

MEMORANDUM OF AGREEMENT

Ludlow Dispatch

FY22 – FY24

The Town of Ludlow (the “Town”) and the National Correctional Employees Union, Local 130 (the “Union”) agree that the current collective bargaining agreement (the “CBA”) shall be extended for an additional three year term, commencing July 1, 2021 through June 30, 2024, on the same terms and conditions except for the following changes.

1. Article 19 – Health Insurance

Add the following new language at the end of Article 19, paragraph .01:

Notwithstanding anything contained in this agreement to the contrary, the Town may, at its option and upon thirty days prior written notice to the Union, phase in implementation of the agreed upon change in health insurance premium contribution percentages from 81/19 (i.e., 81% paid by the Town, and 19% paid by the employee) to 75/25 by first implementing a 78/22 premium contribution split, provided, however, that the 1% base pay increase shall be applied upon implementation of the 78/22 split.

2. New Article – Performance Evaluations

Add the following new article:

In furtherance of the Town’s managerial rights and responsibilities, the Town shall have the right to implement a formal, written performance evaluation process, which shall include, but not necessarily be limited to evaluation categories, rating levels and definitions, goals and objectives, and employee comments. Forms and process to be utilized shall be presented to the Union for comment and approval prior to final implementation, which approval shall not be unreasonably withheld or delayed.

3. Article 9 – Holidays

Add Juneteenth to the list of paid holidays.

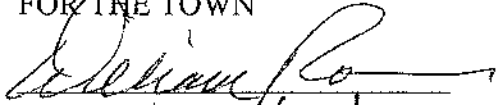
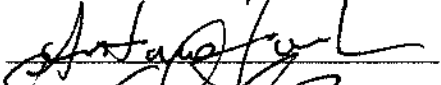

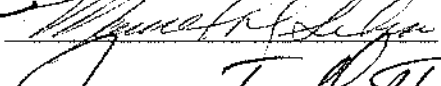
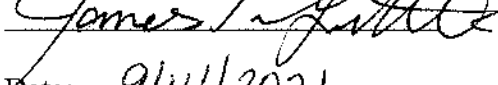
4. Article 4 – Grievance Procedure

Add the Fire Chief to the Step 1 grievance procedure.

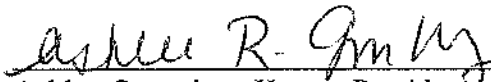
5. Term and Wages

Three year term (July 1, 2021 through June 30, 2024). Annual wage increases as follows:
July 1, 2021 – 5% (retroactive); July 1, 2022 – 5%; July 1, 2023 – 5%.

FOR THE TOWN






Date: 9/14/2021

FOR THE UNION


Ashlee Goncalves-Korny, President
Date: 9.13.21