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 <u>3%</u>. 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 <u>3%</u>. These increases shall be effective on July 1, 2020.

See attached salary schedules at <u>Addendum A</u>, 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,		CITY OF NEWTON
Ву:	Report FOREMEN	Ву:	Maureen Lemieux Date: 2022.10.25 13:06:35 -04'00'
Ву:	Mont	Ву:	Michelle Pizzi Digitally signed by Michelle Pizzi OBrien OBrien Date: 2022.10.25 11:54:3
By:	bill June	By:	James Digitally signed by James McGonagle Date: 2072.10.25 15:31:56-0400
By:		By:	Josh Morse Digitally signed by Josh Morse Date: 2022.10.25 16:02:44-04'00'
Ву:		Ву:	Nicole Banks Digitally signed by Nicole Banks Date: 2022.10.25 16:16:38
Date:	:		Date:

FISCAL YEAR 2020 - CURRENT GRID AS OF 10/21/2022

STEP 12 WAS CREATED - ALL MEMBERS OF BARGAINING UNIT RECEIVED STEP INCREASE = 3.0%

C-11	C-10	C-09	Grade C-08
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· \$>	, \$\footnote{\chi_1}	,	Step 1
\$ 73,202 \$	68,572 \$	60,677 \$	STEP 12 WAS CREATED - ALL MEMBERS OF BARGAINING UNIT RECEIVED STEP INCREASE = 3.0% Effective June 30, 2019 Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8 Step 7 - \$ 57,228 \$ 58,945 \$ 60,714 \$ 62,535 \$ 64,411 \$ 66,343 \$ 68,334 \$ 70, 3.00% 3.00% 3.00% 3.00% 3.00% 3.00% 3.00% 3.00% 3.00%
			\$ TEL
75,398 \$ 3.00%	70,630 \$ 3.00%	62,497 \$ 3.00%	Step 3 58,945 \$ 3.00%
·C>	S	€0-	\$ PEN
77,660 \$ 79,990 \$ 3.00%	72,749 \$ 74,931 \$ 3.00% 3.00%	64,372 \$ 66,303 \$ 3.00% 3.00%	Effective J Step 4 60,714 \$ 3.00%
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79,990 3.00%	74,931 3.00%	66,303 3.00%	Effective June 30, 2019 Effective June 30, 2019 itep 4 Step 5 9 0,714 \$ 62,535 \$ 6 3.00% 3.00%
			201 \$
82,389 \$ 3.00%	77,179 \$ 3.00%	68,292 \$ 3.00%	UNIT RECE 9 5 5 64,411 \$ 3.00%
			S CEN
84,861 3.00%	79,494 3.00%	70,341 3.00%	Step 7 66,343 3.00%
· (V)	₩.	\$	S N
87,407 \$ 90,029 \$ 92,730 \$ 3.00% 3.00% 3.00%	81,879 \$ 84,335 \$ 86,866 3.00% 3.00% 3.00%	72,451 \$ 74,625 \$ 76,864 \$ 79,169 3.00% 3.00% 3.00% 3.00%	Step 8 68,334 \$ 3.00%
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90,029	84,335 3.00%	74,625 3.00%	0% Step 9 70,384 3.00%
\$	\$	45	S
92,730 3.00%	86,866 3.00%	76,864 3.00%	ep 10 72,495 3.00%
404	·C>	S	\$ 5
95,512 \$ 3.00%	89,471 \$ 3.00%	79,169 3.00%	3.0% 12/17/2018 mll Step 9 Step 10 Step 11 9 70,384 \$ 72,495 \$ 74,670 \$ 3.00% 3.00% 3.00%
₩.	405	S	
98,377 3.00%	92,156 3.00%	81,545 3.00%	Step 12 \$ 76,910 3.00%

