

CITY OF NEWTON
AND
THE NEWTON PUBLIC HEALTH NURSES/MASSACHUSETTS NURSES ASSOCIATION

MEMORANDUM OF AGREEMENT

The City of Newton (the "City") and the Newton Public Health Nurses/Massachusetts Nurses Association enter into the following agreement for a one (1) year successor collective bargaining agreement for the term of July 1, 2018 to June 30, 2019 (FY '19):

1. Article XVII (Wages)

- (a) The salary scale (Appendix A to the July 1, 2017 to June 30, 2018 CBA) shall be amended to reflect a **1.5% COLA**, as shown on the revised salary scale, attached to this Memorandum as Addendum A.
- (b) First step on the new salary scale is removed.
- (c) One-time **\$275 signing bonus**, to be paid to each member of the Association within 30 (thirty) days of ratification of this MOA by the Association, and subject to available appropriation by the City.

2. Article XVII (Wages)

Section 27.01 shall be amended to delete "Step 16" shall be replaced it with "Step 15" wherever "Step 16" appears in this section.

3. The CBA shall be amended by adding the following:

Every new nurse shall serve an initial probation period of one (1) complete school year. During their probationary period a nurse may be terminated at the sole discretion of the City with or without cause. Such decision by the CITY shall not be subject to the grievance process set forth herein.

4. Article XXXVII (Duration)

This article is to be amended by striking out the dates "July 1, 2017" and "June 30, 2018" and replacing them with "July 1, 2018" and "June 30, 2019".

NEWTON PUBLIC HEALTH NURSES
MASSACHUSETTS NURSES ASSOCIATION

CITY OF NEWTON

By:

[Signature]

By:

[Signature]

Date:

By:

[Signature] 4/1/19

By:

[Signature] 4/1/19

Date:

ADDENDUM A

all
EFFECTIVE FY18

10/25/17
all

Health & Human Services - Nurses										
CITY OF NEWTON, MASSACHUSETTS										
Step	Step	BA		Step	Step	MS/NAT		Non Degree	Non Degree	24-Jul-14 NSM
1				1				1		\$ 38,700.00
	1*	\$ 40,368			1*	\$ 40,368		1*	\$ 40,368	
2		\$ 43,584		2		\$ 43,584		2		\$ 43,584 3.80%
	2*	\$ 46,800	3.59%		2*	\$ 46,800	3.60%	2*	\$ 46,800	3.76%
3		\$ 47,170	3.59%	3		\$ 51,329	3.60%	3		\$ 41,962.08 3.71%
	3*	\$ 48,056	3.59%		3*	\$ 52,265	3.61%	3*	\$ 42,827.20	3.91%
4		\$ 48,864	3.59%	4		\$ 53,180	3.61%	4		\$ 43,693.21 4.13%
	4*	\$ 49,783	3.59%		4*	\$ 54,150	3.61%	4*	\$ 44,566.62	4.06%
5		\$ 50,620	3.59%	5		\$ 55,099	3.61%	5		\$ 45,434.27 3.98%
	5*	\$ 51,572	3.59%		5*	\$ 56,104	3.61%	5*	\$ 46,422.97	4.17%
6		\$ 52,440	3.60%	6		\$ 57,088	3.61%	6		\$ 47,406.94 4.34%
	6*	\$ 53,427	3.60%		6*	\$ 58,180	3.61%	6*	\$ 48,443.00	4.35%
7		\$ 54,327	3.60%	7		\$ 59,150	3.61%	7		\$ 49,493.50 4.21%
	7*	\$ 55,350	3.60%		7*	\$ 60,230	3.61%	7*	\$ 50,524.81	4.30%
8		\$ 56,283	3.60%	8		\$ 61,276	3.59%	8		\$ 50,885.61 3.00%
	8*	\$ 57,343	3.60%		8*	\$ 62,396	3.60%	8*	\$ 52,040.44	3.00%
9		\$ 58,310	3.60%	9		\$ 63,491	3.61%	9		\$ 52,412.17 3.00%
	9*	\$ 59,409	3.60%		9*	\$ 64,652	3.62%	9*	\$ 53,601.77	3.00%
10		\$ 60,411	3.60%	10		\$ 65,787	3.62%	10		\$ 53,198.35 1.50%
	10*	\$ 61,550	3.60%		10*	\$ 66,991	3.62%	10*	\$ 54,405.80	1.50%
11		\$ 62,499	3.46%	11		\$ 68,167	3.62%	11		\$ 53,996.33 1.50%
	11*	\$ 63,678	3.46%		11*	\$ 69,415	3.62%	11*	\$ 55,221.88	1.50%
12		\$ 64,753	3.61%	12		\$ 70,635	3.62%			
	12*	\$ 65,975	3.61%		12*	\$ 71,928	3.62%			
13		\$ 67,089	3.61%	13		\$ 73,081	3.46%			
	13*	\$ 68,355	3.61%		13*	\$ 74,419	3.46%			
14		\$ 69,510	3.61%	14		\$ 75,728	3.62%			
	14*	\$ 70,828	3.61%		14*	\$ 77,116	3.62%			
15		\$ 72,020	3.61%	15		\$ 78,352	3.47%			
	15*	\$ 73,381	3.61%		15*	\$ 79,911	3.62%			
16				16						
	16*	\$ 76,002	1.82%		16*	\$ 82,623	1.82%			
17		\$ 77,385	1.82%	17		\$ 84,127	1.82%			
	17*	\$ 78,793	1.82%		17*	\$ 85,658	1.82%			
18		\$ 80,227	1.82%	18		\$ 87,217	1.82%			
	18*	\$ 81,687	1.82%		18*	\$ 88,804	1.82%			
19		\$ 83,174	1.82%	19		\$ 90,420	1.82%			

