October 11, 2017

MEMORANDUM OF AGREEMENT
BY AND BETWEEN THE TOWN OF STONEHAM AND
THE STONEHAM LIBRARY STAFF ASSOCIATION, M.L.S.A.,
LOCAL 4928, MFT, AFT, AFL/CIO

This Memorandum of Agreement represents all of the changes to be made to the existing Collective Bargaining Agreement, dated July 1, 2016 to June 30, 2017 between the parties. Except as set forth herein all existing provisions of the Agreement shall continue in full force and effect including any and all side letters, and unless specified herein the provisions of this Agreement will not be applied retroactively. This Agreement is subject to funding of the incremental cost items contained herein and ratification by the Board of Selectmen. The duration of said Agreement shall be effective July 1, 2017 through June 30, 2020.

CC: Nicole Langley, Library Dir.
    HR
    Accounting
    Retirement
1. Article 19 - Salaries

Fiscal Year 2018

Effective July 1, 2017, a 1.5% across-the-board salary increase will be granted retroactively to all members of the bargaining unit.

Fiscal Year 2019

Effective July 1, 2018, a 1.5% across-the-board salary increase will be granted to all members of the bargaining unit.

Effective July 1, 2018, a one-time payment of $500.00 will be given to top step employees. This payment will not be in the base rate of pay and will be a separate check.

Fiscal Year 2020

Effective July 1, 2019, a 2.0% across-the-board salary increase will be granted to all members of the bargaining unit.

Effective July 1, 2019, a one-time payment of $500.00 will be given to top step employees. This payment will not be in the base rate of pay and will be a separate check.

2. Sick Time Reports
   Effective upon the signing of this Agreement, quarterly sick time reports will be distributed to Union members by department head upon receipt of reports from Town Accountant.

3. Article 16 - Compensatory Time
   Effective upon the signing of this Agreement, Section 16.2 (d): change 3 months to 5 months so language to read: “New comp. time earned must be taken within five (5) months of the date it was earned.......”

4. Effective upon the signing of this Agreement, all Union members to have direct deposit
5. Article 2 – Association Recognition
   a) Effective upon the signing of this Agreement, Section 2.0 paragraph 2: add highlighted language to include 10 hour employees: “All Library Technicians and Senior Library....and all other regularly scheduled nonprofessional employees working at least a scheduled ten (10) hours per week, with the exception of pages.”

   b) Effective upon the signing of this Agreement, the attached pay scale will be used for the two (2) 10 hour employees

TOWN OF STONEHAM

Thomas G. Younger

STONEHAM LIBRARY STAFF ASSOCIATION, MLSA, LOCAL 4928, MPT, AFT, AFL-CIO

Deborah Cunningham

Michael Regan, Field Representative
Massachusetts Library Staff Association

DATE: Oct. 11, 2017
September 13, 2017

MEMO

Below is the revised plan for the two 10+ hour Library Technician positions.

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<th>Grade Step</th>
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<th>Annual Rate ($)</th>
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Nicole Langley  
Library Director  
Stoneham Public Library  
431 Main Street  
Stoneham, MA 02180  
781-438-2198  
Langley@NobleNet.org
Good Afternoon,
I am attaching Nicole Langley’s rate sheet, the numbers have been verified against my excel sheet.

Nicole and I discussed the two employees who will be moving into the union:
Kristine Cavalieri – doh 4-5-17- It would make sense to start her at the first step, Step A
Elizabeth Rotondi- doh 1-16-97- Over twenty years she should be placed at maximum step, Step H

Donna

Donna Gaffey, PHR, SHRM-CP
Director of Human Resources
Town of Stoneham
(P)781-279-2620
(F)781-279-2606
dgaffey@stoneham-ma.gov