

AGREEMENT
between
the
TOWN OF HULL
and
HULL LIBRARY STAFF ASSOCIATION
LOCAL 4928, MLSA, AFT
MASSACHUSETTS, AFL-CIO

July 1, 2023 - June 30, 2026

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PREAMBLE

The agreement entered into by the Town of Hull, hereinafter referred to as the employer, and the Hull Library Staff Association, MA Library Staff Association, Local 4938, AFT Massachusetts, AFL-CIO, hereinafter referred to as the Union, has its purpose the promotion of harmonious relations and peaceful procedure for the resolution of differences; and the establishments of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 -Recognition

- 1.1 The employer recognizes the Union as the sole and exclusive bargaining agent of the Employees unit for purpose of establishing salaries, wages, hours of work and other conditions of employment for all full-time and part time employees of the Town Library Department as certified as the bargaining unit by the State Labor Commission in May, 1978. The employer will not aid, promote, or finance any labor group or organization which supports to engage in collective bargaining or make any agreement with any such group or individual for the purpose of undermining the union or changing any condition contained in this agreement.
- 1.2 The Town is a public entity established under and with the powers provided by the Statutes of the Commonwealth of MA. It is acknowledged that the Town has exclusive responsibility, in accordance with the statutes, for the operation of the Town's Public Library.

As to every matter not expressly covered by this agreement, and except as expressly or directly modified by clear language in a specific provision in this agreement, the Town retains the exclusively to itself, all rights and powers that it has or may hereinafter be granted by law, provided that such rights shall not be exercised in an arbitrary or capricious manner, nor be in conflict with this agreement.

In addition, the Town agrees that no employees shall be treated in disparate manner.

ARTICLE 2 -Union Dues and Agency Fees

- 2.1 The union dues of employees covered by this agreement will be deducted each week by the employer from the wages of each employee covered by this agreement who has signed an authorization form for the deduction of such dues, and presents it to the Treasurer of the Town in accordance with the provisions of section 17A in chapter 180 of the MA general laws, as amended. The amount of such dues shall be in accordance with the constitution of the Union as certified to the Town Treasurer from time to time. The authorization of dues from shown on the next page shall be used.

2.2 ~~In accordance with the provisions of general laws, chapter 15E, chapter 180, section 17G, the employer agrees to deduct any agency service fee, as condition of employment from the salary of every employee in the bargaining unit who has not executed an authorization for deduction of Union dues as provided in paragraph 1 of this article. (Delete effective July 1, 2023)~~

2.3 The Town Treasurer shall transmit promptly each week to the Union Treasurer the deducted union ~~dues and agency fees~~ together with a list of the employees from whose wages such union dues ~~and agency fees~~ shall have been deducted. The Town Treasurer shall require the union in accordance with the provisions of Section 17A and 17G of chapter 180 of the MA general laws. (Delete effective July 1, 2023)

Authorization for Payroll Deduction

BY

To: Town of Hull, Treasurer

Effective _____, I hereby request and authorize you to deduct from my earnings each week, the current amount of dues as established by the Union. This amount shall be paid to the Treasurer of Massachusetts Library Staff Association.

These deductions may be terminated by me by giving you a 60-day written notice in advance or upon termination of my employment.

Employee's Signature _____

Employee's Address _____

ARTICLE 3 -Grievance Procedure

3.1 The purpose of the grievance procedure set forth herein shall be to settle employee grievances on as low a level as possible to insure efficiency and good employee morale. A grievance shall be defined as a compliant, dispute, or controversy of any kind which arises between either the union or one or more employees covered by this agreement and the Town which concerns the provisions of this agreement and is processed as a grievance under the following procedure:

3.2 Procedure Step 1: The union or the aggrieved employee, with or without the union steward representative, shall present the grievance in writing to the library director within seven working days of the date of the grievance. The library director will give a copy of the grievance to the union steward

representative within one working day. The director shall attempt to adjust the matter and shall respond in writing to the grievant and union steward representative within seven working days. Saturdays, Sundays and holidays shall not be counted.

Step 2: If the grievance is still unadjusted, it shall be presented to the Town Manager in writing within ten working days after the response of the director is due. The Town Manager may hold a hearing on said grievance. The union steward representative shall have the right to be present at said hearing and be given the opportunity to state the union's position. Said hearing shall be held after a notice of at least three working days has been given to all parties concerned. The Town Manager shall respond in writing to the grievant and union steward representative within 14 working days of his receipt of the grievance.

