

## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this 7th day of April, 2010 by and between the City of Taunton and the Massachusetts Laborer's District Council, Local 1144 (C) **Taunton Nursing Home Union**. The purpose of this Memorandum of Agreement is to extend the Collective Bargaining Agreement between the parties, which expires on June 30, 2009. To the extent that this memorandum does not modify the Collective Bargaining Agreement, then said Collective Bargaining Agreement shall remain in full force and effect.

NOW THEREFORE, the parties, having bargained collectively pursuant to Chapter 150E of the General Laws do hereby agree to the following revisions/amendments/modifications to the Collective Bargaining Agreement which expires on June 30, 2009.

1. The contract will be extended for a period of three (3) years, July 1, 2009 through June 30, 2012, but steps and longevity to increase as required by existing CBA and this memorandum.
  
2. **ARTICLE XIV- DIFFERENTIALS**  
Section 1: *Add Language:* Anyone working 50% or more of his/her shift after 3:00 p.m., shall receive a \$.50 differential after 3:00 p.m.
  
3. **ARTICLE XXII-MISCELLANEOUS**  
Section 5-*Add:* The reimbursement will be made within sixty (60) days after showing proof of payment provided that proper documentation has been submitted to the business office and that it is acceptable to the City Auditor.
  
4. **ARTICLE XXVII –PAYROLL & WAGES (New Article number)**
  1. Effective January 1, 2010 or at a date following, when all general government employees have agreed, employees will be required to enroll in direct deposit.
  
5. **New: ARTICLE XXVII-Wages**

FY '10 (Effective upon signing & approval) –	1.5%
FY'11 – July 1, 2010-June 30, 2011-	2%
FY'12 – July 1, 2011-June 30, 2012-	2%

6. APPENDIX A- (New Job Title)

- a. MMQ/Nurse/LPN into the current wage list of Union positions, Rate \$19.90/hr
- b. Create Steps for the following positions:

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>
*Accounts Payable/Payroll Clerk	\$14.14	\$15.14	\$16.14
*Receptionist	\$11.24	\$12.24	\$13.24


\*These titles are not eligible for wage increases from FY '10-FY'12

SIGNED THIS 7th DAY OF April, 2010.

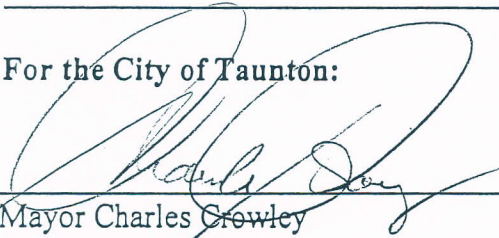
*Approved as to Form and Content:*

  
\_\_\_\_\_  
Jane E. Estey, City Solicitor

For PUBLIC EMPLOYEES LOCAL 1144 (C)-Taunton Nursing Home:

\_\_\_\_\_  
  
\_\_\_\_\_

For the City of Taunton:

  
\_\_\_\_\_  
Mayor Charles Crowley

FY '10  
After April 7, 2010 1.5%

	Hired prior to	Hired after 7/01/06			Hired prior to	Hired after 7/01/06		
	7/1/2006				7/1/2006			
	July 1, 2010-April 6, 2010				April 7, 2010- June 30, 2010			
		Step 1	Step 2	Step 3		Step 1	Step 2	Step 3
Licensed Practical Nurse	\$19.90				\$20.20			
MMQ/Nurse/LPN	\$19.90				\$20.20			
Certified Nurses Aide	\$13.12	\$10.56	\$11.95	\$12.74	\$13.32	\$10.72	\$12.13	\$12.93
Cetified Rehabilitation Aide	\$14.16				\$14.37			
Director of Dietary Services	\$17.79	\$14.70	\$15.73	\$16.76	\$18.06	\$14.92	\$15.97	\$17.01
Cook	\$16.03	\$13.50	\$14.53	\$15.56	\$16.27	\$13.70	\$14.75	\$15.79
Kitchen Aide	\$11.94	\$9.53	\$10.56	\$11.59	\$12.12	\$9.67	\$10.72	\$11.76
Senior Laundress	\$13.50	\$11.05	\$12.08	\$13.11	\$13.70	\$11.22	\$12.26	\$13.31
Laundress	\$12.40	\$9.98	\$11.01	\$12.04	\$12.59	\$10.13	\$11.18	\$12.22
Maintenance Supervisor/WF	\$19.43				\$19.72			
Maintenance Man	\$16.34				\$16.59			
Medical Records Clerk	\$16.39				\$16.64			
Activities Director	\$16.85				\$17.10			
Activities Aide	\$13.87				\$14.08			
Scheduler	\$14.16				\$14.37			
Accounts Payable/Payroll Clerk	\$14.14					\$14.14	\$15.14	\$16.14
Receptionist	\$11.24					\$11.24	\$12.24	\$13.24

These titles are not eligible  
for wage increases in FY'10-FY'11

FY '11 2%

	Hired prior to	Hired after 7/01/06		
	7/1/2006			
	July 1, 2010-June 30-2011			
		Step 1	Step 2	Step 3
Licensed Practical Nurse	\$20.60			
MMQ/Nurse/LPN	\$20.60			
Certified Nurses Aide	\$13.58	\$10.93	\$12.37	\$13.19
Cetified Rehabilitation Aide	\$14.66			
Director of Dietary Services	\$18.42	\$15.22	\$16.29	\$17.35
Cook	\$16.60	\$13.98	\$15.04	\$16.11
Kitchen Aide	\$12.36	\$9.87	\$10.93	\$12.00
Senior Laundress	\$13.98	\$11.44	\$12.51	\$13.57
Laundress	\$12.84	\$10.33	\$11.40	\$12.47
Maintenance Supervisor/WF	\$20.12			
Maintenance Man	\$16.92			
Medical Records Clerk	\$16.97			
Activities Director	\$17.44			
Activities Aide	\$14.36			
Scheduler	\$14.66			
Accounts Payable/Payroll Clerk		\$14.14	\$15.14	\$16.14
Receptionist		\$11.24	\$12.24	\$13.24

These titles are not eligible for wage increases in FY'10-FY'11

FY '12 2%

	Hired prior to	Hired after 7/01/06		
	7/1/2006			
	July 1, 2011-June 30-2012			
		Step 1	Step 2	Step 3
Licensed Practical Nurse	\$21.01			
MMQ/Nurse/LPN	\$21.01			
Certified Nurses Aide	\$13.85	\$11.15	\$12.62	\$13.45
Cetified Rehabilitation Aide	\$14.95			
Director of Dietary Services	\$18.79	\$15.52	\$16.61	\$17.70
Cook	\$16.93	\$14.26	\$15.34	\$16.43
Kitchen Aide	\$12.61	\$10.06	\$11.15	\$12.24
Senior Laundress	\$14.26	\$11.67	\$12.76	\$13.84
Laundress	\$13.09	\$10.54	\$11.63	\$12.71
Maintenance Supervisor/WF	\$20.52			
Maintenance Man	\$17.26			
Medical Records Clerk	\$17.31			
Activities Director	\$17.79			
Activities Aide	\$14.65			
Scheduler	\$14.95			
Accounts Payable/Payroll Clerk		\$14.14	\$15.14	\$16.14
Receptionist		\$11.24	\$12.24	\$13.24