17 84688 92065
 18 86229 93741
 18 87798 95447
 19 89396 97184

FY18

OK *[Signature]*
4/11/19

Non Cert

1	\$	40,183	
1*	\$	40,951	
2	\$	41,712	3.80%
2*	\$	42,490	3.76%
3	\$	43,260	3.71%
3*	\$	44,152	3.91%
4	\$	45,045	4.13%
4*	\$	45,945	4.06%
5	\$	46,839	3.98%
5*	\$	47,859	4.17%
6	\$	48,873	4.34%
6*	\$	49,942	4.35%
7	\$	50,931	4.21%
7*	\$	52,087	4.30%
8	\$	52,459	3.00%
8*	\$	53,650	3.00%
9	\$	54,033	3.00%
9*	\$	55,260	3.00%

Health & Human Services - Nurses
CITY OF NEWTON, MASSACHUSETTS

NURSES GRID - EFFECTIVE SEPT 1, 2018 - 1.5% COLA

Step	BA-CSN	Step	MS-NAT
1	\$ 49,597	1	\$ 53,978
1.5	\$ 50,530	1.5	\$ 54,962
2	\$ 51,379	2	\$ 55,925
2.5	\$ 52,346	2.5	\$ 56,946
3	\$ 53,227	3	\$ 57,944
3.5	\$ 54,228	3.5	\$ 59,002
4	\$ 55,142	4	\$ 60,037
4.5	\$ 56,180	4.5	\$ 61,133
5	\$ 57,127	5	\$ 62,195
5.5	\$ 58,203	5.5	\$ 63,332
6	\$ 59,185	6	\$ 64,443
6.5	\$ 60,300	6.5	\$ 65,622
7	\$ 61,317	7	\$ 66,774
7.5	\$ 62,473	7.5	\$ 67,996
8	\$ 63,436	8	\$ 69,190
8.5	\$ 64,633	8.5	\$ 70,456
9	\$ 65,724	9	\$ 71,695
9.5	\$ 66,965	9.5	\$ 73,007
10	\$ 68,095	10	\$ 74,177
10.5	\$ 69,380	10.5	\$ 75,535
11	\$ 70,553	11	\$ 76,864
11.5	\$ 71,885	11.5	\$ 78,273
12	\$ 73,100	12	\$ 79,527
12.5	\$ 74,482	12.5	\$ 81,110
13	\$ 75,763	13	\$ 82,363
13.5	\$ 77,142	13.5	\$ 83,862
14	\$ 78,546	14	\$ 85,388
14.5	\$ 79,975	14.5	\$ 86,943
15	\$ 81,431	15	\$ 88,525
15.5	\$ 82,913	15.5	\$ 90,136
16	\$ 84,422	16	\$ 91,777
16.5	\$ 85,958	16.5	\$ 93,447
17	\$ 87,523	17	\$ 95,148
17.5	\$ 89,115	17.5	\$ 96,879
18	\$ 90,737	18	\$ 98,643

OK *[Signature]*
11/19

1-Apr-19
mill

Step BA-Non Cert

1	\$ 43,909	3.61%
1.5	\$ 44,814	3.61%
2	\$ 45,720	3.61%
2.5	\$ 46,634	3.61%
3	\$ 47,542	3.61%
3.5	\$ 48,577	3.61%
4	\$ 49,606	3.61%
4.5	\$ 50,691	3.61%
5	\$ 51,695	3.61%
5.5	\$ 52,869	3.61%
6	\$ 53,246	3.61%
6.5	\$ 54,455	3.61%
7	\$ 54,844	3.61%
7.5	\$ 56,088	3.61%

4.13%
4.06%
3.98%
4.17%
4.34%
4.35%
4.21%
4.30%
3.00%
3.00%
3.00%
3.00%