Step 3: If the grievance is still unadjusted, the Town or the Union may, within fifteen working days after the reply of the Town manager is due, by written notice, request arbitration. Said arbitration shall be conducted by and according to the rules of the MA Board of Conciliation and Arbitration.

Step 4: The arbitrator shall have the authority to settle only grievances defined herein. The arbitrator shall have no power to add to, subtract from, or modify the terms of this agreement.

- 3.3 The time periods specified above may be extended by the mutual agreement of the parties.

ARTICLE 4 -Discipline

- 4.1 Employees shall have the right to have a union steward or representative present in any disciplinary action. Notwithstanding the preceding sentence, the director or officer in charge may issue warnings and reprimands when required. Any employee aggrieved by the issuance of a warning or reprimand can within seven (7) working days of the issuance request a meeting with the library director.
- 4.2 Notwithstanding any other provision of this agreement, in the event of an emergency situation disciplinary action may be taken.
- 4.3 Disciplinary action shall be attempted to be done in a manner so as not to embarrass the employee.
- 4.4 The employee's personal file shall be available to the employee. No warning reprimand, or other reported disciplinary shall be placed in the employees file unless first shown to the employee, at which time the employee shall sign saying they have read the same.
- 4.5 Employees covered by this agreement shall serve a six-month probationary

period. After the six months, employees shall not be suspended, lowered in rank or compensation, or discharge except for just cause, and the reasons for any preceding shall be given to the employee in writing.

ARTICLE 5 -Discrimination and Coercion

- 5.1 There shall be no discrimination by representative of the Employer against any employee covered by the terms of this Agreement because of race, creed, color, sex or age, and that such employees shall receive the full protection to this Agreement.

ARTICLE 6 -Seniority

- 6.1 The length of continuous permanent service of the employee in the library department in the Town shall determine the seniority of the employee.
- 6.2 The principle of seniority for qualified employees shall be considered in all cases of promotion within the bargaining unit, transfer and preference in assignment to shift work.
6. 1 Except regarding choice of vacation, separate seniority lists shall be used for full-time employees and for part-time employees. In choice of vacation, the seniority lists shall be combined.

ARTICLE 7 -Overtime

- 7.1 Employees covered by this agreement shall be paid overtime at the rate of one and one half times the regular rate of pay for work in excess of the normal full-time work day or week, or, if the employees shall so request, they shall be granted compensatory time off. In case of an alarm, the call employee will receive and three hour minimum compensation time.

ARTICLE 8 -Hours of Work

- 8.1 The number of hours in a full-time workweek for actual work shall remain in effect: 35 hours a week for professional employees. Those employees on a fulltime work week schedule shall be entitled a 40 minute lunch break each day that they are working a full work day, together with the rest period specified hereafter. However, the lunch break and rest period time shall not decrease to thirty-five (35) hours of actual work. A rest period of not less than ten (10) minutes in each half shift shall be included in the work schedule of all employees. Employees may leave the premises during rest period. Employees entitled to a lunch break may, if they wish, take their ten (10) minute breaks immediately before and/or after said lunch break.
- 8.2 If any change in the library's hours of operations is contemplated, negotiations will be held regarding shift differentials.

ARTICLE 9 -Union Representatives

- 9.1 The Union shall furnish the Employer a written list of Union stewards and other representatives immediately after the designation of such representatives. The Union shall notify the Employer of any changes in the list of representative.
- 9.2 A Union steward or representative, not to exceed one person, shall be granted a reasonable amount of time off, with pay, during work hours to investigate and to settle grievances, provided permission is obtained from the Library Director. Such permission shall not be unreasonably withheld. The time off, with pay, during working hours provision shall apply when such activities as aforementioned take place at a time during which the employee is scheduled to be on duty.
- 9.3 A member of the union, not to exceed one, shall be granted leave without loss of regular pay to attend a meeting of the state Union body. Such time is not to exceed one (1) day per year.

