) or fewer sick leave days during that calendar year are eligible to participate in the following sick leave redemption program:

Sick Leave Used by Employee	SL Given Up by Employee	SL Paid Out to Employee
4 days	3 days	3 days
3 days	3 days	3 days
2 days	5 days	5 days
1 day	5 days	5 days
0 days	5 days	5 days

If any Vacation taken was requested within 48 hours prior to being utilized, it shall be assessed as a

sick day for purposes of determining the amount of payout required by the Sick Leave Incentive Program set forth herein.

An employee who is absent from work and is receiving Worker's Compensation benefits for ten (10) days or longer will not be eligible to receive the above Sick Leave Incentive payments. (In determining a part-time employee's sick leave incentive a "sick leave day" shall be calculated as one-fifth (1/15<sup>th</sup>) of the employee's "average weekly hours" (as that term is defined at Article XV, Section 7), and "a day's pay at the [employee's] regular daily rate" shall be one-fifth (1/15<sup>th</sup>) of the amount that the employee would be paid for working his/her "average weekly hours.")

**Section 6(a) (1). Retirement Buy-Back**

(A) A full-time employee hired before October 27, 2017 who terminates his/her employment, retires pursuant to M.G.L.c.32, and who is immediately eligible for retirement benefits, and who has accrued at least fifty (50) sick days as of the date of retirement, shall, as of the date of his/her termination, be eligible to redeem any accumulated unused sick days (up to a maximum of three hundred (350) days) for a cash payment in accordance with the following:

Any member with under 151 days of sick leave may accrue up to 150 sick days. Any member with 151 to 200 sick days may accrue only up to 200 sick days.

Any member with 201 to 250 sick days may accrue only up to 250 sick days. Any member with 251 to 300 sick days may accrue only up to 300 sick days. Any member with 301 to 350 sick days may accrue only up to 350 sick days.

The first hundred (1-100) days may be redeemed at the rate of thirty dollars (\$30.00) per day. The second hundred (101-200) days may be redeemed at the rate of forty dollars (\$40.00) per day. The third hundred (201-300) days may be redeemed at the rate of sixty-five dollars (\$65.00) per day. The third hundred and one (301) days thru three hundred and fifty (350) days may be redeemed at the rate of seventy-five dollars (\$75.00) per day.

(The maximum payment for an employee who at his/her retirement had three hundred Fifty (350) accumulated unused sick leave days would be \$17,250.00).

(B) A part-time employee who terminates his/her employment, retires pursuant to M.G.L. c. 32, and who is immediately eligible for retirement benefits, and who has accrued at least fifty (50) sick days as of his/her retirement date shall, as of the date of his/her termination, be eligible to redeem any accumulated unused sick days (up to a maximum of three hundred (300) days) for a cash payment according to the above schedule, except that the per day rate shall be pro-rated (based on the ratio of the employee's average weekly hours (as defined at Article XV, Section 7) to the fulltime work week for an employee in the same classification). For example, the cash payment for an employee whose average weekly hours were twenty (20), who worked in a position for which the full-time work week was thirty-nine (39) hours, and who had ninety (90) days of accrued sick leave as of the date of his/her termination would be calculated as follows:

$$(20/39) \times 90 \times \$30.00$$

For purposes of computing the number of "days" that a part-time employee has accrued a "day" shall consist of eight (8) hours of sick leave.

(C) If the beneficiary (ies) of a deceased employee are entitled to benefits under M.G.L.c.32, Section 11, they shall be eligible to redeem the deceased employee's accumulated unused sick days

in accordance with the above procedure.

**Section 6(a)(2).**

Employees retiring from service shall be eligible to redeem no more than 150 days. A full time employee who terminates his/her employment, retires pursuant to M.G.L. c.32, and who is immediately eligible for retirement benefits, and who has accrued at least fifty (50) sick days as of the date of retirement, shall, as of the date of his/her termination, be eligible to redeem any accumulated unused sick days (maximum payment for an employee who at his/her retirement had one hundred fifty (150) accumulated unused sick leave days would be (\$5,000)

This Amendment shall take effect for all new employees hired after September 23, 2019.

**Section 7(a).**

The City adhere to the requirements of the Workers' Compensation Law, Massachusetts General Laws, and Chapter 152.

**Section 7(b). Workers' Compensation**

It is agreed that pursuant to M.G.L. c. 152, Section 69, an employee who is receiving Workers' Compensation payments may draw on any accumulated sick leave that he/she may have to supplement his/her Workers' Compensation payment such that the combination of such payments will result in the payment to the employee of his/her full regular compensation.

It is understood that an employee does not accrue any form of contractual benefits (e.g. vacation leave, sick leave, holiday pay, personal days, longevity payments, education payments) while he/she is receiving Workers' Compensation.

It shall be the responsibility of the employee to immediately report to his/her supervisor any injury sustained in the course of his/her employment and further that all reports, doctors certificates, and medical records shall be provided to the City in a timely fashion, in the course of his/her employment.

**ARTICLE VIII A**  
**SICK LEAVE BANK**

**Section 1.**

**Sick Leave Bank** - Effective October 1, 2005 a sick leave bank will be established for use by eligible members of the bargaining units represented by Laborers' Local Union 22 who choose to participate in the sick leave bank.

