

MEMORANDUM OF AGREEMENT
UNIT B - "LEGACY VACATION ISSUE"

The City of Somerville (City) and the Somerville Municipal Employees Union, Unit B ("Unit B"), collectively referred to hereinafter as the Parties, state the following:

WHEREAS, the Parties executed a memorandum of agreement for a successor contract on or about January 6, 2025 (the "January 6, 2025 MOA"), which included, among other things, revisions to Article XII, Paid Vacations, of the Parties' collective bargaining agreement;

WHEREAS, such revisions to Article XII include, among other things, a limit on the amount of vacation time a Unit B member may carryover from one calendar year to the next, without exception (the "Hard Cap"), and an additional two (2) weeks of vacation time given to all Unit B members in exchange for the various changes made to Article XII (the "2-week Drop");

WHEREAS, the City intends to implement the Hard Cap pursuant to the terms of the January 6, 2025 MOA at the end of calendar year 2025 in a manner that does not cause substantial economic loss to Unit B members; and

WHEREAS, Unit B intends its members to enjoy the full benefit of the 2-week Drop;

WHEREAS, the City and Unit B have reached agreement as to such matters and memorialize the terms of that agreement herein (Agreement);

NOW THEREFORE, the Parties agree as follows:

1. Superseding. This agreement shall be interpreted consistent with the Unit B collective bargaining agreement, as amended by the January 6, 2025 MOA, in a manner intended to effectuate the purpose stated herein. This Agreement shall supersede any terms in the Unit B collective bargaining agreement to the extent such terms directly conflict for the durations stated herein.

2. Six or more weeks' vacation carried-over to calendar year 2025.

Unit B employees with balances of six (6) or more weeks (240+ hours) of vacation time accrued as of December 31, 2024 and who carried-over to calendar year 2025 that amount of time or more will be paid out by the City for all such carried-over vacation hours at the Unit B employee's FY2024 base rate (excluding winter differentials, but including sanitation and shift differentials, if applicable). Such payment shall be made within 60 days of the Unit B ratification of this agreement.



The following are the Unit B employees covered by this paragraph and who shall have such carried-over vacation cashed-out:

- Koslofsky, Alan (1,160 hours - 145 days)
- Richardson, Floyd (456 hours – 57 days)
- Driscoll, John (452 hours – 56.5 days)
- Forristall, Sheila (323 hours – 40.38 days)
- Roche, Charles (320 hours – 40 days)
- Belabdi, Ali (305 hours – 38.13 days)
- Wood, James (248 hours – 31 days)

For the members listed immediately above, there shall be no carryover permitted from December 31, 2025 to January 1, 2026, or thereafter, in excess of three (3) weeks.

3. Three to 5.99 Week's Vacation Carried-Over to Calendar Year 2025.

Unit B employees with balances of 3 to 5.99 weeks (120 - 239 hours) of vacation time accrued as of December 31, 2024 and who carried-over to calendar year 2025 that amount of time may carry-over in excess of three weeks per year until December 31, 2027. Such employees must draw-down their vacation balance to 3 weeks before January 1, 2028. For the members listed in this paragraph, there shall be no carry over permitted from December 31, 2027 to January 1, 2028, or thereafter, in excess of three (3) weeks.

Within this group of Unit B employees, for any such employee who accrues 7-weeks of vacation in any calendar year through 2027, they may use an additional two weeks of vacation in each such calendar year above the 7-week maximum set forth in the Unit B contract, subject to approval of the Department Head concerning timing and operational needs of the department.

The following are the Unit B employees who are covered by this paragraph:

- Bedi, Sarjeet (121 hours – 15 days)
- Cantillon, Thomas (164 hours – 20.5 days)
- Como, Andrea (136 hours – 17 days)
- Imperioso, Ramo (168 hours – 21 days)
- Luis, Victoria (148 hours – 18.5 days)
- Negrini, Cristiano (176 hours – 22 days)
- Ragland, Margaret (204 hours - 25.5 days)
- Rudolph, Robert (200 hours – 25 days)
- Waldron, Luis (120 hours – 15 days)

4. Implementation of the Hard Cap for all other members.



All Unit B employees not listed in paragraphs 2 or 3 of this Agreement will be subject to the Hard Cap on January 1, 2026, meaning said Unit B members will not be permitted to carry over from December 31, 2025 to January 1, 2026, or thereafter, in excess of three weeks.

5. Two Bonus Weeks Vacation - Special One-Time Increase in Maximum Vacation Allowed For Employees Who Accrue 6-Weeks or 7-Weeks Vacation.

