

MOA
The Town of Swampscott
And
SEIU888
July 1, 2022 – June 30, 2025

- **Article 1 – Recognition – Section 5.**

- Retain only the wording :
Employees hired after April 1, 2006 will move from step to step on their anniversary date.

- **Article 7 – Hours of Work – Section 7.**

All employees work schedules shall provide for a one (1) hour lunch period for each shift, not to be counted as part of the seven (7) hour workday. Upon ratification, for an initial trial period of thirty (30) days all employees shall provide for a thirty (30) minute unpaid lunch period for each shift not to be counted as part of the seven (7) hour workday. At the completion of the initial trial period, an additional trial period of sixty (60) days shall commence if there were not scheduling issues during the initial trial. Upon the successful completion of both trial periods, the thirty (30) minute break shall be implemented under this agreement.

- **Article 10 – Vacation – Section 1.**

- Amend language as follows:

All regular full-time and regular part-time employees working at least twelve (12) hours per week, who have been regularly and continuously employed, may be granted a vacation without loss of pay. In cases where vacation requests by employees' conflict, preference subject to the operating needs of the Library will be given to the employee on the basis of seniority.

Such vacation shall be computed on a calendar basis January 1 - December 31. ~~for those employees who are now on a fiscal year schedule (see attached list). Following that all of those individuals would be in line with the rest of the staff on a calendar based vacation schedule.~~

~~Vacation leave for regular part-time employees will be proportionate to their percent of full-time employment.~~

- ~~• After the expiration of one (1) year service, but less than five (5) years, a vacation of two (2) weeks.~~
- ~~• For five (5) years' service, but less than ten (10) years of service, a vacation of three (3) weeks.~~
- ~~• For ten (10) years of service, a vacation of four (4) weeks with an additional work day of vacation for each year of service up to fourteen (14) years of service.~~
- ~~• For fifteen (15) years of service or more, a vacation of five (5) weeks.~~

~~Extra vacation weeks earned for 5, 10 or 15 years' of service shall be available in the anniversary year after the anniversary date, but prior to the next January 1, which begins the new vacation entitlement year.~~

Vacation leave for regular part-time employees will be proportionate to their percent of full-time employment. ~~Employees hired on or after ratification (May 21, 2018) will follow the following vacation schedule. Any employee who is at a higher accrual rate upon ratification will remain at that rate until they move to the next service length.~~

- After 6 months of service, a vacation of one (1) week.
- After 2 years of service, a vacation of two (2) weeks.
- After ~~5~~ 10 years of service, a vacation of three (3) weeks.
- After ~~10~~ 15 years of service, a vacation of four (4) weeks.
- After ~~15~~ 20 years of service, a vacation of five (5) weeks

• **Article 13 – Holiday**

Effective July 1, 2021, Juneteenth Day will be added to the holiday schedule.

• **Article 15 – Sick Leave – Section 5.**

- Strike this whole section:

~~Any employee who uses no sick leave for a six-month period will receive a cash incentive of \$300. An employee who uses only one (1) day during the period will receive a cash incentive of \$100. This will repeat at the Town’s sole option for the subsequent six-month periods. Payments to be made in the secondary pay period after the closing date of that six-month period. Payments will be prorated for part-time employees. For part-time employees “one day of sick leave” shall be interpreted as missing one regularly scheduled shift.~~

• **Article 19 – Personal Leave – Section 1.**

- Amend language as follows:

All regular full-time and regular part-time employees who work at least twelve (12) hours per week shall be granted time off at the discretion of the Director, to conduct personal business for which he or she will be paid his or her normal rate of pay. Personal leave shall not exceed ~~four (4)~~ three (3) days in any calendar year. Personal leave for regular part-time employees who work less than full-time will be proportionate to their percent of full-time employment. ~~Personal leave for employees hired on or after May 21, 2018, personal leave shall not exceed three (3) days.~~

• **Article 21 – Longevity**

- Amend language as follows:

All full-time and regular part-time employees shall be granted a longevity award, computed, and paid to each eligible employee on July 1 in the following amounts:

5 Years of completed Service	\$250.00	12 Years of completed Service	\$600.00
6 Years of completed Service	\$300.00	13 Years of completed Service	\$650.00
7 Years of completed Service	\$350.00	14 Years of completed Service	\$700.00
8 Years of completed Service	\$400.00	15-19 Years of completed Service	\$800.00
9 Years of completed Service	\$450.00	20-24 Years of completed Service	\$1,000.00
10 Years of completed Service	\$500.00	25+ Years of completed Service	\$1,650.00
11 Years of completed Service	\$550.00		

~~All full-time and regular part-time employees hired on or after July 1, 2014 shall be granted a longevity award, computed and paid to each eligible employee on July 1 in~~

~~the following amounts:~~

5 Years of Completed Service	\$250 \$450
10 Years of Completed Service	\$500 \$700
15 Years of Completed Service	\$750 \$950
20 Years of Completed Service	\$1,000 \$1,250
25 Years of Completed Service	\$1,250 \$1,650

- **Article 22 – Wages**

- July 1, 2022 2%
- July 1, 2023 2%
- July 1, 2024 2%

Effective July 1, 2022 all current employees shall receive a seven hundred and fifty dollar (\$750) bonus.

