

MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF SEEKONK  
AND

SEEKONK PUBLIC LIBRARY EMPLOYEE ASSOCIATION, MLSA,  
AFT Massachusetts, AFL-CIO

This Memorandum of Agreement is entered into by and between the Town of Seekonk (hereinafter the Town) and the Seekonk Public Library Employee Association (hereinafter the Association).

Whereas, the Town and the Association are parties to a Collective Bargaining Agreement for the period July 1, 2008 through June 30, 2010; and

Whereas, the Town and the Association have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms for a successor agreement to be effective July 1, 2010.

Now, therefore, the parties agree as follows:

- 1. The terms and conditions of employment set forth in the collective bargaining agreement for the period July 1, 2008 through June 30, 2010 shall remain in full force and effect for the period July 1, 2010 through June 30, 2011, except as modified below.

2. **Article XXII, Insurance:**

Amend to read as follows:

- a. Active employees working twenty (20) or more hours per week are eligible to participate in the group health insurance program as provided by the Town, and will be offered coverage by Blue Cross or other coverage as determined by the Town.
- b. Effective upon execution of the Collective Bargaining Agreement, Blue Cross Blue Care Elect and HMO Blue will be available to only the employees who are enrolled in the program on June 30, 2008. Those employees who exercise their option to change from Blue Cross Blue Care Elect and/or HMO Blue coverage to other coverage shall not be able to convert back to Blue Care Elect and/or HMO Blue coverage at a later date.
- c. The contribution rate will be 75% from the Town and 25% from the covered employee.
- d. The Town will offer the employees a dental plan, of which the Town will contribute 50% of the monthly premium for said plan.
- e. There shall be an open enrollment period each year during the four week period immediately preceding the annual renewal of each health insurance plan.

3. **Salary:**

0%. In the event another bargaining unit under the jurisdiction of the Town negotiates and receives a salary increase and/or bonus for the fiscal year 2011, the Town and

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Association will reopen negotiations relative to the salary increase for the fiscal year described in this agreement.

4. **New Article Emergency Closing:** Add the following article to the collective bargaining agreement:

*Section 1.* The Library may close during a storm or declared emergency if it is determined by the Library Director and Town Administrator that access to the building cannot be kept safely passable for both customers and employees.

*Section 2.* All employees who are working their assigned shift at the time an emergency closing becomes effective and who are allowed to leave the workplace prior to the end of their assigned shift will be paid for the duration of their assigned shift (prior to leaving employees will be expected to shut down computers, ensure patrons are out of the building, etc.)

*Section 3.* Half time and part time employees who have not started their assigned shift, and who are unable to work due to an emergency closing will not be paid for the period during which the library is closed during an emergency, but they may make up their hours within fourteen (14) days with the approval of the Director. Employees may opt to use personal and/or vacation leave for said days.

5. **Safety Committee:**

A safety Committee comprised of two (2) individuals representing the Association and two (2) individuals representing the Town/Library will be established to discuss safety issues in the workplace. This safety committee shall make recommendations to the negotiation teams to bargain into the agreement.

6. **Bonus day**

Regular full - time employees will be eligible for an additional personal day of paid leave for the July 1, 2010-June 30, 2011 year. Part - Time employees working twenty (20) or more hours per week shall be entitled to the pro-rated benefit of the additional personal day for the same time period.

Wherefore, the parties, by their duly-authorized representatives, have caused this Memorandum of Agreement to be executed this 1<sup>st</sup> day of ~~August~~ <sup>September</sup> 2010.

*David S. Parker*  
*John Belknap*  
*Robert McHugh*  
*Eric M. [unclear]*

Town

*Anne-Marie Klegraefe*  
*Marjorie Bradley*  
*Maureen O'Meara*

Association