



SETTLEMENT AGREEMENT BY AND
BETWEEN THE CITY OF PITTSFIELD AND
THE PITTSFIELD TRAFFIC SUPERVISORS

The City of Pittsfield and the Pittsfield Traffic Supervisors hereby agree to the following terms, conditions, and understanding for a successor labor agreement. This Agreement is subject to ratification by the Union and funding by the City of Pittsfield.

1. Term: July 1, 2016 through June 30, 2019.
2. Wages: Across the scale increases based on the current salary scale of the Traffic Supervisors.

July 1, 2016 - June 30, 2017	1.00% (Retroactive)
July 1, 2017 - June 30, 2018	1.25%
July 1, 2018 - June 30, 2019	1.50%

For the City of Pittsfield:

Linda M. Ayer

Mayor

6/26/17

Date

For the Traffic Supervisors

Sylvia J. Barusso

6 12 6 11 7

Date

SETTLEMENT AGREEMENT BY AND
BETWEEN THE CITY OF PITTSFIELD AND PITTSFIELD
TRAFFIC SUPERVISORS

The City of Pittsfield and the Traffic Supervisors hereby agree to the following terms, conditions, and understandings for a successor labor agreement. The Agreement is subject to ratification by the Union, and funding by the City of Pittsfield.

1. Term: July 1, 2015 through June 30, 2016.
2. Wages: Effective July 1, 2015 a 1.5% wage increase.
3. Direct Deposit: A requirement that all wages are received by direct deposit.

For The City of Pittsfield

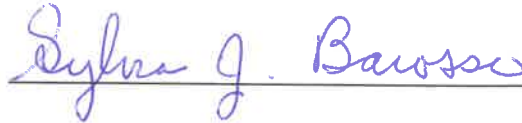

John DeAngelo
Personnel Director

Dated: 12-1-15


Mayor Daniel L. Bianchi

Dated: 12-1-15

For The Pittsfield Traffic Supervisors


Sylvia J. Barosso

Dated: 12-1-15



CITY OF PITTSFIELD

DEPARTMENT OF PERSONNEL, CITY HALL, 70 ALLEN STREET, ROOM 107, PITTSFIELD, MA 01201 PHONE: 413-499-9340

**SETTLEMENT AGREEMENT BETWEEN THE
CITY OF PITTSFIELD AND PITTSFIELD TRAFFIC
SUPERVISORS ASSOCIATION**

The parties hereby agree to the following conditions and understandings to be incorporated into a successor collective bargaining agreement.

- 1) Term: July 1, 2012 – June 30, 2013
- 2) Wages: Calculations to be based upon 1% across the wage scale, retroactive to July 1, 2012.

**For the Pittsfield Traffic
Supervisors Association**

Sylvia Baroso 6-28-13
Sylvia Baroso Date

For the City of Pittsfield

Daniel Bianchi 6-28-13
Mayor Daniel L. Bianchi Date



CITY OF PITTSFIELD

DEPARTMENT OF PERSONNEL, CITY HALL, 70 ALLEN STREET, ROOM 107, PITTSFIELD, MA 01201 PHONE: 413-499-9340 FAX: 413-443-6426

**SETTLEMENT AGREEMENT BETWEEN THE
CITY OF PITTSFIELD AND PITTSFIELD TRAFFIC SUPERVISORS
ASSOCIATION**

The parties hereby agree to the following conditions and understandings to be incorporated into a successor collective bargaining agreement;

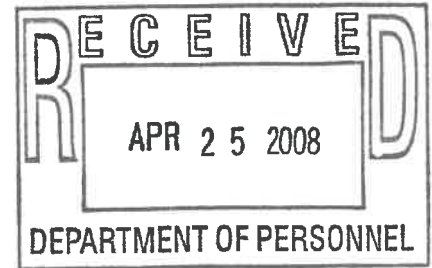
1. Term: July 1, 2008 through June 30, 2012.
2. Wages: calculations to be based upon 5% across the wage scale effective July 1, 2012