ARTICLE 10 -Holidays

- 10.1 The following days shall be considered and recognized as paid holidays by the Town and the Union:

New Year's Day

President's Day

Memorial Day

Labor Day

Veteran's Day

Friday after Thanksgiving

Christmas Day

Martin Luther King Day

Patriots Day

Independence Day

Columbus Day

Thanksgiving Day

A full working day preceding Christmas

A full working day preceding New Year

Employees Birthday (floating holiday)

- 10.2 The day to be treated as the holiday shall be the day recognized by the Commonwealth of Massachusetts as the holiday period.
- 10.3 When the holiday occurs during an employee's vacation, the employee shall be granted an additional day off with pay. Assignment of this day will be at the discretion of the Director of the Library.
- 10.4 Any employee obliged to work on any of the above holidays shall receive both regular compensation for the holiday and, at the discretion of the Library Director, either additional time off for the number of hours worked, or additional pay the rate of time and a half (1 1/2) for the number of hours worked.
- 10.5 When any of the above holidays occur on any of any employee's regular days off, the employee shall receive compensation for the holiday or compensatory time off.

ARTICLE 11 -Vacations

- 11.1 Employees shall be granted two (2) weeks plus one day paid vacation at the beginning of the second year. One (1) additional day of paid vacation will then be added for each year of employment. After fifteen (15) years of employment, two (2) additional days of paid vacation will then be added for each year of employment, not to exceed six (6) weeks' paid vacation.
- 11.2 As used in this article, the term week shall mean five (5) scheduled work days.

ARTICLE 12 -Sick Leave

- 12.1 Employees shall be entitled to three (3) sick leave days with pay during the first six (6) months of employment.
- 12.2 After six (6) months and up to one year, any employee absent because of his/her own sickness shall be entitled to sick leave with pay for time absent not in excess of six (6) work days.
- 12.3 After one (1) year of employment, the period of any one year for which employees shall be paid while absent because of personal sickness shall be fifteen (15) work days plus the amount of any accrued and unused sick leave time in previous years not in excess of ninety-nine (99) work days.
- 12.4 Emergency leave may be granted up to ten (10) days a year for serious illness in the employees' immediate family, chargeable to sick leave when authorized by the employee's department head and approved by the Town Manager.
- 12.5 Each Department Head shall give notification to the Town Manager of any employee's absence intended to be charged to sick leave.
- 12.6 No extension of sick leave allowance beyond the maximum accumulation, or as may be accessed from the Sick Leave Bank, may be established except by action of the Town Manager.
- 12.7 The Health Department may be called upon to verify alleged claims for sick leave when so requested by the Department Head or Town Manager.
- 12.8 Employees who have accumulated ninety (90) days of sick leave shall be given one (1) additional day compensatory time off, or equivalent pay, for each three (3) unused sick leave days accumulated during the year over the ninety (90) day maximum sick leave accumulated.
- 12.9 Sick Leave Bank
- A. A "Sick Leave Bank" shall be maintained whereby all participating employees "deposit" days from their own accumulated sick time. Participating employees who have used up the sick leave to which they

are entitled and who have a serious illness (an injury or illness which will keep them out of work for more than two weeks) may apply to "withdraw" days on the bank.

- B. The bank shall be administered by a Sick Leave Bank Committee consisting of four (4) members, two (2) designated by the Town and two (2) designated by the Union. The operation of the bank shall be carried out in accordance with the guidelines below. Decisions by the Sick Leave Bank Committee shall be by majority vote.
- C. An employee shall participate in the Sick Leave Bank Committee each contract year unless she provides written notice of her/his election to not participate to the Sick Leave Bank Committee by June 1. Such an employee may participate in future contract years by providing written notice of her/his election to participate in the Bank to the Sick Leave Bank Committee by June 1.
- D. On March 1, 2009, the Sick Leave Bank shall be "seeded" by each participating employee, employed at that time, depositing three (3) days, and the Town depositing thirty (30) days. On July 1 of each year, participating employees shall deposit one (1) day to the Bank. The need for additional deposits to the bank by employees shall be determined by the Sick Leave Bank Committee. The Sick Leave Bank Committee may not require, but may request, participating employees to deposit more than three (3) days per contract year.
- E. All requests for withdrawal from the bank must be in writing and state the reason and the expected number of days needed. Requests may be made retroactively within thirty (30) days of the need for days. The Sick Leave Bank Committee shall decide on granting withdrawals based solely on the medical need of the employee and the number of days available in the Bank. The Sick Leave Bank Committee shall make its decision in writing within ten (10) working days of the request.
- F. Any request for extension of days after the initial request from the Sick Leave Bank shall be in writing and will be reviewed by the Sick Leave Bank Committee and granted in writing accordingly.
- G. The Sick Leave Bank Committee may request from the employee a health care provider's written statement regarding the nature of the illness of the applicant and the anticipated period of absence. If the Sick Leave Bank Committee has reason to doubt the validity of a medical certification, it may require the employee to go to a health care provider of its choosing at the Town's expense. All contacts between the Sick Leave Bank Committee and health care providers shall be in writing. The written records between the Sick Leave Bank Committee and health care providers shall be kept confidential with access only by the Sick

