

**CITY OF NEWTON AND
AFSCME COUNCIL 93, LOCAL 2443 FOREMEN
MEMORANDUM OF AGREEMENT**

The City of Newton (the "City") enters into the following Memorandum of Agreement with AFSCME Council 93, Local 2443 Foremen (the "Union"), for a two-year successor collective bargaining agreement from July 1, 2019 to June 30, 2021 (FY20-FY21) as follows:

A. 2-YEAR CBA (FY20-FY21)

1. ARTICLE III (UNION DUES AND INITIATION FEES)

Delete Section 3.04.

2. ARTICLE XVII (WAGES)

July 1, 2019 (FY20)

All wage rates in effect June 30, 2019 will be increased in fiscal year 2020 by an additional **3%**. These increases shall be effective on July 1, 2019.

July 1, 2020 (FY21)

All wage rates in effect June 30, 2020 will be increased in fiscal year 2021 by an additional **3%**. These increases shall be effective on July 1, 2020.

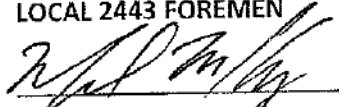
See attached salary schedules at Addendum A, which shall be amended upon ratification of a memorandum of agreement with the City and upon funding by the City.

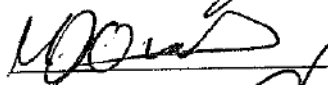
3. ARTICLE XXXI (DURATION)

Amend Section 27.01 as follows:

"27.01 This AGREEMENT shall be effective for two (2) years from July 1, 2019 to June 30, 2021 and remain in effect from year to year thereafter unless either party hereto, desiring to terminate or amend any provisions of this contract, sends written notice of the same to the other no later than six (6) months prior to the termination date hereof or any succeeding anniversary date."

**AFSCME COUNCIL 93,
LOCAL 2443 FOREMEN**

By: 

By: 

By: 
AFSCME 93

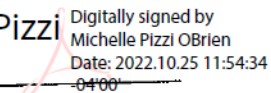
By: _____

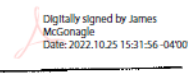
By: _____

Date:


CITY OF NEWTON

By: 
Maureen Lemieux
Date: 2022.10.25 13:06:35 -04'00'

By: 
Michelle Pizzi
OBrien
Date: 2022.10.25 11:54:34 -04'00'

By: 
James
McGonagle
Date: 2022.10.25 15:31:56 -04'00'

By: 
Josh Morse
Date: 2022.10.25
16:02:44 -04'00'

By: 
Nicole Banks
Date: 2022.10.25 16:16:38 -04'00'

Date:

FISCAL YEAR 2021 - PROPOSED GRID WITH STEP NUMBERS ADJUSTED

INCREASE = 3.0%

10/21/2022

EFFECTIVE JULY 1, 2020

mill

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
C-08	\$ 60,714	\$ 62,535 3.00%	\$ 64,411 3.00%	\$ 66,343 3.00%	\$ 68,334 3.00%	\$ 70,384 3.00%	\$ 72,495 3.00%	\$ 74,670 3.00%	\$ 76,910 3.00%	\$ 79,217 3.00%	\$ 81,594 3.00%
C-09	\$ 64,372	\$ 66,303 3.00%	\$ 68,292 3.00%	\$ 70,341 3.00%	\$ 72,451 3.00%	\$ 74,625 3.00%	\$ 76,864 3.00%	\$ 79,169 3.00%	\$ 81,545 3.00%	\$ 83,991 3.00%	\$ 86,511 3.00%
C-10	\$ 72,749	\$ 74,931 3.00%	\$ 77,179 3.00%	\$ 79,494 3.00%	\$ 81,879 3.00%	\$ 84,335 3.00%	\$ 86,866 3.00%	\$ 89,471 3.00%	\$ 92,156 3.00%	\$ 94,920 3.00%	\$ 97,768 3.00%
C-11	\$ 77,660	\$ 79,990 3.00%	\$ 82,389 3.00%	\$ 84,861 3.00%	\$ 87,407 3.00%	\$ 90,029 3.00%	\$ 92,730 3.00%	\$ 95,512 3.00%	\$ 98,377 3.00%	\$ 101,328 3.00%	\$ 104,368 3.00%