

City of Northampton Proposals' to the Northampton Association of Municipal Employees (N.A.M.E.)

October 24, 2013

The City of Northampton reserves the right to add, delete, modify, change or alter proposals during the course of negotiations.

1. Duration: 3 years of FY2014-FY2016 (July 1, 2013-June 30, 2016)
2. Wages: Modify Article 13 as follows:
 - a. 13.01. The City agrees to a 1% COLA added to the base effective January 1, 2014;
 - b. 13.02. The City agrees to a 2.0% COLA added to the base effective July, 2014;
 - c. 13.03 The City agrees to a 1.5% COLA added to the base effective July 1, 2015.
 - d. 13.04 The City agrees to pay regularly scheduled step increases for all bargaining unit members in each year of this Agreement.

3. Article 16—Job Posting and Bidding:

- a. Add 16.04 as follows: The City agrees that when a posting called for in 16.02 is made, that it will copy the Union on the posting by email to the City-designated email address of the Union President.
- b. Add 16.05 as follows: When a selection for an open position in the bargaining unit is made, the Union and all bargaining unit applicants for the position will be notified within ten (10) business days of the selection.
- c. Add 16.06 as follows:

The management of the DPW and the representatives of the Association will no later than June 30, 2014 form a committee to examine methods to better prepare members of the bargaining unit for promotional opportunities. The committee's members shall not meet during the scheduled work time of the unit members designated by the Association to participate in this committee and time spent in committee by unit members shall not be paid by the City. All recommendations arrived at by the committee will be shared by the Association with the bargaining unit members and by the management of the DPW with the Mayor and HR Director; however no recommendation will be binding.

4. Article 19-Weekend Differential

19.01 Delete "D.P.W"

5. Modify Article 27 as follows:

27.04 Modify by adding introduction to first sentence as follows:

A \$150.00 yearly sum will be available for the purchase of work shoes to bargaining unit employees who would normally be expected to use them in the performance of their work duties, but not to those who perform such work in isolated instances. Employees must submit proof of purchase in order to qualify for such annual reimbursement and the type of shoes purchased must be approved by the DPW Director or Director of Central Services as the case may be.

27.05 Modify as follows: The City will provide uniforms to bargaining unit members as provided in the NAME Uniform Policy.

Delete 27.06.

Delete 27.07.

6.7. Probationary Period.

Add new probationary language Article as follows:

The probationary period for new bargaining unit members shall be for a period of six (6) months, starting on their first day of employment with the unit. During this period ~~discipline or~~ termination of a probationary employee is at the discretion of the City and probationary employees shall not have the right to the ~~grievance~~ ^{Arbitration} procedures set forth in Article 4.

7.8. Modify contract to incorporate prior MOAs, not yet incorporated into the agreement.

8.8. Modify Article 12, given the recent move to the GIC, as follows:

~~Article 12.07~~ ^{New 12.07} The Parties acknowledge that during the term of this contract, the City's employees receive health benefits through the GIC as defined by law.

9.10. Parties to withdraw all other items from the table.

10.11. Parties acknowledge that employees assigned to take home vehicles as part of Article 20 shall have the commuting value excluded from their taxable earnings. In the event that IRS regulations change so that such income cannot be excluded, the parties agree to enter into negotiations about the impact of the IRS change. The City and Union agree that, except for those employees assigned take home vehicles as part of their standby duties under Article 20, no unit member may be assigned a take-home vehicle under the City's take-home vehicle policy.

11. 23. Article 20-Stand by Policy

20.03 Delete and substitute:

"20.03 An employee assigned to standby shall be paid a flat rate of thirty five (\$35.00) ^{dollars} and fifty (\$50.00) dollars per Saturday or Sunday in addition to regular wages and overtime. In addition, those employees assigned to stand by on

~~12. Parties to withdraw all other items from the table.~~ July 4th, Thanksgiving, Christmas Day, New Year's Day, Memorial Day, Labor Day shall be paid a flat rate of fifty (\$50.00) dollars in addition to regular wages and overtime. No pyramid of Standby Day shall be permitted, effective November 3, 2013.



Tentative agreement on terms made subject to approval of Mayor, appropriation by city council and ratification by the union.

For the City:

Leigh B. Taylor, Labor Counsel

~~Henry B. ...~~

Edward S. ...

For the Union:

James M. ...

Charles F. B. ...