

McDonald, Lamond & Canzoneri

Attorneys at Law
Cordaville Office Center
153 Cordaville Road, Suite 320
Southborough, MA 01772-1834

Alan J. McDonald
James F. Lamond*
Jack J. Canzoneri
Mark A. Hickernell
Olinda R. Marshall
Jason R. Powalisz

*Also Licensed in New Hampshire

Of Counsel
Martin Kantrovitz

Telephone (508) 485-6600
(617) 928-0080
Facsimile (508) 485-4477
(617) 928-0081

In Memoriam
Vida K. Berkowitz
(1994-2005)

February 7, 2012

VIA FACSIMILE AND FIRST CLASS MAIL

Matthew J. Buckley, Esq.
Office of the City Solicitor
City of Somerville
City Hall
93 Highland Avenue
Somerville, MA 02143

Re: Somerville Municipal Employees Association
and City of Somerville
AAA #11 390 00892 08 (Lisa Pefine - Out of Grade Pay)

Dear Matt:

Now that the initial award has become final, it is time to see if we can agree on the remedy. The SMEA has determined as a factual matter that between February 2008 and the time that she was laid off, Ms. Pefine worked numerous times in an out-of-grade capacity for Ms. Pickett. It has calculated the out-of-grade pay to which she would have received as follows:

2008 - \$639.13
2009 - \$464.51
2010 - \$1,104.50

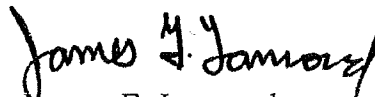
The total amount is \$2208.14. Our proposed remedy, therefore is that the City shall forthwith pay that amount to Ms. Pefine, less the appropriate deductions. Please let me know if that is acceptable or if the City has a different understanding as to the number of times that Ms. Pefine worked in this out-of-grade pay capacity.

McDonald, Lamond & Canzoneri

Matthew J. Buckley, Esq.
Page 2 of 2
February 7, 2012

Should the matter have to be returned to the arbitrator, we reserve the right to seek an award of interest on the amounts deemed to be owed.

Very truly yours,


James F. Lamond

JFL/sh
cc: Edward Halloran, President