**Section 2.**

**Participation** - Participation in the sick leave bank shall be limited to employees who, as of their date of enrollment in the bank, have accumulated at least thirty (30) days of unused sick leave.

**Section 3.**

**Enrollment** - An employee with the requisite thirty (30) days of unused sick leave days may enroll in the sick leave bank program in June of any year by filling out the enrollment form prepared by the City and by unconditionally donating two (2) days of his/her accumulated sick leave to the sick leave bank.

**Section 4.**

**Administration** - The sick leave bank will be administered by the Sick leave Committee which will

consist of two union members, one from Unit A, one from Unit B, The Director of Human Resources, The Chief Financial Officer, and the Mayor's Chief of Staff will be the deciding decision in case of a tie. All decisions of the Committee shall require a majority vote of its members.

**Section 5.**

**Replenishment of the Sick Leave Bank** - At any time that the number of days in the sick leave bank is reaching a level that the Sick Leave Bank Committee considers insufficient, the Sick Leave Bank Committee may require participants (as a condition of continued participation in the sick leave bank) to unconditionally donate one (1) or more days of their accumulated sick leave to the sick leave bank.

**Section 6.**

**Availability of Sick Leave Benefits** - Sick leave bank days shall be available only after a participant enrolled in the bank has exhausted all of his/her sick leave, both annual and accumulated. Sick leave days may be granted only for a participant's own serious prolonged illness or disability. Sick Leave days may not be granted to permit a participant to care for others.

**Section 7.**

**Application for Benefits** - A participant enrolled in the bank may apply for sick leave days by filing an application therefor with the Sick Leave Bank Committee. (The application form shall be developed by the City.) The employee's application must be accompanied by a certification from the participant's physician that specifies the nature of the individual's incapacity and the anticipated length of recovery time necessary.

**Section 8.**

**Maximum Benefits** - Upon an initial application for benefits, the Sick Leave Bank Committee may grant up to thirty (30) sick leave days. If additional days are needed by the participant after he/she has exhausted the initial grant of days, the participant must submit an additional application which must be accompanied by an additional written certification from his/her physician. In no event may the Sick Leave Bank Committee grant any participant more than a total of sixty (60) sick leave days during any twenty-four (24) month period (that period commences with the first grant of sick leave days by the Sick Leave Bank Committee.)

**Section 9.**

**Verification of Disability** - When it is deemed appropriate, the Sick Leave Bank Committee may request further medical evidence from the participant's physician or a second physician's opinion before it decides to grant sick leave days.

**Section 10.**

**Granting of Sick Leave** - Subject to the foregoing requirements, the Sick Leave Bank Committee will determine the amount of leave to be granted to any participant who applies for leave pursuant to the above provisions. The following general criteria may be considered by the Committee as justification for denying a participant's request or for limiting the amount of sick leave days to be granted in response to a participant's request:

1. Previous abuse of personal sick leave.
2. Insufficient medical evidence of need.
3. The Committee's conclusion that the disability does not justify absence from work
4. Insufficient days in the sick leave bank
5. Prior use of the sick leave bank (a factor when there are insufficient days in the Bank to accommodate all pending or anticipated requests)

**Section 11.**

All decisions of the Sick Leave Bank Committee are final. No decision of the Sick Leave Bank Committee may be the subject of a grievance (or appealed to arbitration) under this Agreement.

**Section 12.**

An employee's donation of a day or days to the sick leave bank will not affect his/her eligibility for the sick leave incentive provided at Article IX, Section 5.

**Section 13.**

The Sick Leave Bank provided by this article shall replace any sick leave bank or banks offered to a specific employee or employees by ordinance prior to the effective date of this Agreement. After the effective date of this Agreement, no member of the bargaining unit will be permitted to access sick leave days other than pursuant to the provisions of this collective bargaining agreement.

**ARTICLE IX**  
**INSURANCE**

**Section 1.**

The health, dental and life insurance plans offered by the City, as well as the contribution ratios toward the premium cost of those plans effective July 1, 2011 through June 30, 2014 are set forth below:

<b>PLAN</b>	<b><u>EMPLOYEE SHARE</u></b>	<b><u>CITY SHARE</u></b>
<b><u>Indemnity Plan:</u></b>		
Blue Choice	25%	75%
<b><u>Health Maintenance Orgs.:</u></b>		
HMO Network Blue Enhanced Value	20%	80%
Harvard Pilgrim HMO Enhanced value	20%	80%
<b><u>Dental and Life:</u></b>		
Dental Blue	50%	50%
Basic Life Insurance (\$5000 coverage)	50%	50%

Effective July 1, 2011, the employee share of the premium for the HMOs offered by the City (HMO NETWORK BLUE ENHANCED VALUE and HARVARD PILGRIM HMO ENHANCED VALUE) shall be increased to 20% and the City share of the premium for those HMOs shall be 80%. (The employee and the City share of the premium for the Blue Choice plan shall remain at 25% and 75% respectively.)

In the event that the City decides to discontinue offering any or all of the above-listed plans (and to replace them with such other plans as the City considers appropriate) or in the event that the City decides to change its rate of contribution toward any or all of those plans (or their replacements) the City will observe all applicable collective bargaining obligations with respect to such changes.

