

File

**Memorandum of Understanding
Between the
Rockland Clerical Union, AFSCME Council 93,
and the
Town of Rockland**

Whereas, the parties have met and negotiated regarding a successor Collective Bargaining Agreement (“CBA”), subject to ratification, for the employees of the Rockland Clerical Union, hereinafter recognized as recognized as the American Federation of State, County and Municipal Employees (“Union” or “AFSCME”):

Now, Therefore, the employees of the Union and the Town of Rockland (“Town” or “Employer”) agree as follows:

1. All terms and provisions of the predecessor Collective Bargaining Agreement that was affective from July 1, 2018 – June 30, 2021 shall, except modified by the terms of this Memorandum, be extended for a one-year period from July 1, 2021 – June 30, 2022.
2. **Wages:** Effective July 1, 2021 – There shall be a 2% increase to each step.
3. **14.4 Reclassification Process:**
 - a. Per the parties’ previous agreement, the Town and the Union are conducting a wage and reclassification review. The Town agrees to send the Union a draft of the proposed job description for each position within the bargaining unit by June 24, 2021.
 - b. The Parties agree to add the following sentence to the end of Section 14.4:

Final determinations regarding reclassification may be appealed to the Town Administrator but are not subject to the grievance procedure set forth in Section 6.
4. **REOPENER:** If, after execution of this Agreement, any other Town (non-school) collective bargaining unit negotiates a total COLA or wage package for fiscal year 2022 that exceeds the overall value of the COLA/wage package contained in this Agreement, the Town agrees to re-open negotiations with the Union on the subject of wages.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Understanding on this 21 day of June 2021.

TOWN OF ROCKLAND,
By its Board of Selectmen,
duly authorized,

AFSCME COUNCIL 93
By its Bargaining Team,
duly authorized,

Michael C. Hughes

Kara D. Norman

Lesha King

Liffanie Needham

Jay B

Ken Harris

Susan Egan Taster

Christine Conroy