For the Pittsfield Traffic Supervisors Association

Sylvia Barosso 8-28-12
Sylvia Barosso Date

For the City of Pittsfield

Daniel Bianchi
Mayor Daniel L. Bianchi, Date



**SETTLEMENT AGREEMENT BETWEEN THE
CITY OF PITTSFIELD AND PITTSFIELD TRAFFIC SUPERVISORS
ASSOCIATION**

The parties hereby agree to the following terms, conditions and understandings to be incorporated into a successor collective bargaining agreement:

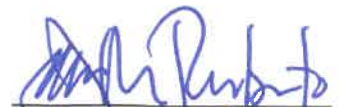
1. Term: July 1, 2007 through June 30, 2008.
2. Wages: Calculations to be based upon 2% across the wage scale effective July 1, 2007 (prorated from February 19, 2008 the date this Settlement Agreement was accepted); Effective January 1, 2008 a 1% increase across the wage scale payable in the first payroll check received after March 1, 2008 (or as soon thereafter as possible);
3. Medical Insurance: Should any members be eligible for medical insurance, the contributions will be based upon the City paying 80% of the premium and the employee paying 20% of the premium.

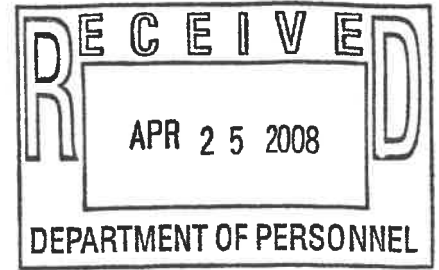
Dated this 8th day of March 2008.

For the Pittsfield Traffic Supervisors Association


Sylvia J. Barroso

For the City of Pittsfield


Mayor James M. Ruberto



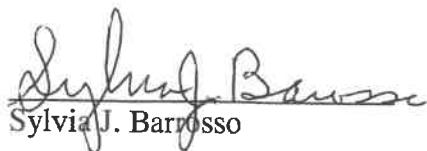
**SETTLEMENT AGREEMENT BETWEEN THE
CITY OF PITTSFIELD AND PITTSFIELD TRAFFIC SUPERVISORS
ASSOCIATION**

The parties hereby agree to the following terms, conditions and understandings to be incorporated into a successor collective bargaining agreement:

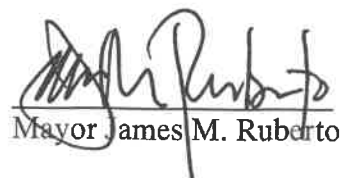
1. Term: July 1, 2007 through June 30, 2008.
2. Wages: Calculations to be based upon 2% across the wage scale effective July 1, 2007 (prorated from February 19, 2008 the date this Settlement Agreement was accepted); Effective January 1, 2008 a 1% increase across the wage scale payable in the first payroll check received after March 1, 2008 (or as soon thereafter as possible);
3. Medical Insurance: Should any members be eligible for medical insurance, the contributions will be based upon the City paying 80% of the premium and the employee paying 20% of the premium.

Dated this 8th day of March 2008.

For the Pittsfield Traffic Supervisors Association


Sylvia J. Barroso

For the City of Pittsfield


Mayor James M. Ruberto

AGREEMENT BETWEEN THE CITY OF PITTSFIELD
AND
PITTSFIELD TRAFFIC SUPERVISORS ASSOCIATION

July 1, 2005 – June 30, 2007

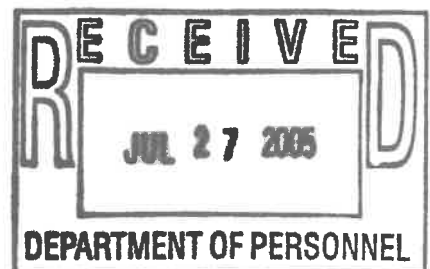


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PREAMBLE

This agreement is entered into this _____ day of _____, 2005, by and between the City of Pittsfield, a municipal corporation located in the County of Berkshire and Commonwealth of Massachusetts, (hereinafter referred to as the "City"), and the Pittsfield Traffic Supervisors Association, (hereinafter referred to as the "Association"), and has as its purpose the promotion of harmonious relations between the City as employer and the Association and its members, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment..