FISCAL YEAR 2020 PROPOSED GRID

	W-10								
	Grade	C-08		C-09		C-10		C-11	
		·S		₩.		S		S	
	Step 1	- \$		· \$				· \$	
	Step 2	58,945 \$		62,497 \$		70,630 \$		- \$ 75,398 \$	
		S		S		S		\$	
	Step 3	60,714 \$	3.00%	\$ 64,372 \$	3.00%	\$ 72,749 \$	3.00%	77,660 \$	3.00%
		S		S		S		S	
Effort	Step 4 Step 5 S	62,535 \$	3.00%	66,303 \$ 68,292 \$ 70,341 \$	3.00%	74,931 \$ 77,179 \$	3.00%	79,990 \$ 82,389 \$	3.00%
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lulv 1 3	Step 5	64,411	3.00%	68,292	3.00%	77,179	3.00%	82,389	3.00%
2		·C>		S					
	Step 6	66,343 \$	3.00%	70,341	3.00%	79,494 \$ 81,879	3.00%	84,861 \$	3.00%
				S		S		S	
	Step 7	68,334	3.00%	72,451	3.00%	81,879	3,00%	87,407	3.00%
		S		₩.		S		S	
	Step 8	70,384	3.00%	\$ 74,625 \$ 7	3.00%	84,335	3.00%	90,029 \$ 92,730 \$ 95,512 \$	3.00%
		S		₩.		70		S	
	Step 9	72,495	3.00%	76,864	3.00%	86,866	3.00%	92,730	3.00%
i.	S	·S		S		S		S	
	ep 10	74,670	3.00%	79,169	3.00%	86,866 \$ 89,471 \$ 92,156	3.00%	95,512	3.00%
	35	S		S		S		S	
-	ep 11	76,910	3.00% 3.00% 3.00%	76,864 \$ 79,169 \$ 81,545	3.00%	92,156	3.00%	\$ 98,377 \$	3.00%
				₹>		\$		S	
	tep 12	79,217	3.00%	83,991	3.00%	94,920	3.00%	101,328	3.00%

FISCAL YEAR 2021 - PROPOSED GRID WITH STEP NUMBERS ADJUSTED

INCREASE = 3.0%

			No.	CONTRACTOR OF THE PERSON OF TH					200 PHILE														
6	328	101,3	42	98,377 \$ 101,328 \$ 3.00%	-42>	\$ 95,512 \$ 9 3.00%	40-	92,730	*	90,029 \$	·s	87,407 \$ 3.00%	Ś	84,861 3.00%	₩.	82,389 \$ 3.00%	·s>	79,990 3.00%	·cs	\$ 77,660 \$	·s>	C-11	
500	20%	94,5	₩.	92,156 \$ 94,920 \$ 3.00% 3.00%	40	\$ 89,471 \$ 9.	*	86,866 3.00%	·ss	84,335 \$ 3.00%	40-	3.00%	€0-	\$ 79,494 \$ 3.00%	·s	\$ 77,179 \$ 3.00%	÷		40-	72,749	43-	C-10	
5.72	991	83,5	₩.	81,545 \$ 83,991 \$ 86,511 3.00% 3.00% 3.00%	₩.	\$ 79,169 \$ 3.00%	⟨⟩	76,864 3.00%	\$	\$ 74,625 \$ 3.00%	₩.	70,341 \$ 72,451 \$ 3.00% 3.00%	5	70,341 3.00%	404	68,292 \$ 3.00%		66,303 3.00%	·s	64,372	₩.	C-09	
4	217	9 Step 10 Step 11 .0 \$ 79,217 \$ 81,594 3.00% 3.00%	٠٠٠ اله	Step 9 76,910 3.00%	40-	Step 8 74,670 \$ 3.00%	·C>	Step 7 72,495 3.00%	₩.	Step 6 70,384 3.00%	103	Step 5 68,334 \$ 3.00%	₩.	Step 4 66,343 \$ 3.00%	₩.	Step 3 64,411 3.00%	₩.	Step 2 62,535 3.00%	₩.	Step 1 60,714	·v-	Grade C-08	
10/21/202 mll										020	1,2	EFFECTIVE JULY 1, 2020	ALC S	EFFE									