

MEMORANDUM OF AGREEMENT
Between the
CITY OF FITCHBURG, MA
And the
**FITCHBURG PUBLIC LIBRARY
STAFF ASSOCIATION**
April 10, 2023



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, 2021 through June 30, 2023 and further, agree to extend their 2018 – 2020 Collective Bargaining Agreement ("**CBA**") from July 1, 2021 through June 30, 2023, 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 2, Duration, pg. 6

a. Eliminate the following:

"This contract, unless otherwise indicated, shall be effective from July 1, 2018 and shall remain in full force and effect up to and including June 30, 2020. Either party may, no sooner than January 1, 2020 or no later than February 21, 2020, give written notice to the other of its desire to extend or revise this Agreement for the period to commence July 1, 2020.

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 2020 unless mutually agreed to in writing."

b. Replace with the following:

"This contract, unless otherwise indicated, shall be effective from July 1, 2021 and shall remain in full force and effect up to and including June 30, 2023. Either party may, no sooner than January 1, 2023 or no later than February 21, 2023, give written notice to the other of its desire to extend or revise this Agreement for the period to commence July 1, 2023.

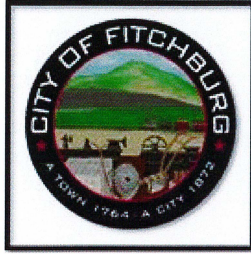
This Agreement shall remain in full force and effect during the collective bargaining process, or until the new Agreement is reached, except that it may not remain in effect longer than one year from the first day of July 2023 unless mutually agreed to in writing."

2. Article 10, Compensation, Section 10.3, Wages, pg. 10

- a. A 2.5% wage increase shall become effective July 1, 2021.
- b. A 3.0% wage increase shall become effective July 1, 2022.
- c. Wages will be retroactive to July 1, 2021, unless specifically provided for.

Appendices

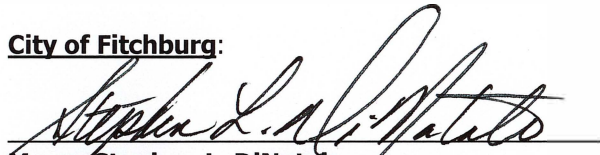
Appendix A: Wage Matrix



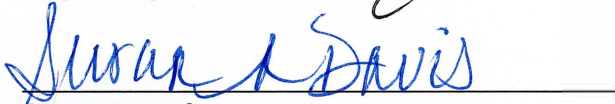
This **Memorandum of Agreement** is subject to ratification by the Union membership and approval by the City of Fitchburg, MA, City Council. The ratified Agreement shall be subject to funding in accordance with M.G.L. c. 150E, §7.

In witness whereof, the Parties hereto set their hands and seals on this 2nd day of **May, 2023**.

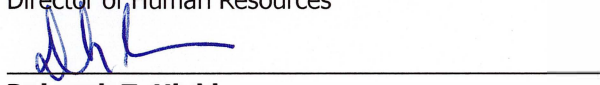
City of Fitchburg:



Mayor Stephen L. DiNatale

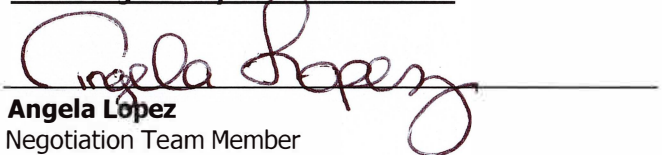


Susan A. Davis
Director of Human Resources



Deborah T. Hinkle
Library Director


Fitchburg Library Staff Association:



Angela Lopez
Negotiation Team Member



Ashley Kenney
Negotiation Team Member



Molly W. Dineen
Negotiation Team Member



APPENDIX A
City of Fitchburg/Public Library Staff Association
Wage Matrix / FY22 - FY23

			Year(s) to Next Step	2	2	2	2	2	2	2	2	2	2
			New Step	1	2	3	4	5	6	7	8	9	10
Grade	Title												
	FULL-TIME SALARY												
9	Librarian/Supervisor	7/1/2021	1,125	1,160	1,195	1,232	1,270	1,308	1,334	1,363	1,404	1,446	
	Assistant Director	7/1/2022	1,159	1,195	1,231	1,269	1,309	1,348	1,375	1,404	1,447	1,490	
	Public Services Supervisor												
	Technical Svcs Supervisor												
8	Librarian	7/1/2021	953	981	1,011	1,043	1,075	1,106	1,129	1,154	1,188	1,224	
		7/1/2022	982	1,011	1,042	1,075	1,108	1,140	1,163	1,189	1,224	1,261	
7	Circulation Supervisor	7/1/2021	878	905	931	961	990	1,009	1,030	1,052	1,084	1,117	
	Library Operations Coordinator	7/1/2022	905	933	959	990	1,020	1,040	1,061	1,084	1,117	1,151	
6	Pre-Professional	7/1/2021	809	832	857	886	913	941	961	980	1,010	1,041	
	Senior Library Technician	7/1/2022	834	857	883	913	941	970	990	1,010	1,041	1,073	
5	Library Technician	7/1/2021	636	656	678	697	718	742	757	772	796	819	
		7/1/2022	656	676	699	718	740	765	780	796	820	844	
PART-TIME (HOURLY RATES)													
4	Professional	7/1/2021	26.26	27.03	27.86	28.67	29.55	30.44	31.03	31.66	32.61	33.59	
		7/1/2022	27.05	27.85	28.70	29.54	30.44	31.36	31.97	32.61	33.59	34.60	
3	Pre-Professional	7/1/2021	20.42	21.05	21.67	22.33	23.01	23.69	24.17	24.65	25.39	26.15	
		7/1/2022	21.04	21.69	22.33	23.00	23.71	24.41	24.90	25.39	26.16	26.94	
2	Library Assistant	7/1/2021	17.00	17.49	18.03	18.56	19.13	19.71	20.11	20.49	21.12	21.75	
		7/1/2022	17.51	18.02	18.58	19.12	19.71	20.31	20.72	21.11	21.76	22.41	
1	Student Page	Begin minimum wage. Add 2% each year.											