

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**THE CITY OF QUINCY**

**AND**

**QUINCY LIBRARY STAFF ASSOCIATION, MLSA, LOCAL 4928  
AFT MASSACHUSETTS, AFT, AFL-CIO**

This Memorandum of Agreement is entered into by and between the City of Quincy (hereinafter the City) and the Quincy Library Staff Association (hereinafter the Association).

Whereas, the City and the Association are parties to a Collective Bargaining Agreement for the period July 1, 2012 through June 30, 2015; and

Whereas, the City and the Association have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms for a successor agreement to be effective July 1, 2015.

Now, therefore, the Negotiating Subcommittee of the City, acting subject to the ratification of this Memorandum of Agreement by the Mayor of Quincy to whom the Subcommittee agrees to recommend acceptance, and the Negotiating Subcommittee of the Association, acting subject to the ratification of this Agreement by the membership of the Association to whom the Negotiating Subcommittee agrees to recommend acceptance, the parties agree as follows:

1. The terms and conditions of employment set forth in the collective bargaining agreement for the period July 1, 2012 through June 30, 2015 shall remain in full force and effect for the period July 1, 2015 through June 30, 2017, except as modified below.
2. All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the term of the successor Agreement unless otherwise provided for in this document.
3. **ARTICLE 9 – Weekend Differential**

*Amend to read as follows:*

- 9.0. Except for pages and college aides who work 12 hours or less per week and all part-time employees hired after 7/1/06 who work 12 hours or less per week, all employees whose schedule includes work on Saturday shall be paid (as of July 1, 2013) \$7.00 per hour for the number of Saturday hours worked in addition to their regular hourly pay.
- 9.1. Sunday hours at time and one half will exclude part-time employees who work on Sundays.
- 9.2. All Sunday hours shall be voluntary. An employee shall elect either Compensatory Time or Premium Pay for Sunday hours. Compensatory time for Sunday hours shall translate into the hours of one full time day and shall be used within one (1) calendar year. Sunday hours shall be for four (4) continuous hours. Employees who are granted the hours must be qualified (i.e. hold proper certification, etc.) to do the work.

Easter Sunday shall be considered a holiday.

Employees shall volunteer in three (3) month intervals, where more than one qualified employee desires a given Sunday, seniority shall be the deciding factor. The Sunday schedule shall be posted. Employees shall have the option to change Sunday hours with another employee.

If there are not sufficient volunteers, the City shall hire special Sunday substitutes.

Permanent full-time employees who volunteer and work seven Sundays in any three-month Sunday schedule interval [non-rolling], shall have one (1) day added to their personal time, up to a maximum of three (3) days per year. Such accumulated leave must be requested at least twenty-four (24) hours in advance (except in the case of an emergency or other unusual circumstance), and taken in the fiscal year in which it is earned and credited.

Article 9.3 During the period of June 30<sup>th</sup> to the weekend before Labor Day (library closed Labor Day weekend) employees hired before 7/1/06 may work weekend hours on a voluntary basis. Full-time employees hired after 7/1/06 will work two Saturdays a month year 'round but summer Sundays will remain voluntary. Such hours during this period shall be: Saturday 9:00 a.m. to 5:00 p.m., Sunday 1:00 p.m. to 5:00 p.m. If the July 4<sup>th</sup> holiday falls on a Friday or a Saturday the library will be closed Friday through Sunday. If the July 4<sup>th</sup> holiday falls on a Sunday or Monday, the library will be closed Saturday through Monday.

Sunday hours shall be compensated in the same manner as normal Sunday Hours.

#### **4. SALARY**

Effective July 1, 2015: 1% increase to the schedule

Effective July 1, 2016: 2% increase to the schedule

**SIGNED THIS \_\_\_\_\_ DAY OF JULY 2016**

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For the City of Quincy

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For the QLSA