Bargaining unit members hired by the employer on or after January 1, 2022, who enroll in HMO health insurance plan will be required to contribute 25% toward the cost of monthly premiums. Members hired prior to January 1, 2022, who are enrolled in the HMO health insurance plan will continue to contribute 20% toward monthly premiums. If the City of Revere and its Public Employee Committee (P.E.C) execute a so-called P.E.C. agreement prior to July 1, 2022, the employer agrees to re-open the contract for the sole purpose of bargaining over employee health insurance.



**ARTICLE X**  
**HOLIDAYS**

**Section 1.**

Subject to Sections 2 and 3 below, each full-time employee shall receive the day off with pay for each of the following legal holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veteran's Day
Patriot's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	
Juneteenth	

All employees' as of the date of signing this agreement will be allowed two (2) "floating holidays" per calendar year. The floaters may be used in the same manner as vacation. Employees' hired after the signing of this agreement (MOA.) will not receive the "floating holidays."

**Section 2.**

In order to be eligible for such holiday pay, an employee must have worked on the regularly scheduled work day immediately before the holiday, and the first one (1) after it unless absence on either or both workdays is approved by the employee's Department Head.

**Section 3.**

For purposes of this Section 3, only, the "holiday" shall be considered to be the day on which said holiday falls, even if the City celebrates the holiday on the day before (in the case of holidays that fall on Saturdays) or on the day after (in the case of holidays that fall on Sundays).

**Section 4.**

When one of the above holidays falls on a Saturday, employees will be given the day off on the preceding Friday. If a holiday falls on a Sunday, employees will be given the day off on the following Monday.

**Section 5.**

Employees who are required to work on a holiday shall be paid at the rate of one and one half (1 1/2) times the employee's regular hourly rate for hours worked on that holiday. (Said payment to be in addition to payment for the day off.)

**Section 6.**

The City will make reasonable efforts to grant an employee time off during the workday for religious observances on religious holidays. An employee who is granted time off for such purposes will be required to make up the time at a time specified by the employee's Department Head.

**Section 7.**

It is agreed that when Christmas Eve (December 24<sup>th</sup>) falls on a Monday, Tuesday, Wednesday or

Thursday employees shall be released from work at 12:00 p.m. on that day.

**ARTICLE XI**  
**BEREAVEMENT LEAVE**

A full-time employee may be provided paid leave for his/her scheduled workdays that fall within five (5) calendar days of the death of his/her spouse, father, mother, child, stepchild, brother, sister, grandparent, grandchild, father-in-law, or mother-in-law.

A full-time employee may be provided paid leave for his/her scheduled workdays that fall within three (3) calendar days of the death of his/her aunt, uncle, niece, nephew, sister-in-law or brother-in-law.

For purposes of the above paragraphs, the day following the day of death shall be considered the first (1<sup>st</sup>) day of the five (5) day and three (3) day periods. However, in extenuating circumstances, an employee may request the permission of both his/her Department Head and the Mayor to delay the first day of the five (5) day or three (3) day period to a later date.

**ARTICLE XII**  
**VACATIONS**

**Section 1.**

The vacation year for employees of the City of Revere extends from January 1 to December 31, inclusive.

**Section 2.**

Employees accrue vacation leave on the last day of each month based on their service to the City during that month. An employee who begins employment with the City during the first week of a month shall accrue vacation leave for that month. But an employee who begins employment after the first week of a month shall not accrue vacation leave for that month. Also, an employee who is on any type of leave without pay for five (5) of more working days during a month shall not accrue vacation leave for that month.

**Section 3. Vacation For Full-Time Employees**

The amount of vacation that a full-time employee accrues is calculated based upon the number of years of full-time service to the City that the employee has completed as of the preceding January 1 in accordance with the following schedule.

An employee who has completed fewer than four (4) years of full-time service as of the previous January 1 shall accrue one (1) day of vacation leave each month, except that he/she shall in no event accrue more than ten (10) days during any calendar year.

An employee who has completed more than four (4) years but less than nine (9) years of full-time service as of the previous January 1 shall accrue one and one-half (1<sup>1/2</sup>) days of vacation leave each month, except that he/she shall in no event accrue more than fifteen (15) days during any calendar year.

An employee who has completed more than nine (9) years but less than nineteen (19) years of full-time service as of the previous January 1 shall accrue two (2) days of vacation leave each month, except that he/she shall in no event accrue more than twenty (20) days during

any calendar year.

An employee who has completed nineteen (19) or more years of service as of the previous January 1 shall accrue two and one-half (2<sup>1/2</sup>) days of vacation leave each month, except that he/she shall in no event accrue more than twenty-five (25) days during any calendar year.

Any hire with credible years of service from another state or local agency (per the Revere Retirement Board) can apply those years to "years of service" for the purposes of vacation accrual only.

**Section 4.**

An employee may borrow against the vacation leave that he/she is scheduled to accrue during that calendar year. However, if an employee leaves the City's employ prior to actually accruing any vacation leave that he/she has borrowed, the employee will be required to reimburse the City for such vacation leave that was taken but not accrued. The moneys owed will be deducted from the employee's final paycheck, and the employee will be billed for any additional moneys that are owing beyond the final paycheck.

