Letter of Amendment

City of Lowell, Department of Public Works, and IBEW Local 876

Amendment to 6/30/2017 through 6/30/2020 Collective Bargaining Agreement

In accordance with Article 21, Section 2, of the current Agreement allowing either party to reopen the Agreement for the purpose of negotiating Wages and Vacation benefits effective July 1, 2019, the parties properly reopened and agreed to the following Amendments. Any current language not specifically listed as changed or modified in this Amendment remains as currently written:

1. The classification of Water Distribution Supervisor has been deleted and replaced by Utilities Supervisor with a corresponding change in the pay scales.

2. The parties agree to establish an updated job description for the Utilities Supervisor position to include fleet management functions as well as other requirements. The position will also require possession of an S2 license and will not receive additional license pay provided for in the Agreement.

3. The Fleet Coordinator position will be restored to the title of Mechanic with the job description changed to reflect primarily mechanic duties with less fleet management functions.

4. Vacation Schedule: Section 10. Vacation.

   A. Length of Vacation Leave Earned: All full-time employees who have served one (1) full year of service will be entitled to one (1) working week (5 days) of vacation leave. All full-time employees who have served two (2) full years of service will be entitled to two (2) working weeks (10 days) of vacation leave per year. All full-time employees who have served seven (7) continuous years of full-time service with the City of Lowell will be entitled to three (3) weeks (15 days) vacation leave per year. All full- time employees who have served twelve (12) continuous years of full-time service with the City of Lowell will be entitled to four (4) weeks (20 days) vacation leave per year. Employees having 20 years or more of service will accrue 1 additional vacation day per year to a maximum accrual of 5 weeks (25 days).

Service After	Vacation Days
One Year	40 hours (1 week)
Two Years	80 hours (2 weeks)
Seven Years	120 hours (3 weeks)
Twelve Years	160 hours (4 weeks)
Twenty Years	168 hours (4 weeks 1 day)
Twenty-One Years	176 hours (4 weeks 2 days)
Twenty-Two Years	184 hours (4 weeks 3 days)
Twenty-Three Years	192 hours (4 weeks 4 days)
Twenty-Four Years	200 hours (5 weeks)

5. Wages and Classifications, Article 21, Section 2:

   a. Section 2. Wage Rates July 1, 2019-June 30, 2020. Effective July 1, 2019, employees in all classifications will receive an additional three percent (3%) increase in their hourly rates.

6. Employees shall be placed on the following pay scale in accordance with their classification and years of service in that classification, effective July 1, 2019 through June 30, 2020.

July 1, 2019-June 30, 2021							
3% General Wage Increase							
	Start	1 yr	2 yrs	3 yrs	4 yrs	5 yrs	6 yrs
WTP Superintdent	29.44	30.51	31.57	32.63	33.70	34.76	35.83
Utilities Supervisor	29.44	30.51	31.57	32.63	33.70	34.76	35.83
Streets & Parks Supervisor	22.38	23.19	23.99	24.78	25.59	26.39	27.19
Mechanic	22.38	23.19	23.99	24.78	25.59	26.39	27.19
WTP Operator	20.45	21.17	21.90	22.63	23.36	24.08	24.81
Cemetery Sexton	18.69	19.35	20.01	20.67	21.34	21.99	22.65
Equipment Operator	18.69	19.35	20.01	20.67	21.34	21.99	22.65
Maintenance Worker	18.69	19.35	20.01	20.67	21.34	21.99	22.65

7. Article 21, Section 3. Water Certification Premium Pay.

   a. An employee working in the Utilities Supervisor classification shall have acquired an S-2 certification and shall not be eligible for any "S" certification premium pay.

This amendment is effective July 1, 2019 and is incorporated into the Agreement.

IBEW Local 876

Chad Clark, Business Manager

Date: 3-14-19

City of Lowell

Michael Burns, City Manager

Date: 3-14-19