Effective July 1, 2023 all current employees shall receive a seven hundred and fifty dollar (\$750) bonus.

Effective July 1, 2022, two additional steps (steps 7 & 8) will be added to the salary scale at each grade level. See Attachment A for Salary Table.

20 Years of Completed Service
25 Years of Completed Service

\$1,000 \$1,250
\$1,250 \$1,650

• **Article 22 – Wages**

- July 1, 2021 2%
- July 1, 2022 2%
- July 1, 2023 2%

Effective upon ratification all current employees shall receive a seven hundred and fifty dollar (\$750) bonus.
Effective July 1, 2022 all current employees shall receive a seven hundred and fifty dollar (\$750) bonus.

Effective July 1, 2021, two additional steps (steps 7 & 8) will be added to the salary scale at each grade level.
See Attachment A for Salary Table.

LOCAL 888, SEIU

Jamara Mullen
Jimmy Longhurst
Isabella Abcaro

TOWN OF SWAMPSCOTT

[Signature]
[Signature]
DATE: 10/27/22

DATE: 11/17/21

Grade	Step	COLA		Salary Step	
		3%	2%	2%	3.0%
		FY2022	FY2023	FY2024	FY2025
1LDH DEPT HEAD					
	1	\$25.9434	\$26.4623	\$26.9915	\$27.5314
	2	\$27.2048	\$27.2562	\$27.8013	\$28.3573
	3	\$28.4637	\$28.0739	\$28.6353	\$29.2080
	4	\$29.0746	\$28.9161	\$29.4944	\$30.0843
	5	\$29.6565	\$29.7836	\$30.3792	\$30.9868
	6	\$30.9912	\$30.6771	\$31.2906	\$31.9164
	7		\$31.5974	\$32.2293	\$32.8739
	8		\$32.5453	\$33.1962	\$33.8601
1LIB LIBRARIANS					
	1	\$21.1412	\$22.7555	\$23.2106	\$23.6748
	2	\$22.1788	\$23.4382	\$23.9069	\$24.3851
	3	\$23.1504	\$24.1413	\$24.6241	\$25.1166
	4	\$23.8237	\$24.8655	\$25.3629	\$25.8701
	5	\$25.5129	\$25.6115	\$26.1237	\$26.6462
	6	\$26.6389	\$26.3799	\$26.9075	\$27.4456
	7		\$27.1713	\$27.7147	\$28.2690
	8		\$27.9864	\$28.5461	\$29.1170
1LTA TECH AIDES					
	1	\$17.2109	\$18.3333	\$18.7000	\$19.0740
	2	\$18.0390	\$18.8833	\$19.2610	\$19.6462
	3	\$18.7787	\$19.4498	\$19.8388	\$20.2356
	4	\$19.5293	\$20.0333	\$20.4340	\$20.8426
	5	\$20.5339	\$20.6343	\$21.0470	\$21.4679
	6	\$21.4613	\$21.2533	\$21.6784	\$22.1120
	7		\$21.8909	\$22.3287	\$22.7753
	8		\$22.5476	\$22.9986	\$23.4586
1LAA ADMIN ASST					
	1	\$21.3603	\$22.5500	\$23.0010	\$23.4610
	2	\$22.4288	\$23.2265	\$23.6910	\$24.1649
	3	\$23.5502	\$23.9233	\$24.4018	\$24.8898
	4	\$24.7278	\$24.6410	\$25.1338	\$25.6365
	5	\$25.4346	\$25.3802	\$25.8878	\$26.4056
	6	\$26.3813	\$26.1416	\$26.6645	\$27.1978
	7		\$26.9259	\$27.4644	\$28.0137
	8		\$27.7337	\$28.2883	\$28.8541
1LA ASSISTANTS					
	1	\$17.9979	\$18.3579	\$18.7250	\$19.0995
	2	\$19.3837	\$19.5052	\$19.8953	\$20.2932
	3	\$20.7746	\$20.7243	\$21.1388	\$21.5616
	4	\$23.8095	\$22.0196	\$22.4600	\$22.9092
	5	\$24.9981	\$23.3958	\$23.8637	\$24.3410
	6	\$26.1117	\$24.8580	\$25.3552	\$25.8623
	7		\$26.4117	\$26.9399	\$27.4787
	8		\$28.0624	\$28.6237	\$29.1961
1LAD LIBRARY AIDES					
	1	\$14.7160	\$15.0103	\$15.3105	\$15.6168
	2	\$15.1686	\$15.9485	\$16.2675	\$16.5928
	3	\$16.2505	\$16.9453	\$17.2842	\$17.6299
	4	\$17.7298	\$18.0043	\$18.3644	\$18.7317
	5	\$18.7566	\$19.1296	\$19.5122	\$19.9025
	6	\$19.5955	\$20.3252	\$20.7317	\$21.1464
	7		\$21.5955	\$22.0275	\$22.4680
	8		\$22.9453	\$23.4042	\$23.8723