**Section 5**

Members should strive to use their vacation leave during the calendar year in which it is accrued. Members can carry over up to 120 hours of vacation leave into the next calendar year. This amount should be prorated from employees who work less than 39 hours per week. Any accruals over 120 hours at the end of the calendar year will be adjusted to the 120 hours max each January 1<sup>st</sup>.

**Section 6.**

The assignment of vacation periods within any vacation year shall be arranged by the Department Head for such time or times as best serve the public interest. Preference will be given on the basis of years of employment, whenever possible. The request for vacation for four (4) or more consecutive vacation days must be made in writing at least to the Department Head two (2) weeks in advance. Vacation requests of three (3) days or less must be made 48 hours prior to the first day of the requested vacation.

**Section 7.**

Upon separation from employment, an employee shall be paid for all accrued vacation time. Employees may also be paid for banked carryover vacation for a total vacation payout not to exceed five (5) weeks. In no event shall an employee be entitled to be paid for more than five weeks of total vacation, including both accrued and banked carryover combined.

**ARTICLE XIII**  
**PERSONAL DAYS**

Each full-time employee in paid status on January 1 of each year will be allowed to take two (2) personal days during the following calendar year. However, no employee will be permitted to use a personal day until he/she has completed at least ninety (90) days of employment in the bargaining unit. An individual who is hired between January 1 and June 30 will be allowed to take one (1) personal day upon completing ninety (90) days of employment in the bargaining unit. Said personal day may be used between his/her ninety-first (91<sup>st</sup>) day of employment and the following December 31.

Personal days may not be carried over from year to year. Any personal day that is not used will be lost.

The taking of personal days must be scheduled in advance with the approval of the Department Head or his/her designee, unless an emergency precludes such prior notice to and approval by the Department Head or his/her designee.

**ARTICLE XIV**  
**MISCELLANEOUS**

**Section 1. Family And Medical Leave Act and Massachusetts Maternity Leave Act**  
City of Revere Employee Manual

**Section 2. Jury Duty**

The City will provide employees called to jury duty *with* the compensation required by State law. As of the date of the drafting of this provision (January 2002), State law required that an employee called to jury duty as a trial juror be paid his/her regular wages for the first three (3) days, or parts thereof, of juror service. An employee who serves as a juror for more than three (3) days shall be paid by the City for the fourth (4<sup>th</sup>) day of service, and for each day of service thereafter, the difference between his/her daily compensation and the compensation he/she receives for such jury service, exclusive of any travel or other allowance.

**Section 3. Leaves of Absences**

Upon the *written* request of an employee, the Mayor may grant the employee an unpaid leave of absence of up to ninety (90) days' duration. The Mayor's decision to grant or deny a request for leave may not be challenged under the Grievance and Arbitration Provisions of this Agreement.

**Section 4. Part-time Benefits**

Part-time employees shall be eligible to receive the following benefits (including the sick leave buyback program on a pro-rated basis based on the ratio of the employee's average weekly hours to the full-time work week for an employee in the same classification as outlines in Article VIII Section 6b):

- I. sick leave
2. vacation leave
3. personal day
4. bereavement

Part-time employees shall be eligible for holiday pay on the following basis:

- A. A part time employee will be paid for the number of hours that he/she was regularly scheduled to work on the day upon which the holiday is celebrated. For example, an employee who was scheduled to work four (4) hours on Monday, Wednesday, and Friday and five (5) hours on Tuesday and Thursday, would receive four (4) hours' pay as holiday pay for a holiday that was celebrated on a Monday but would receive five (5) hours' pay as holiday pay for a holiday that was celebrated on a Thursday.
- B. A part time employee who is not regularly scheduled to work on the day upon which the holiday is celebrated is not eligible for holiday pay for that holiday.

A part-time employee who regularly works at least twenty (20) hours per week shall also be eligible (1) to participate in the City's group life, dental and health insurance program and (2) to receive longevity on a pro- rated basis, and (3) to receive the sick leave incentive provided at Article V, Section 5 on a pro-rated basis. (Part-time call-takers are not eligible for the sick leave incentive.)

Unless expressly provided in another article of this Agreement, the above are the only benefits for which part- time employees are eligible. The employee's "average weekly hours" for purposes of the above paragraphs will be determined by dividing the total number of hours that the employee was

scheduled to work over the previous twelve (12) weeks by twelve (12) or, if the employee has been employed by the City for fewer than twelve (12) weeks, by dividing the total number of hours that the employee was scheduled to work since his/her employment by the number of weeks that he/she has been employed.

**Section 5. Police Mechanic Clothing Allowance**

The employee classified as Mechanic-Police shall receive an annual clothing allowance of two hundred dollars (\$200.00) payable in December of each year. Effective July 1, 2005, the above allowance shall be increased to three hundred dollars (\$300.00).

**Section 6. Clothing Allowance**

Employees classified as Senior Center Caretaker-Elder Affairs, all Parks and Recreation employees, all Inspectors and Infrastructure Program Manager who work 39 hours per week will receive \$300 per year. Employees who work less than 39 hours will receive a prorated benefit based on their average hours per week.

**Section 7. Inspector Vehicle Allowance**

Full time employees holding the position of inspector or field assessor will receive a monthly vehicle allowance of three hundred dollars (\$400). Any inspectors and/or field assessors that are working less than 39 hours per week will receive the monthly vehicle allowance on a prorated basis of the percentage of their hours worked.