Leave Bank Committee, the employee making the request, and any other persons the employee designates in writing.

- H. No days may be withdrawn from the Sick Leave Bank for use by any reason other than the employee's own illness and shall not exceed 90 days per contract year.
- I. In the event of a new contract and/or an extension of the existing one, the balance of days in the Sick Leave Bank is to be carried over to succeeding contracts.

ARTICLE 13 -Paternity and Maternity Leave

- 13.1 Employees shall furnish the appointing authority with an obstetricians written statement of the expected date of delivery. Paternity and maternity leave without pay shall be terminated no later than six (6) months after date of delivery. Paternity and maternity leave, without pay shall also apply to adopting parents.

ARTICLE 14 -Jury Pay

- 14.1 An employee called for jury duty shall be paid by the Town an amount equal to the difference between the compensation paid for a normal working day and the amount paid by the court, excluding allowance for travel. This will be certified to by the Town Accountant upon presentation of the check for monies received for jury duty.

ARTICLE 15-Funeral Leave

- 15.1 Leave with pay not to exceed four (4) days shall be granted to all employees covered by this Agreement in the event of the death of one of the following: the employee's spouse, child, parent, grandparent, brother or sister **and in the event of a miscarriage or still birth**. Leave with pay not to exceed three days shall be granted for grandchild, sister-in-law, brother-in-law, father-in-law, mother-in-law. Employees may take an additional two (2) days leave without pay if necessary, subject to the approval of the Library Director. Such approval shall not be unreasonably withheld. **{Add July 2023}**
- 15.2 Provide one day with pay leave for aunts, uncles, step child, step parents, members of household and current library employee.

ARTICLE 16 -Military Leave

- 16.1 Leave to attend summer encampment for military duty shall be without loss of regular rate of pay in accordance with Section 9 of Chapter 33 of the General Laws.

ARTICLE 17 -Job Posting and Bidding

- 17.1 When a position covered by this Agreement becomes vacant such vacancy shall be posted in a conspicuous place listing the pay, duties, and qualifications. This notice shall remain posted for five (5) days. Employees interested shall apply in writing within the five (5) day period. Nothing contained herein shall prohibit the Town from publicly advertising a job vacancy, nor from hiring an individual of its selection, provided no current employee is as qualified.

ARTICLE 18 -Bulletin Board

- 18.1 A bulletin board shall be provided for use of the Union.

ARTICLE 19 -Health Insurance and Life Insurance

- 19.1 Effective July 1, 2009 the Town shall pay 75% of the health insurance premiums of the health plans offered to active employees eligible to receive health insurance. Active employees electing to receive health insurance from the Town shall pay for 25% of the premium costs associated with plans offered. All members of the unit will be treated in the equitable manner regarding health insurance as applied to other active Town employees.
- 19.2 This bargaining unit will have the right to have a member on the Employee's Group Insurance Advisory Committee.
- 19.3 The Town agrees that, should a national health insurance program be adopted, the Town would be willing to re-open the contract to discuss insurance issues, including, but not limited to, dental insurance.

ARTICLE 20 -Severability

Should any provision of this Agreement contain a conflict with a municipal personnel ordinance, by-law, rule or regulation or any statute as defined in General Laws, Chapter 150E, Section 7, the terms of this Agreement shall prevail.

ARTICLE 21 -Office Conditions

- 21.1 The Town will endeavor, in all designed plans of the Library, as is feasible considering the space and financial restraints, to include an area for staff use, but the same not be an obligation on the part of the Town to provoke same. The Library staff shall not be responsible for maintaining premises in a neat and sanitary condition.