To accommodate the capacity of employees who accrue 6-weeks or 7-weeks of vacation in 2025 to take the two bonus weeks' vacation allocated to them in 2025, a special one-time rule shall apply as follows. For such employees who accrue at the 6-weeks or 7-weeks level in 2025 pursuant to the schedule set forth in the January 6, 2025 MOA, on a one-time basis, they may exceed the 7-week maximum on vacation use per year and may take a maximum of eight (8) or nine (9) weeks' vacation respectively in 2025 and 2026, subject to approval of Department Head concerning timing and operational needs of department. There is one employee in the listing for this paragraph 5 (listed below) who also appears on the listing under paragraph 3—Ramo Imperioso—and the enhanced carry-over provided in this paragraph 5 shall be in addition to his enhanced right to carry-over as specified in ¶3.

The following are the Unit B employees covered by this paragraph and who shall have such one-time increase in the maximum vacation weeks per year:

Employee Number	Last name	First name	Annual Weeks Accrual
13360	DRISCOLL	JOHN	6
47701	IMPERIOSO	RAMO	6
55269	KOSLOFSKY	ALAN	7
20890	SILVA	JAMES	7
6733	LIBERATORE	JO-ANN	7
17787	SINGH	DALVIR	7
72710	MITCHELL	MARK	7
75991	MASCI	JASON	7
78080	ACCAPUTO	LAURA	7
70920	HALLORAN	EDWARD	7
19980	SANCHEZ	CARLOS	6
63110	CORBETT	STEPHEN	7
80810	BUNKER	DAVID	7
66160	PAIVA	GREGG	6
68740	ROCHE	CHARLES	7
2008	PAGLIARO	JENNEEN	7
61491	BRESCIA	RICHARD	7
96970	MCDONOUGH	TIMOTHY	6
33180	DODIN	DELINCE	6
43740	MCKENZIE	STEWART	7
3342	DOUGLAS	NORMA	7
39240	WOOD	JAMES	7
93730	TOEUM	THY	6

E.H.
E.H.

61130	SOARES	ANA	6
1894	HALL	PATRICIA	6
3170	MURPHY	MARIA	6
20770	GHEBREMICHAEL	FREWEINI	6
22130	BROWN	KIM	7
41180	LOGRIppo	PATRICIA	7
49220	JACOBS	ELLEN	6
6590	FORSELL	MEGHAN	6
46540	O'KELLY	KEVIN	6
68980	HARDY	DANIEL	6
79910	GOODE	JOSEPH	6

any grievances or claims with respect to the City's implementation of the Hard Cap in calendar year 2026 for all Unit B members except those members listed in paragraph 3, and (2) its right to file any grievances or claims with respect to the City's implementation of the Hard Cap in calendar year 2028 for all members listed in paragraph 3.

7. The Parties agree the Unit B members identified in paragraph 5 constitute all Unit B members eligible for a special one-time increase under paragraph 5. Accordingly, Unit B waives its right to file any grievances or claims with respect to the City's provision of the 2-week Drop.

8. This Agreement is being entered into on a one-time basis without precedent or admission of either party in any future matters or negotiations. This Agreement may not be entered as evidence in any proceeding among the Parties except one to enforce its terms.

9. This Agreement shall be governed by and enforced through the grievance and arbitration provision of the Parties' collective bargaining agreement.

6. The Parties agree the Unit B members identified in paragraphs 2 and 3 of this Agreement constitute all Unit B members eligible for a cash-out payment under paragraph 2 or an exception to the Hard Cap under paragraph 3. Accordingly, Unit B waives (1) its right to file



E.H.

Agreed this 15 day of December, 2025:

For the City of Somerville,

By:



Katjana Ballantyne, Mayor



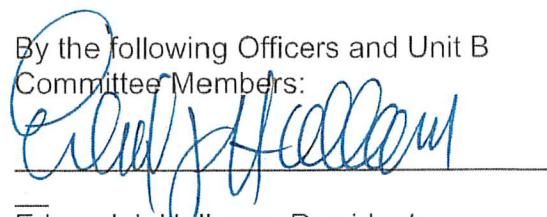
Anne Gill, Human Resources Director



Matthew Sirigu, Labor Counsel

For the Somerville Municipal Employees Union,

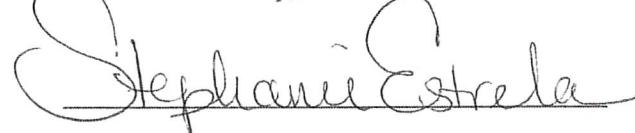
By the following Officers and Unit B Committee Members:



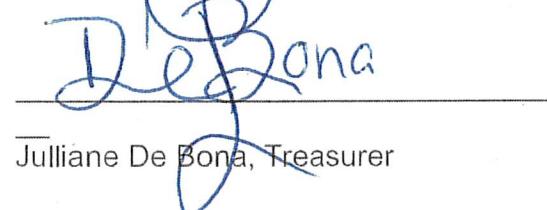
Edward J. Halloran, President



Edward J. Hardy, Vice President



Stephanie Estrela, Secretary



Julliane De Bona, Treasurer