ARTICLE I
RECOGNITION

The City recognizes the Association as the exclusive bargaining agent for the unit comprised of all School Traffic Supervisors for the City.

ARTICLE II
MANAGERIAL CLAUSE

The Association recognizes that the City retains the exclusive right to manage its affairs, including, but not limited to, the right to determine the methods and means by which its operations are to be carried on, to direct the City's work force at all times and in all respects, and to conduct its operations in an effective and efficient manner.

ARTICLE III
EQUAL OPPORTUNITY AND NON-DISCRIMINATION

The provisions of this Agreement shall apply to all employees within the Association regardless of race, sex, color, age, national origin, disability, marital status, sexual orientation, membership in the Association or other protected status under applicable state or federal law.

This provision shall not be grievable if an action has been or will be filed before the Equal Employment Opportunity Commission, the Massachusetts Commission Against Discrimination, or the Pittsfield Human Rights Committee.

ARTICLE IV
SICK LEAVE/SICK LEAVE CONVERSION

All members shall continue to receive their regular compensation during the period of their absence from duty because of disability resulting from personal injuries, sickness, or illness not arising out of or in the course of their employment with the City. Compensation for such disability shall be accumulated at the rate of one day for each three weeks of service in the preceding twelve (12) months, but not more than fifteen (15) days in any calendar year and shall be credited on the first day in January. Holidays and other days not included in the normal work week shall not be included in the computation of the number of days allowed for sick leave. The

unused portion of any sick leave allowed under this section may be accumulated to a maximum of 120 days.

The City shall provide that any member or his/her designated beneficiary, who upon retirement with a minimum of ten (10) years of service at age fifty-five (55) or over, or twenty (20) years of service and early retirement, or ordinary disability retirement as a veteran with ten (10) years of service or non veteran with fifteen (15) years of service or accidental disability retirement, shall be compensated for each day of accumulated sick leave due the member at fifty (50) percent of the rate of pay immediately prior to retirement and such accumulation shall not exceed sixty (60) days.

ARTICLE V
FUNERAL LEAVE, PERSONAL LEAVE AND SPECIAL LEAVE

Section 1. Funeral Leave: All members shall receive his/her regular compensation during absence from work due to the death of a parent, grandparent, grandchild, stepparent, husband, wife, child, stepchild, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt or uncle. Such absence shall be limited to three (3) days during any period of twelve (12) months; and it shall not be cumulative. No compensation for absence shall be allowed hereunder during the first twelve (12) months of service or employment. In no event shall compensation for any absence be allowed hereunder for more than one day for each ten (10) weeks of service rendered during the preceding twelve (12) months. In the case of the death of spouse, child or parent, the member shall be entitled to one (1) additional day of leave.

Section 2. Personal Leave: All members shall be entitled to three (3) personal days per calendar year, subject to the approval of the Chief of Police. These days are not cumulative and shall not be deducted from the members' accumulated sick leave.

Section 3. Special Leave: The Chief of Police may authorize a member to be absent without pay for personal reasons for a period or periods not to exceed ten (10) working days in any calendar year. The Mayor may authorize special leaves of absence with or without pay for any period or periods not to exceed three (3) calendar months in any one (1) calendar year for the following purposes: attendance at college, university or business school for the purpose of training in subjects related to the work of the member and which will benefit the member and the city service; urgent personal business requiring member's attendance for an extended period such as settling estates, liquidating a business, serving on a jury and attending court as a witness; and for purposes other than the above that are deemed beneficial to the city service. The City Council, upon the recommendation of the Mayor, may grant leaves of absence with or without pay in excess of the limitations above for the purposes of attending extended courses of training at a recognized university or college and for other purposes that are deemed beneficial to the city service.

ARTICLE VI
HOLIDAY

Effective fiscal year 2004, Presidents' Day shall be a paid holiday for all members of the bargaining unit.

ARTICLE VII
UNIFORMS

The City agrees to continue its present uniform policy and in addition thereto shall agree to purchase raincoats and hats for all School Traffic Supervisors

ARTICLE VIII
WAGES

There shall be a 2.5% wage increase effective July 1, 2005 and a 2.5% wage increase effective July 1, 2006.

