

MEMORANDUM OF AGREEMENT  
 BETWEEN  
 THE TOWN OF ARLINGTON  
 AND THE  
 ROBBINS LIBRARY PROFESSIONAL ASSOCIATION  
 APRIL 19 2024

The Arlington Town Manager (“Town”) and the Robbins Library Professional Association (“Union”), collectively the “Parties”, agree to extend through June 30, 2027 their July 1, 2022 - June 30, 2024 collective bargaining agreement, except as modified by this Memorandum of Agreement.

**1. Duration**

Three year Agreement FY2025-FY2027 (July 1, 2024 – June 30, 2027)

**2. Wages:**

Fiscal Year 2025- July 1, 2024: 3% across the board cost of living adjustment (cola)

Fiscal Year 2026- July 1, 2025: 3% across the board cost of living adjustment (cola)

Fiscal Year 2027- July 1, 2026: 3% across the board cost of living adjustment (cola)

**3. Longevity**

**Article XVII – LONGEVITY**, effective July 1, 2026, amend payment amounts to read as follows:

5 yrs. but less than 10	<b>\$1800</b>	<b>\$2,200.</b>	-
10 yrs. but less than 15	<b>\$2000</b>	<b>\$2,400.</b>	
15 yrs. but less than 20	<b>\$2200</b>	<b>\$2,600.</b>	
20 yrs. but less than 25	<b>\$2400</b>	<b>\$2,800.</b>	
25 yrs. but less than 30	<b>\$2600</b>	<b>\$3,000.</b>	
30 yrs. or more	<b>\$2800</b>	<b>\$3,200.</b>	

#### 4. Personal Leave

##### **Article XII – PERSONAL LEAVE**

**Effective January 1, 2025 and ending June 30, 2027 at 11:58 PM strike the existing language (such language shall be reinstated on June 30, 2027 at 11:59 PM):**

“**Section 1. Personal Days** – A personal leave of absence of one day/year with pay shall be granted to all RLPA bargaining employees of the Town who have completed a year of full service. The scheduling of this personal day will be at the discretion of the Library Director.

**Section 2. Earned Personal Days** - If any Employee takes no sick day from January 1 to March 31, one additional personal day is granted; no sick day from April 1 to June 30, one additional personal day is granted; no sick day from July 1 to Sept 30, one additional personal day is granted; and no sick day from Oct 1 to Dec 31, one additional personal day is granted. Those employees who take no more than four (4) sick days between January 1 and December 31 are entitled to one (1) additional personal day.”

**Effective January 1, 2025 and ending June 30, 2027 at 11:58 PM, replace with the following:**

“**Section 1. Personal Days** – A personal leave of absence with pay shall be granted each quarter to all RLPA bargaining employees of the Town who have completed their probationary period. The days shall be awarded January 1<sup>st</sup>, April 1<sup>st</sup>, July 1<sup>st</sup> and October 1<sup>st</sup> with a maximum allowed balance of 4 days. The scheduling of this personal day will be at the discretion of the Library Director.”

**The language immediately above will expire June 30, 2027 (and the original language above will be reinstated) unless mutually extended by the parties.**

#### 5. Sick Leave

**Amend Article X- SICK LEAVE by adding the language in bold.**

**Section 1. Sick Leave** - Earned sick leave with pay will be limited to one and one quarter days per month not to exceed fifteen (15) days per year, and will be credited on the first day of each month. Sick leave credit will begin on the first day of the month following employment except as otherwise provided in Sub-section A of Section 12 or Article 7C of the by-laws of the Town. Employees having an aggregate of more than two (2) days of authorized leave without pay in any calendar month shall not receive sick leave credit for that month. Sick leave shall accumulate without limitation. Employees having unauthorized absence without pay in any calendar month shall not receive sick leave for that month. **Employees in their six month probationary period may borrow up to six days of sick leave against their future accruals.**

Employees absent because of illness shall be entitled to convert any unused vacation credit in that year to sick leave. Sick leave shall be granted for sickness or injury or for absence because of quarantine in the family.

**6. MOA is Off-The-Record.**

The parties agree that this MOA shall be off the record for purposes of bargaining history unless and until the Union has ratified this MOA and the Town Manager and Town Meeting has approved this MOA.

**7. Ratification**

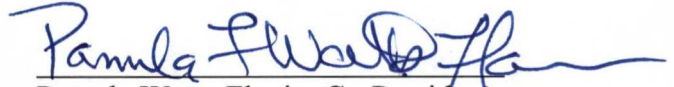
This MOA is subject to ratification by the Union on or before April 29, 2024 and to appropriation of funds by Town Meeting at the 2024 Annual Town Meeting.

Agreed to on this 29 day of April 2024 by the negotiating teams for:



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Catherine Kiah, Co-President RLPA



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Pamela Watts-Flavin, Co-President



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Jim Feeney, Town Manager