**Section 8.**

Employees classified as Parking Control Officers and Meter Maintenance Person shall receive an annual clothing allowance of seven hundred and fifty dollars (\$750.00).

**Section 9. Translation Stipend**

All employees who are fluent in Spanish or another foreign language commonly spoken in the City shall receive a translation stipend of seven hundred and fifty dollars (\$900) to be broken into fifty-two (52) increments added to weekly base pay. Payment of a translation stipend is subject to approval from both the Department Head and Director of Human Resources.

**Section 10 Waiver of Residency Requirement.**

The provisions of Title 2, Chapter 2.06, Section 2.06 of the Revised Ordinances of the City of Revere shall not apply to any employees or positions that are included as part of this bargaining unit. The City agrees that a strong preference will be given to Revere residents.

**ARTICLE XV**

**SCOPE OF AGREEMENT**

**Section 1.**

This Agreement incorporates the entire understanding of the parties on all issues which were or could have been the subject of negotiations. The Union acknowledges that during the negotiations which resulted in the Agreement, it had the unlimited right and opportunity to make demands and proposals with respect to all proper subjects of collective bargaining and that the agreements contained in this Agreement were arrived at after free exercise of such rights and opportunities.

**Section 2. Past Practice**

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter not

removed from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. The City of Revere shall not be bound by any practice or conditions that may have previously applied to employees in the bargaining unit but that are not included in this collective bargaining agreement. This Agreement can be altered or amended only by a written agreement between the parties.

**ARTICLE XVI**  
**CHANGES OR AMENDMENTS**

It is hereby agreed that this Agreement contains the complete Agreement between the parties and no additions, waivers, deletions, changes or amendments shall be made during the life of the Agreement except by the mutual consent in writing of the parties hereto.

**ARTICLE XVII**  
**SEVERABILITY**

Should any final decision of any Court of competent jurisdiction affect any practice or provision of this Agreement, only the provision so affected shall become null and void, otherwise, all other provisions or practices under this Agreement shall remain in full force and effect.

**ARTICLE XVIII**  
**NO STRIKE - NO LOCKOUT**

It is mutually agreed that during the term of this Agreement there will be no stoppage of work, lockouts, slowdowns or any similar interference with work.

**ARTICLE XIX**  
**LONGEVITY**

**Section I(A).**

Upon completion of the following number of years of continuous service to the City of Revere a full-time employee hired before the signing of this Agreement *will* have his/her annual rate of compensation (from Appendix A) increased by the following amount effective upon the employee's anniversary date of employment:

9	years of continuous employment	\$1,000.00
10	years of continuous employment	\$1,100.00
11	years of continuous employment	\$1,200.00
12	years of continuous employment	\$1,300.00
13	years of continuous employment	\$1,400.00
14	years of continuous employment	\$1,600.00
15	years of continuous employment	\$1,800.00
16	years of continuous employment	\$2,000.00
17	years of continuous employment	\$2,200.00
18	years of continuous employment	\$2,400.00
19	years of continuous employment	\$2,600.00
20	years of continuous employment	\$2,800.00
21	years of continuous employment	\$3,000.00

22	years of continuous employment	\$3,200.00
23	years of continuous employment	\$3,400.00
24	years of continuous employment	\$3,600.00
25	years of continuous employment	\$3,800.00
26	years of continuous employment	\$4,000.00
27	years of continuous employment	\$4,200.00
28	years of continuous employment	\$4,400.00
29	years of continuous employment	\$4,600.00
30	years of continuous employment	\$4,800.00
31	years of continuous employment	\$5,000.00
32	years of continuous employment	\$5,200.00
33	years of continuous employment	\$5,400.00
34	years of continuous employment	\$5,600.00
35	years of continuous employment	\$5,800.00
36	years of continuous employment	\$6,000.00
37	years of continuous employment	\$6,200.00
38	years of continuous employment	\$6,400.00
39	years of continuous employment	\$6,600.00
40	years of continuous employment	\$6,800.00

**Section I(B).**

Employees' hired after the signing of this Agreement will have his/her annual rate of compensation increased by the following amount effective upon the employee's anniversary date of employment:

Years of Continuous Service	Annual Lump Sum Longevity Payment
10 years but less than 15 years	\$1,000.00
15 years but less than 20 years	\$1,500.00
20 years but less than 25 years	\$2,250.00
25+ years	\$3,000.00

This amendment shall take effect for all new hires, hired after the signing of this M.O.A. A part-time employee who regularly works at least twenty (20) hours per week shall also be eligible to receive longevity, but on a pro-rated basis based on the ratio of the employee's average weekly hours to the full-time work week for an employee in the same classification. Further, effective July 1, 2005, any part-time employee within this unit who is receiving a superannuation retirement shall be entitled to pro-rata longevity based upon combined years of service as a member of the City of Revere and the Commonwealth of Massachusetts contributory retirement systems, regardless of any interruption in service.

**ARTICLE XX**  
**VACANCIES**

When a vacancy arises in a bargaining unit position that the City intends to fill, the City will post a notice on the notice board outside the City Clerk's office listing the title of the position and the compensation for that position for at least five (5) working days before the position is filled. Additionally, a notice of the position will be emailed to all Unit B members and posted to revere.org. Effective as of the signing of this agreement, the City reserves the right to determine whether such vacancies will be filled, or at what job classification and hours per week. Any changes to existing staffing levels and job classifications can be impact bargained with the Union and its representatives).

