



# City of Cambridge

9

IN CITY COUNCIL

Councillor Walsh

November 19, 1990

WHEREAS: Confusion and concern on the part of Senior Substitutes at the Cambridge Library are the present product since, when the attached Summary of Contract Agreement was voted upon most recently, the section on Sick Leave stated that " all employees will receive 15 days of sick leave per year starting in 1991 " , but when the contract was received, the phrase " all employees " had been changed to " all full-time employees " . On the basis of the Summary as presented, part-time employees voted for it on the belief that they were included within the embrace of the word " all " . Obviously, there is a gap in the truth-in-packaging process in this instant since the contract for which they voted is different from and not the same as the contract they received. Now therefore be it

ORDERED: That the City Manager immediately initiate the necessary steps to clear the confusion and remedy what gives every evidence of being a duping of and/or a real injustice to the part-time employees affected by the variance in terminology on sick leave procedures as referenced above. Further, the City Manager is requested to report back to the Council on this matter by December 3, 1990.

(ATTACHMENT)



# CAMBRIDGE CITY COUNCIL

CITY HALL, CAMBRIDGE, MASSACHUSETTS 02139

(617) 498-9094

November 13, 1990

## MEMORANDUM:

TO: Joseph E. Connarton  
City Clerk

FROM: David Noonan, for 18  
Councillor Walsh

RE: Council Order for November 19, 1990

I am enclosing a Council Order regarding the contract for Senior Substitutes at the Library which Councillor Walsh requests be included in the Council Agenda for next Monday, November 19, 1990.

As usual, your courtesy and cooperation are much appreciated.

(ENCLOSURE)



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- WHEREAS: On the basis of the Summary as presented, part-time employees voted for it on the belief that they were included within the embrace of the work "all." Obviously, there is a gap in the truth-in-packaging process in this instant since the contract for which they voted is different from and not the same as the contract they received; now therefore be it
- ORDERED: That the City Manager be and hereby is requested to immediately initiate the necessary steps to clear the confusion and remedy what gives every evidence of being a duping of and/or a real injustice to the part-time employees affected by the variance in terminology on sick leave procedures as referenced above; and be it further
- ORDERED: That the City Manager be and hereby is requested to report back to this City Council by December 3, 1990.

In City Council November 19, 1990.  
 Adopted by the affirmative vote of nine members.  
 Attest:- Joseph E. Connarton, City Clerk.

A true copy;

ATTEST:-

A handwritten signature in dark ink, appearing to read "Joseph E. Connarton".

Joseph E. Connarton  
 City Clerk

## SUMMARY OF CONTRACT AGREEMENT

Wage increases (annual salaries are listed in Attachment A):

1st year - 3% on 7/1/90; 2% on 1/1/91  
or \$1200 (paid \$720 on 7/1/90 and \$480 on 1/1/91)  
whichever is higher (\$1200 will apply to employees at LIII, Step 3  
and below)

2nd year - 4% on 7/1/91 for all employees

3rd year - 3% on 7/1/92

Sick leave - all employees will receive 15 days sick leave per year starting in 1991  
"Buy-back" of up to 5 days is eliminated starting in 1991  
payments for sick days at retirement age are increased.

Cleaning allowance of \$100 paid in 1991 for full-time employees.

Loan/scholarship program for full-time employees studying toward either  
a Bachelor's or Master's degree (see Agreement, #5, page 2 for details)

Maternity leave extended to cover adoptions; paternity leave added.

East and Mt. Auburn branch librarians regraded from LIII to IV.

Senior substitute hours at Field, Mount, and Central Square increased to 20.

All employees are eligible for upgrades based on merit (see page 8. This page  
is included for information purposes and is not being voted on.)

Fifth step for LIII - V will be denied only if work is unsatisfactory.

Vacations - restrictions on eligibility for new employees are relaxed  
(see #10, page 5).

Main library - another pay phone will be added.  
staff room facilities in the Children's Room will be improved.  
we will undergo discussions with management about access to  
the second floor staff room.



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City Council NOV. 19 1990

Adopted by the affirmative vote  
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Joseph E. Conerton

City Clerk

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Order # 9

F-659

Councillor Walsh re: contract agreement re:  
sick leave for Senior Substitutes at the  
Cambridge Library.

In City Council,

November 19, 1990

*Order adopted*