ARTICLE IX
MATERNITY LEAVE

The City agrees to grant a member, subject to the Mayor's approval, which approval shall not be unreasonably withheld, an unpaid leave of absence for the purpose of giving birth in accordance with M.G.L. c. 149, §105D. Such member shall give at least two (2) weeks notice to the Chief of Police of her anticipated date of departure and intention of return.

ARTICLE X
HEALTH INSURANCE

Effective July 1, 2005, the City will contribute eighty percent (80%) toward a H.M.O. insurance plan, and the employee will contribute the remaining twenty percent (20%). In order to be eligible for health insurance, an employee must regularly work twenty (20) hours or more per week.

ARTICLE XI
DURATION OF AGREEMENT

The duration of this Agreement shall be from July 1, 2005 to June 30, 2007 except where amended or specifically changed therein. Negotiations for a new contract may commence at any time subsequent to May 1, 2007.

Within five (5) days of the receipt of notification by either party for the commencement of negotiations for a new contract on July 1, 2007, a conference shall be held between the City and the Association negotiating committee for the purpose of commencing such collective bargaining.

ARTICLE XII
RIGHTS AND BENEFITS

The City agrees that all rights and benefits of the employee covered by this contract obtained under previous ordinance or statute which said employee is entitled to shall not be relinquished but are still in force and effect.

ARTICLES XIII
LAWS AND RULES

This Agreement shall be subject to all applicable state and federal laws, civil service laws, rules and regulations, City Charter, ordinances, and granting of appropriations by the City Council in order to give effect and meaning to the provisions of this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their respective hands by their duly authorized officers on the day and year first above written.

CITY OF PITTSFIELD

By:



Mayor James M. Ruberto

PITTSFIELD TRAFFIC SUPERVISORS
ASSOCIATION

By:



Its President

SETTLEMENT AGREEMENT
BY AND BETWEEN THE CITY OF PITTSFIELD AND
THE PITTSFIELD TRAFFIC SUPERVISORS ASSOCIATION

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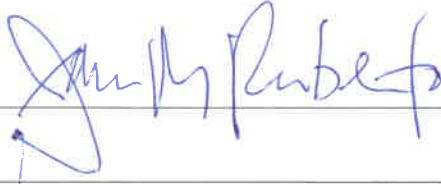
1. Term: Two year duration.

2. Wages: Effective July 1, 2005, a 2.5% retroactive across the wage scale increase.

 Effective July 1, 2006, a 2.5% across the wage scale increase.


3. Add the following as a new Article entitled "Health Insurance": "Effective July 1, 2005, the City will contribute eighty percent (80%) toward a H.M.O. insurance plan, and the employee will contribute the remaining twenty percent (20%). In order to be eligible for health insurance, an employee must regularly work twenty (20) hours or more per week."

FOR THE CITY OF PITTSFIELD



Dated: _____

FOR THE PITTSFIELD TRAFFIC
SUPERVISORS ASSOCIATION



Dated: _____

AGREEMENT BETWEEN THE CITY OF PITTSFIELD

AND

PITTSFIELD TRAFFIC SUPERVISORS ASSOCIATION

July 1, 2002 – June 30, 2005

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ARTICLE I RECOGNITION

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This provision shall not be grievable if an action has been or will be filed before the Equal Employment Opportunity Commission, the Massachusetts Commission Against Discrimination, or the Pittsfield Human Rights Committee.

ARTICLE IV SICK LEAVE/SICK LEAVE CONVERSION

All members shall continue to receive their regular compensation during the period of their absence from duty because of disability resulting from personal injuries, sickness, or illness not arising out of or in the course of their employment with the City. Compensation for such disability shall be accumulated at the rate of one day for each three weeks of service in the preceding twelve (12) months, but not more than fifteen (15) days in any calendar year and shall be credited on the first day in January. Holidays and other days not included in the normal work week shall not be included in the computation of the number of days allowed for sick leave. The unused portion of any sick leave allowed under this section may be accumulated to a maximum of 120 days.