**ARTICLE XXI**  
**HOURS**

**Section 1.**

Full-time employees work at least a thirty-nine (39) hour work week.

**Section 2.**

The days and hours each week that full-time and part-time employees will be scheduled to work are determined by their Department Heads.

**Section 3.**

Any employee who prior to this execution of this agreement that has already suffered a reduction of at least four (4) hours a week or more, shall not be further reduced in hours. If the City needs to reduce hours, the Mayor may cut up to four (4) hours a week for those employees who have not yet reached that total amount. Said cuts shall not exceed four (4) hours per week, per employee. Subsequently, if any additional cuts are required, the Union and the City agree to meet and bargain the impact.



**ARTICLE XXII**  
**EDUCATION INCENTIVE**

All Unit B Full-time and part-time members' who regularly work at least twenty (20) hours per week shall be eligible for the following percentage increases to their base annual compensation upon attainment of the following degrees:

<b><u>Degree</u></b>	<b><u>Percentage Increase to Base Annual Compensation</u></b>
Associates Degree (or sixty (60) academic credits)	3½%
Bachelor's Degree	7½%
Master's Degree	10%

All Unit B members hired after July 1, 2018 will receive an annual payment of \$1,000 for an Associate's degree, \$2,000 for a Bachelor's Degree and \$3,000 for a Master's degree. Employees receiving an incentive under Article XXIII Section B will receive the greater of the education incentive of the License incentive but not both.

All degrees must be earned from an educational institution accredited by the New England Association of Colleges and Secondary Schools or by the Board of Higher Education of the Commonwealth of Massachusetts.

In order to receive the increase for any fiscal year the employee must have received the applicable degree on or before July 1 of that year and must have filed a request for the increase, on a form prepared by the City Treasurer, with the City Treasurer on or before February 1 of the preceding fiscal year. Any employee who fails to file said form by February 1 of the preceding fiscal year shall not be entitled to collect the educational incentive for the following fiscal year. An employee may receive an increase in base compensation for only the highest degree attained.

**ARTICLE XXIII**  
**LICENSES and CERTIFICATIONS**

Any employee required to have a license issued by the State Board of Building Regulations and Standards, the State Board of Examiners of Electricians or the State Board of Examiners of Plumbers and Gas Fitters as a condition of employment who subsequently obtains a more advanced license issued by the same entity shall for succeeding fiscal years (July 1 - June 30) have his/her annual base compensation increased by three and one-half percent (3 ½%), except that no such increase shall be available to any employee for any year that he/she receives an increase for educational incentive pursuant to Article XXII of this Agreement (or corresponding provisions of City Ordinances). No employee shall receive payment for more than one license.

- a. Any employee who performs finance related duties and who attains a CPA License shall receive a stipend of 2% of his/her base pay.
- b. Effective July 1, 2018, any Public Health Nurse who has attained a Massachusetts Registered Nurse License, and who is not eligible for Educational Incentive per Article XXIII of the collective bargaining unit, shall receive a 4% stipend of his/her

base pay this stipend will increase to 5% on July 1, 2019 and 6% on July 1 2020. Any Public Health Nurse who has attained a Massachusetts Registered Nurse License and who receives an educational incentive will receive the greater the greater of the two, but not both.

- c. Any employee who receives and maintains a designation as a Certified Governmental Accountant through the Massachusetts Municipal Accountant's and Auditor's Association, shall receive a stipend of 4% of his/her base pay.
- d. Any employee who performs purchasing duties such as managing requisitions and purchase orders and attains and maintains a designation of Massachusetts Certified Public Purchasing official (MCPPO) shall receive a stipend of \$1,500 annually.
- e. Any employee of the Parks and Recreation Department who achieves and maintain The National Recreation and Park Associations Certification will receive a stipend of \$250.00 annually.

#### **ARTICLE XXIV**

##### **DURATION**

THIS AGREEMENT shall remain in full force and effect from July 1, 2021 until June 30, 2024. The parties agree to meet no later than one hundred and eighty (180) days prior to June 30, 2024 to commence negotiations for a successor Agreement.

#### **ARTICLE XXV**

##### **Employee Manual**

The parties agree that the Collective Bargaining Agreement between the City of Revere and the Massachusetts Laborers' District Council on behalf of Public Employees' Local Union #22 and the written Rules and Regulations of the Department supersede anything contained in the City of Revere Employee Manual as long as such rules and practices do not conflict with federal, state or local ordinances. Further, the parties agree to resolve any conflict between the common practices and policies of the department and the City of Revere Employee Manual through collective bargaining.

##### **Employee Manual Changes**

The parties agree that union leadership will be made aware of any proposed changes to the City of Revere Employee manual prior to their implementation except when such changes are immediately required by federal, state or local ordinance. In all other cases, no changes will be made until union leadership has been informed and had a reasonable opportunity to address any questions or concerns.


Finalized changes to the City of Revere employee manual will be communicated through internal departmental email and through printed media (payroll stuffers). Such communications will include the following information:

- The name of the rule or policy that is being changed or newly created
- The page number where the policy is located
- The effective date of the change
- A copy of the new policy or changed policy
- A short summary of the reason for the change and its impact.

