MEMORANDUM OF AGREEMENT
Between the
CITY OF FITCHBURG, MA
And the
FITCHBURG PUBLIC LIBRARY
STAFF ASSOCIATION
May 24, 2018

The City of Fitchburg (the "**City**") and the Fitchburg Public Library Staff Association, (the "**Union**"), collectively referred to as the "**Parties**," have concluded negotiations over changes to the terms for the successor Collective Bargaining Agreement between the Parties covering the period of fiscal year July 1, 2017 through June 30, 2018 and further, agree to extend their 2015 – 2017 Collective Bargaining Agreement ("**CBA**") from July 1, 2017 through June 30, 2018, in all respects, except as modified by this Memorandum of Agreement. All changes shall become effective as of the date specified or effective as of the date of this should no date be specified. The Parties agree to the following modifications:

1. **Article XVI, Wages and Longevity, p. 8**
   a. A 2% wage increase shall become effective July 1, 2017.
   b. Steps 1 and 2 shall be eliminated from the Wage Matrix and a new Step 9 and Step 10 have been added. The steps have been renumbered in the Wage Matrix, eliminating Steps 1 and 2, so that the former Step 3 shall become the new Step 1, the former Step 4 shall become the new Step 2, etc. All employees' current steps shall be renumbered accordingly. Employees shall receive step increases as scheduled in the current wage matrix.
   c. Wages will be retroactive to July 1, 2017, unless specifically provided for.

2. **Article XXXVII, Duration, p. 21**
   a. ***Eliminate*** the following:

"This contract, unless otherwise indicated, shall be effective from July 1, 2014 and shall remain in full force and effect up to and including June 30, 2017. Either party may, no sooner than January 1, 2017 or no later than February 21, 2017 give written notice to the other of its desire to extend or revise this Agreement for the period to commence July 1, 2017.

This Agreement shall remain in full force and effect during the collective bargaining process or until the new Agreement is reached, except that it may not remain in effect longer than one year from the first day of July 2018 unless mutually agreed to in writing."

   b. ***Replace*** with:

"This contract, unless otherwise indicated, shall be effective from July 1, 2017 and shall remain in full force and effect up to and including June 30, 2018. The Parties mutually agree that the collective bargaining process may commence prior to January 1, 2019, in order to negotiate its successor agreement.

This Agreement shall remain in full force and effect during the collective bargaining process or until the new Agreement is reached, except that it may not remain in effect longer than one year from the first day of July 2019, unless mutually agreed to in writing."

This **Memorandum of Agreement** is subject to ratification by the Union membership and approval by the City of Fitchburg, MA, City Council. The ratified Agreement shall be subject to funding in accordance with M.G.L. c. 150E, §7.

In witness whereof, the Parties hereto set their hands and seals on this 31st. day of **May, 2018**.

City of Fitchburg:

Mayor Stephen L. DiNatale

Susan A. Davis
Director of Human Resources

Sharon A. Bernard
Library Director

Fitchburg Library Staff Association:

Angela Lopez
Negotiation Team Member

Cynthia Morawski
Negotiation Team Member

Kimberly St. Onge
Negotiation Team Member