

Memorandum of Agreement

between

The City of Medford

and

The Medford Library Staff Association, MLSA, AFTMA

This Memorandum of Agreement is entered into by and between the City of Medford (hereinafter the "City") and the Medford Library Staff Association (hereinafter the "Association").

WHEREAS, the City and the Association are parties to a Collective Bargaining Agreement for the period July 1, 2024 through June 30, 2025; and,

WHEREAS, the City and the Association have, pursuant to Massachusetts General Laws Chapter 150E, negotiated the terms for a successor agreement to be effective July 1, 2025.

NOW, THEREFORE, the Negotiating Team of the City, acting subject to the ratification of this Memorandum of Agreement by the Mayor of Medford, and the Negotiating Team of the Association, acting subject to the ratification of this Agreement by the membership of the Medford Library Staff Association agree as follows:

The terms and conditions of employment set forth in the collective bargaining agreement for the period July 1, 2024 through June 30, 2025 shall remain in full force and effect for the period July 1, 2025 through June 30, 2028, except as modified below.

1. All references to dates in the successor Collective Bargaining Agreement shall be changed to reflect the term of the successor Agreement unless otherwise provided for in this document.
2. **Article 4: Discrimination**

Amend to read as follows:

- 4.0 There shall be no discrimination by representatives of the Employer or representatives/employees of the Union against any employee whether covered or not by the terms of this Agreement because of race, creed, color, sex, age, country of origin, genetics, disability, sexual orientation, gender identity or gender expression. The employee and the City shall

receive the full protection of this Agreement.

3. Article 8: Hours of Work

Amend to read as follows:

- 8.7 Compensatory time: When a full or part - time employee chooses to attend or run a program, event, or meeting that falls outside of their regularly scheduled hours, they must alter their daily schedule to accommodate the event. An employee who does not wish to change their schedule to accommodate a special project may elect to receive compensatory time. With the advance consent of the employer, an employee who volunteers to work extra hours because of a meeting, program or other professional obligation, will receive compensatory time equal to the extra time. The Employer reserves the right to refuse a request to work extra hours. All comp time must be approved in advance unless an employee works beyond their scheduled hours due to unforeseen circumstances such as a meeting that runs long.

4. Article 8: Hours of Work

Amend to read as follows:

- 8.8 Compensatory Time: The Library Director may choose to grant compensatory time off to employees who are required to work more their regularly scheduled hours. Compensatory time will be granted on a minimum of thirty (30) minute increments on a weekly basis, not to exceed one hundred five (105) hours at any given time. In addition, if an employee works more than forty (40) hours in a week, compensatory time will be accumulated at a rate of one and one half (1.5) hours for each hour. This is based on a six (6) month introductory period. The Library administration will keep an ongoing record of accrual and use of comp time

5. Article 12: Sick Leave

Delete 12.6 in its entirety

6. Article 24: Personal Days

Amend to read as follows:

- 24.1 After satisfactory completion of the probationary period and upon approval of the Library Director or designee, each employee covered herein is entitled to five (5) personal days each year prorated based on their start date. Personal days shall not accumulate from year to year. Such

approval shall not be unreasonably withheld but the Director may consider staffing needs, service to public, and overtime costs. Eligible permanent part-time employees shall have such time prorated.

7. Article 24: Personal Days

Amend to read as follows:

- 24.3 On December 31 of each contract year, any unused personal time shall be converted and added to the employee's available sick leave accumulation. Should an employee be in their probationary period on December 31, their personal time will be converted to sick time on a prorated basis based on their start date.

8. Article 25: Miscellaneous

Amend to read as follows:

- 25.12 Effective January 1, 2026, the City will provide a pre-tax payroll deduction for employees to purchase a T-Pass

9. Article 26: Longevity

Amend to read as follows:

Eligible permanent part-time workers shall receive pro-rated payment in accordance with regular work schedule. ~~Longevity Payments will be issued in a separate check and not added to the weekly check.~~

MR
Bak

Years of Service	Amount
5-9 Years	\$1,060.00
10-14 Years	\$1,150.00
15-19 Years	\$1,175.00
20-24 Years	\$1,300.00
25-29 Years	\$1,450.00
30 Years	\$1,550.00
31 Years	\$1,575.00
32 Years	\$1,625.00
33 Years	\$1,675.00
34 Years	\$1,725.00
35 Years	\$1,775.00

10. Article 27: Wages

- Effective July 1, 2025 increase each step on the salary schedule by 2.5%
- Effective July 1, 2026 increase each step on the salary schedule by 2.25%
- Effective July 1, 2027 increase each step on the salary schedule by 2.25%

11. Article 32: Duration

Amend the effective dates to:

July 1, 2025 through June 30, 2028

12. Bi-Weekly Payment

Employees shall be paid on a bi-weekly basis upon approval by all City unions

SIGNED THIS 10 DAY OF NOVEMBER 2025

For the City

For the Association