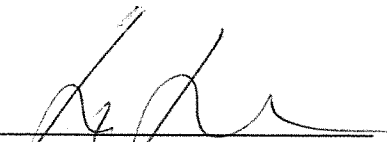
	FY2022 Step 1	FY2022 Step 1	FY2022 Step 2	FY2022 Step 3	FY2022 Step 4	FY2023 Step 1	FY2023 Step 2	FY2023 Step 3	FY2023 Step 4	FY2024 Step 1	FY2024 Step 2	FY2024 Step 3	FY2024 Step 4
Group 1 - Library Assistant I, P/T workers, Help Desk Assistant													
	\$ 14.4668	\$ 15.2705	\$ 16.0742	\$ 16.8779	\$ 14.9008	\$ 15.7286	\$ 16.5564	\$ 17.3842	\$ 15.3478	\$ 16.2004	\$ 17.0531	\$ 17.9058	
Group 2 -													
	\$ 15.4523	\$ 16.2656	\$ 17.1217	\$ 17.9777	\$ 15.9159	\$ 16.7535	\$ 17.6353	\$ 18.5171	\$ 16.3933	\$ 17.2562	\$ 18.1644	\$ 19.0726	
Group 3 - Library Assistant II, Senior Center Caretaker													
	\$ 19.6111	\$ 20.6432	\$ 21.7297	\$ 22.8162	\$ 20.1994	\$ 21.2625	\$ 22.3816	\$ 23.5007	\$ 20.8054	\$ 21.9004	\$ 23.0531	\$ 24.2057	
Group 4 - Parking Control Officer													
	\$ 19.9262	\$ 20.9750	\$ 22.0789	\$ 23.1829	\$ 20.5240	\$ 21.6042	\$ 22.7413	\$ 23.8784	\$ 21.1398	\$ 22.2524	\$ 23.4236	\$ 24.5947	
Group 5 - Clerk I, Assistant Tax Title Custodian, Animal Control Officer, Activity/Program Coordinator													
	\$ 20.5384	\$ 21.6193	\$ 22.7572	\$ 23.8950	\$ 21.1545	\$ 22.2679	\$ 23.4399	\$ 24.6119	\$ 21.7891	\$ 22.9359	\$ 24.1431	\$ 25.3502	
Group 6 - Clerk II, Call Center Representative, Parking Control Officer													
	\$ 21.2671	\$ 22.3864	\$ 23.5646	\$ 24.7428	\$ 21.9051	\$ 23.0580	\$ 24.2716	\$ 25.4851	\$ 22.5622	\$ 23.7497	\$ 24.9997	\$ 26.2497	
Group 7 - Principal Clerk, Library Assistant III, Parking Meter Tech													
	\$ 22.0458	\$ 23.2061	\$ 24.4275	\$ 25.6488	\$ 22.7072	\$ 23.9023	\$ 25.1603	\$ 26.4183	\$ 23.3884	\$ 24.6193	\$ 25.9151	\$ 27.2108	
Group 8 - Police Clerk													
	\$ 22.6973	\$ 23.8918	\$ 25.1493	\$ 26.4068	\$ 23.3782	\$ 24.6086	\$ 25.9038	\$ 27.1990	\$ 24.0795	\$ 25.3469	\$ 26.6809	\$ 28.0149	
Group 9 - Adult Librarian, Reference Librarian, Young Adult Librarian													
	\$ 22.9468	\$ 24.1546	\$ 25.4258	\$ 26.6971	\$ 23.6352	\$ 24.8792	\$ 26.1886	\$ 27.4981	\$ 24.3443	\$ 25.6256	\$ 26.9743	\$ 28.3230	
Group 10 - Principal Accounting Clerk													
	\$ 23.2401	\$ 24.4633	\$ 25.7508	\$ 27.0384	\$ 23.9373	\$ 25.1972	\$ 26.5234	\$ 27.8495	\$ 24.6555	\$ 25.9531	\$ 27.3191	\$ 28.6850	
Group 11 - Admin. Assistant, Assistant to the Veteran's Agent Asst to the Fire Chief, Asst to the W/S Superintendent, Second Assistant City Clerk													
	\$ 24.6125	\$ 25.9079	\$ 27.2715	\$ 28.6350	\$ 25.3509	\$ 26.6851	\$ 28.0896	\$ 29.4941	\$ 26.1114	\$ 27.4857	\$ 28.9323	\$ 30.3789	
Group 12 -													
	\$ 24.7715	\$ 26.0693	\$ 27.4392	\$ 28.8194	\$ 25.5146	\$ 26.8514	\$ 28.2624	\$ 29.6840	\$ 26.2801	\$ 27.6569	\$ 29.1102	\$ 30.5745	
Group 13 - Inspector (Building, Health, Sanitary), Project Planner, AMI Analyst													
	\$ 25.9923	\$ 27.3603	\$ 28.8003	\$ 30.2403	\$ 26.7721	\$ 28.1811	\$ 29.6643	\$ 31.1475	\$ 27.5752	\$ 29.0265	\$ 30.5542	\$ 32.0819	
Group 14 - Children's & Community Outreach Librarian Library Collection Development													
	\$ 26.8814	\$ 28.2963	\$ 29.7854	\$ 31.2747	\$ 27.6878	\$ 29.1452	\$ 30.6790	\$ 32.2129	\$ 28.5185	\$ 30.0195	\$ 31.5993	\$ 33.1793	