The City shall provide that any member or his/her designated beneficiary, who upon retirement with a minimum of ten (10) years of service at age fifty-five (55) or over, or twenty (20) years of service and early retirement, or ordinary disability retirement as a veteran with ten (10) years of service or nonveteran with fifteen (15) years of service or accidental disability retirement, shall be compensated for each day of accumulated sick leave due the member at fifty (50) per cent of the rate of pay immediately prior to retirement and such accumulation shall not exceed sixty (60) days.

ARTICLE V
FUNERAL LEAVE, PERSONAL LEAVE AND SPECIAL LEAVE

Section 1. Funeral Leave: All members shall receive his/her regular compensation during absence from work due to the death of a parent, grandparent, grandchild, stepparent, husband, wife, child, stepchild, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt or uncle. Such absence shall be limited to three (3) days during any period of twelve (12) months; and it shall not be cumulative. No compensation for absence shall be allowed hereunder during the first twelve (12) months of service or employment. In no event shall compensation for any absence be allowed hereunder for more than one day for each ten (10) weeks of service rendered during the preceding twelve (12) months. In the case of the death of spouse, child or parent, the member shall be entitled to one (1) additional day of leave.

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ARTICLE VI
HOLIDAY

Effective fiscal year 2004, Presidents' Day shall be a paid holiday for all members of the bargaining unit.

ARTICLE VII
UNIFORMS

The City agrees to continue its present uniform policy and in addition thereto shall agree to purchase raincoats and hats for all School Traffic Supervisors.

ARTICLE VIII
WAGES

There shall be no wages increase for July 1, 2002. There shall be a 2% wage increase effective July 1, 2003 and a 2% wage increase effective July 1, 2004.

ARTICLE IX
MATERNITY LEAVE

The City agrees to grant a member, subject to the Mayor's approval, which approval shall not be unreasonably withheld, an unpaid leave of absence for the purpose of giving birth in accordance with M.G.L. c. 149, §105D. Such member shall give at least two (2) weeks notice to the Chief of Police of her anticipated date of departure and intention of return.

ARTICLE X
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ARTICLE XII
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This Agreement shall be subject to all applicable state and federal laws, civil service laws, rules and regulations, City Charter, ordinances, and granting of appropriations by the City Council in order to give effect and meaning to the provisions of this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their respective hands by their duly authorized officers on the day and year first above written.

CITY OF PITTSFIELD

PITTSFIELD TRAFFIC SUPERVISORS
ASSOCIATION

By: 
Mayor Sara Hathaway

By: 
Its President

09/10/2003
11:01:06

MUNIS DATABASE
SALARY TABLE

PAGE 1
pmgrstep

EFF. DATE	GROUP/BU	GRADE/ RANK	DESCRIPTION	PAY BASIS	FREQUENCY	CALC	PERIODS DAY	HRS/ PERIOD	DAYS/ PERIOD	HRS/ YEAR	DAYS/ YEAR
07/01/2003	CM	TRAFFIC 01	TRAFFIC SUPORVI	H HOURLY	B BIWEEKLY	02	26.0000	2.00	20.00	10.00	10.00
Change was made by 2.0000%											
No Dollar amount used.											
STEP/LEVEL	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY							
00	.0000	.00	.00	.00							
01	9.8487	.00	196.97	5,121.22							

** END OF REPORT **

07/20/2004
07:35:35

MUNTS DATABASE
SALARY TABLE

EFF. DATE 07/01/2004
GROUP/BU CM TRAFFIC
GRADE/RANK 01
DESCRIPTION TRAFFIC SUPORTV H
PAY BASIS H HOURLY
FREQUENCY B BIWEEKLY
CALC 02
PERIODS 26.0000
HRS/ DAY 2.00
HRS/ PERIOD 20.00
DAYS/ PERIOD 10.00
HRS/ YEAR
DAYS/ YEAR

STEP/LEVEL	HOURLY RATE	DAILY RATE	PERIOD SALARY	ANNUAL SALARY
00	.0000	.00	.00	.00
01	10.0457	.00	200.91	5,223.66

** END OF REPORT **

Change was made by
No Dollar amount used.