ARTICLE 22 -Miscellaneous

- 22.1 Officially declared and established practices and policies, meaning those practices and policies for which legal authority exists to create same, shall be

maintained at no less than current standards.

- 22.2 All benefits of this contract shall be pro-rated for all part-time employees covered by this Agreement, except where specified otherwise, provided however, that pension, group health and life insurance benefits shall be granted only to the extent permitted by statute.
- 22.3 The method of pro-ration of part-time benefits shall be as follows, using a 20 hour work week as an example:
- $\frac{20}{35}$ (part-time work week) X 15 (sick days) = 8.57 days per year
- $\frac{20}{35}$ X (vacation days) = 5.71 vacation days per year (1 -5 years of service)
- $\frac{20}{35}$ X 15 (vacation days) = 8.57 vacation days per year (5 -10 years of service)
- 22.4 Employees required to use personal vehicles in the performance of their duties, whether in the Town of Hull, or out of town, except out of state, shall be reimbursed at the IRS rate.
- 22.5 Compensatory time owned must be used within the same fiscal year it was earned, except for compensatory time earned during the month of June, in which case, that amount of compensatory time may be carried over to the proceeding fiscal year provided it is used within the first six (6) months of the new fiscal year.
- 22.6 Employees shall be provided twice each year with a written report of their accumulated sick time, vacation time, and compensatory time.
- 22.7 The Town agrees to work with the Library Director to improve Library security.
- 22.8 The Library staff shall not be responsible for maintaining Library premises in a neat and sanitary condition.
- 22.9 Other – Add 4 hours per week to the schedule of a Library Associate.

ARTICLE 23 -Longevity

- 23.1 Employees shall be entitled to longevity pay as set forth below in addition to their regular rate of pay, provided however, that the length of service shall be based on the permanent, continuous service as an employee of the Library Department. Longevity pay shall be payable on the employee's anniversary date, that being the date on which he/she began his/her permanent, continuous service. Longevity pay shall not be added into any other compensation or pay for the purpose of computation of overtime and any other benefits arising out of this contract.

Effective July 1, 2023 add \$100 to each longevity category as displayed below

Effective	Contract Year		
	1	2	3
	7/1/2023	7/1/2024	7/1/2025
After 5 complete years	1,100	1,100	1,100
After 10 complete years	1,200	1,200	1,200
After 15 Complete years	1,450	1,450	1,450
After 20 complete years	1,950	1,950	1,950
After 25 complete years	2,400	2,400	2,400

(Effective July 1, 2023)

23.2 The above periods of time and amounts of money shall not be cumulative. Longevity shall be pro-rated for part-time employees.

ARTICLE 24 -Labor-Management Meetings

24.1 Labor-Management meetings shall be arranged to be held regularly for the purpose of administrating the contract. These meetings shall not be used for contract negotiations or grievances.

ARTICLE 25 -Personal Leave

A maximum of five (5) days off shall be granted as non-cumulative personal days, without loss of pay and not to be deducted from sick leave, in any one fiscal year but not to exceed thirty-five hours (part-time employees shall be pro-rated). Such leave shall not be utilized so as to extend a holiday or a vacation period. Requests for such leave must be made as soon as possible and submitted to the department head for approval. Such approval shall not be unreasonably withheld. (effective 7/1/11)

ARTICLE 26 -Leave of Absence

26.1 Leave of absence shall be granted at the discretion of the Board of Library Trustees.

ARTICLE 27 -Wages

27.1 Wages shall be established as set forth in Appendix A attached hereto and made part hereof, as below:

27.2 Effective July 1, 2023 – 3% increase
 Effective July 1, 2024 – 3% increase
 Effective July 1, 2025 – 3% increase
 (effective July 1, 2023)

If any other Town bargaining unit receives a salary more than indicated above, the parties will reopen the contract for the purpose of renegotiating salary

increases.