Group 15 - Assistant Auditor, Assistant Director - Purchasing, Asst Director - Parking, Asst Library Director, Technical Services Librarian, Assistant Director - 311													
	\$ 27.7778	\$ 29.2397	\$ 30.7787	\$ 32.3176	\$ 28.6111	\$ 30.1169	\$ 31.7021	\$ 33.2871	\$ 29.4695	\$ 31.0204	\$ 32.6531	\$ 34.2857	
Group 16 - Assessing Field Lister, Building Inspector													
	\$ 28.9598	\$ 30.4840	\$ 32.0884	\$ 33.6928	\$ 29.8286	\$ 31.3985	\$ 33.0511	\$ 34.7036	\$ 30.7235	\$ 32.3405	\$ 34.0426	\$ 35.7447	
Group 17 - Special Assistant - Board of Assessors, Asst Director - Parks & Rec Crime Analyst, MIS Support Analyst, Program Manager - Revere Comm School													
	\$ 29.2095	\$ 30.7467	\$ 32.3650	\$ 33.9833	\$ 30.0858	\$ 31.6691	\$ 33.3360	\$ 35.0028	\$ 30.9884	\$ 32.6192	\$ 34.3360	\$ 36.0529	
Group 18 - Assistant Collector, Assistant Treasurer, Public Safety Grants Manager Senior Building Inspector, Data Analyst													
	\$ 30.3636	\$ 31.9616	\$ 33.6439	\$ 35.3261	\$ 31.2745	\$ 32.9204	\$ 34.6532	\$ 36.3859	\$ 32.2127	\$ 33.9081	\$ 35.6928	\$ 37.4775	
Group 19 - Police Mechanic													
	\$ 30.8705	\$ 32.4953	\$ 34.2056	\$ 35.9158	\$ 31.7966	\$ 33.4702	\$ 35.2318	\$ 36.9933	\$ 32.7505	\$ 34.4743	\$ 36.2887	\$ 38.1031	
Group 20 - Assistant Director - MIS, Sports & Fitness Coordinator													
	\$ 31.7697	\$ 33.4418	\$ 35.2019	\$ 36.9620	\$ 32.7228	\$ 34.4451	\$ 36.2580	\$ 38.0709	\$ 33.7045	\$ 35.4784	\$ 37.3457	\$ 39.2130	
Group 21 - School Nurse, Construction Oversight Supervisor Social Worker													
	\$ 33.8459	\$ 35.6272	\$ 37.5023	\$ 39.3775	\$ 34.8612	\$ 36.6960	\$ 38.6274	\$ 40.5588	\$ 35.9071	\$ 37.7969	\$ 39.7862	\$ 41.7756	
Group 22 - Inspector (Gas/Plumbing), Electrical/ Wiring Inspector													
	\$ 36.0768	\$ 37.9756	\$ 39.9743	\$ 41.9730	\$ 37.1591	\$ 39.1148	\$ 41.1735	\$ 43.2322	\$ 38.2739	\$ 40.2883	\$ 42.4087	\$ 44.5291	
Group 23 - Grant Writer													
	\$ 36.4820	\$ 38.4022	\$ 40.4233	\$ 42.4444	\$ 37.5765	\$ 39.5543	\$ 41.6360	\$ 43.7177	\$ 38.7038	\$ 40.7409	\$ 42.8851	\$ 45.0293	
Group 24 - Planning - Business Liaison/Storefront Program													
	\$ 38.8722	\$ 40.9116	\$ 43.0643	\$ 45.2170	\$ 40.0384	\$ 42.1389	\$ 44.3562	\$ 46.5735	\$ 41.2395	\$ 43.4031	\$ 45.6869	\$ 47.9707	
Group 25 - Planning - Infrastructure Program Manager, Staff Engineer/ Project Manager													
	\$ 39.4979	\$ 41.5767	\$ 43.7649	\$ 45.9532	\$ 40.6828	\$ 42.8240	\$ 45.0779	\$ 47.3318	\$ 41.9033	\$ 44.1087	\$ 46.4302	\$ 48.7517	

Agreed to on this \_\_\_\_ of \_\_\_\_\_, 2022 by the negotiating teams as set forth below:

City of Revere

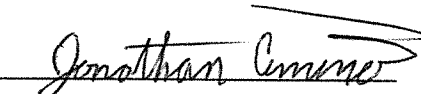
  
\_\_\_\_\_  
Brian Arrigo, Mayor

Dated: 6.1.22

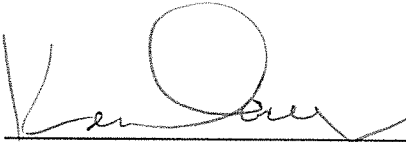
  
\_\_\_\_\_  
Paul Capizzi, Solicitor

Dated: 6/1/22

Massachusetts District Labor Council in Behalf of  
Public Employees Local Union 22 of the Laborer's  
International Union of North America, AFL-CIO

  
\_\_\_\_\_  
Jonathan Cimino, Business Agent

Dated: 6-1-22

  
\_\_\_\_\_  
Kevin Dacey, Negotiator

Dated: 6/1/22