- 27.3 All personnel hired for bargaining unit positions after the effective date of a memorandum of agreement on implementation of the pay and classification study shall be eligible for salary step increase on the annual anniversary date of appointment to the position, rather than at six (6) month increment, at the recommendation of the Library Director and the approval of the Board of Library Trustees.
- 27.4 Effective July 1, 2024, any employee who works after 5PM on a weekday or who works Saturday shall be paid a differential at +20% of that employees hourly rate.
(effective July 1, 2023)

ARTICLE 28 -Snow Days -Emergency Closing

- 28.1 Bargaining unit employees who are scheduled to work in a day when the Library is closed due to an emergency, weather conditions, excessive heat or cold, will not suffer loss of pay.
- 28.2 When the temperature in the building falls below 60 degrees Fahrenheit in the winter and when the temperature in the building rises above 90 degrees Fahrenheit in the summer, the Library shall be closed. Besides the above temperatures, other conditions shall be met:
- (a) The temperature below 60 degrees in winter shall be in effect for 90 minutes
 - (b) The temperature above 90 degrees in summer shall be in effect for 90 minutes
 - (c) If the library reopens, the employees shall have 30 minutes to report for work.

ARTICLE 29 -Professional Activities

- 29.1 All Library employees shall be reimbursed for job-related courses completed that are beneficial to job performance and the needs of the Library and approved by the Director.

ARTICLE 30 -Terms of Reduction in Force

- 30.1 Non union staff (substitutes) shall be laid off prior to lay off or reduction of hours for Union staff. In the event that it becomes necessary for bona fide economic reasons to reduce the workforce, the Library shall notify the union at least 21 days in advance of any reductions and the parties shall meet to determine ways to avoid reductions in force. When reductions remain necessary, voluntary reductions shall occur prior to forced reductions. Layoffs shall be in the order of seniority within classification, the least senior

employees within a classification shall be the first to be laid off. No additional non-Union staff or additional non-Union staff hours shall be employed by the Library Department unless and until bargaining unit position and hours have been restored to the December 1998 level at no less than one (1) thirty-five (35) hour position and four (4) twenty (20) hour positions. Non-Union staff may be utilized if collective bargaining unit staff decline to accept such employment.

- 30.2 Current employees eligible for insurance and/or pension coverage shall not suffer loss of those benefits because of reduced hours but shall be "grand-fathered" for the duration of their employment or until they have regained hours lost due to staff hour reductions.
- 30.3 Those employees whose hours may be reduced below twenty (20) hours shall continue to earn and receive vacation benefits as they did prior to the reduction of hours, until hours have been restored. This clause shall continue for the term of the Agreement.
- 30.4 For a period of two (2) years, laid-off employees shall be eligible for recall to available positions for which they are qualified in order of their seniority. Employees shall receive written notice of recall and shall accept or decline within seventy-two (72) hours of receipt of such notice, and shall have two (2) weeks to report for employment.
- 30.5 Incumbent employees with reduced hours of work shall be offered first available additional hours in order of their seniority.
- 30.6 Because the Union has agreed to a wage freeze for the 2009-2010 contract year and has agreed to increase health insurance premiums effective July 1, 2009, the Hull Town Manager and Hull Board of Selectmen agree to present to the May 2009 Town Meeting a Budget B (the budget contingent on the voters passing the April 2009 debt exclusion) that includes funding sufficient to maintain current library staffing levels, at a minimum. In addition, The Hull Town Manager and Hull Board of Selectmen agree to advocate for such funding. Further, it is agreed that if such funding is approved by the May 2009 Town Meeting, then the Town will not reduce the current staffing levels and will not reduce the hours currently worked by each existing employee from June 30, 2009 to July 1, 2010.

ARTICLE 31 -Summer Hours

- 31.1 Effective June through August, the Library shall be open on 13 Saturdays during the hours of 10:00 am through 1:00 pm. (Employee hours shall be 9:30am through 1:30pm.)
- 3 1.2 A bargaining unit position shall be created to work each Saturday. Total number of hours per week for this position shall be ten (10) hours. This position

shall be entitled to pro- rated benefits excluding health and other insurance. In addition to the bargaining unit position, a substitute position shall work on Saturdays.

- 3 1.3 In the event that more than one bargaining unit position is created to work Saturdays, such librarians, by their mutual agreement, may exchange their hours from week to week after giving the library director a two-week notice in writing.
- 31.4 In the event an emergency (i.e. sickness or family obligations such as weddings, funeral, or graduation) prevents the Saturday bargaining unit position from working on Saturday, the hours shall be filled by another member of the bargaining unit. In such instances, unit members shall have the option of volunteering to cover the hours. In the event there are no volunteers, the hours shall be filled by the employee with the least seniority.

ARTICLE 32 -Duration of the Agreement

- 32.1 Duration of the Agreement except as otherwise specifically provided, shall be effective July 1, 2023 and shall continue in full force and effect until June 30, 2026 and shall automatically be renewed from year to year thereafter unless either party serves upon the other written notice of a desire to modify or terminate this Agreement.



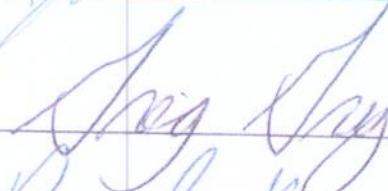
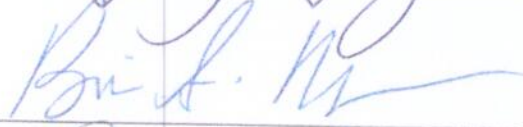
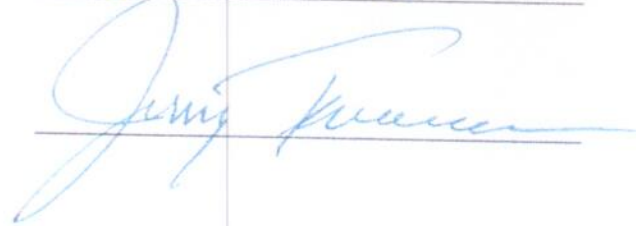
ARTICLE 33 -Sick Leave Sell back

- 33.1 Upon retirement, or resignation, an employee with five (5) years of service shall be reimbursed for all unused and accumulated sick leave at a ration of one (1) days pay for every three (3) unused sick days or fraction thereof at the daily rate in effect as of the date line employee resigns or retires.

This Agreement entered into this 15 day of June, 2023

For the Town of Hull

For the Hull Library Staff Association

	_____
	_____
	_____
	_____
	_____

Appendix A -Salary Scales

FY24		3.00%		July 1, 2023 - June 30, 2024					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6- 15 yrs			
Assistant Director	\$ 53,517.33	\$ 57,354.65	\$ 61,191.39						
Assistant Librarian					\$ 27.15	\$ 30.36			
Children's Librarian	\$ 25.86	\$ 26.49	\$ 27.13	\$ 27.88	\$ 28.55	\$ 31.77			
Library Associate	\$ 21.56	\$ 21.70	\$ 22.17	\$ 22.65	\$ 23.22	\$ 26.43			

FY25		3.00%		July 1, 2024 - June 30, 2025					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6- 15 yrs			
Assistant Director	\$ 55,122.85	\$ 59,075.29	\$ 63,027.14						
Assistant Librarian					\$ 27.97	\$ 31.28			
Children's Librarian	\$ 26.64	\$ 27.29	\$ 27.94	\$ 28.72	\$ 29.41	\$ 32.72			
Library Associate	\$ 22.20	\$ 22.35	\$ 22.83	\$ 23.33	\$ 23.91	\$ 27.22			

FY26		3.00%		July 1, 2025 - June 30, 2026					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6- 15 yrs			
Assistant Director	\$ 56,776.53	\$ 60,847.55	\$ 64,917.95						
Assistant Librarian					\$ 28.80	\$ 32.21			
Children's Librarian	\$ 27.44	\$ 28.10	\$ 28.78	\$ 29.58	\$ 30.29	\$ 33.70			
Library Associate	\$ 22.87	\$ 23.02	\$ 23.52	\$ 24.03	\$ 24.63	\$ 28.04			

effective July 1, 2023

Effective July 1, 2015 both Ellen Kane and Ann Selig will be reclassified to the new position of Assistant Librarian. The pay scale for Assistant Librarian will reflect the pay scale of Library Associate effective July 1, 2014 with an additional three dollars (\$3.00) added to each step. This position will become a part of the regular wage scale.

Effective July 1, 2017, add 4 hours per week to the schedule of a Library Associate.

Effective July 1, 2020 add a new step, "Step 6 – 15 year". This step applies to the following positions; Assistant Librarian, Children's Librarian and Library Associate. All employees in the aforementioned positions, who have completed fifteen years of service, will on the first day of their sixteenth year of service be eligible for Step 6.