

**KEENE CITY EMPLOYEES
AFT LOCAL #6288, AFT, AFL-CIO**

AND

THE CITY OF KEENE

Memorandum of Understanding

May 16, 2011

The Collective Bargaining Agreement Between the Keene City Employees, AFT Local 6288 and the City of Keene, NH for July 1, 2010 through June 30, 2012, including any and all addenda, appendices memorandums of understanding will be extended to June 30, 2013 with the following changes:

1. **ARTICLE 10**
Compensation

SECTION 1: The current wage schedules for all employees in the respective classifications shall be adjusted as follows: (**Appendices A-1 to A-2**)

July 1, 2010	3.0% COLA (Appendix A-1)
July 1, 2011	2.65% COLA 0% COLA (Appendix A-1)
July 1, 2012	2.65% COLA (Appendix A-2)

2. **ARTICLE 11**
Insurance

SECTION 2 The City will pay eighty-five percent (85.0%) of the cost of Option II (described in Appendix B-2) for regular full-time employees. Those regular full-time employees selecting any other option made available by the City will be responsible for the cost differential of that option and 85% of Option II, if any. In the event that eighty-five percent (85%) of the cost of Option II exceeds one hundred percent (100%) of the cost of any other option offered by the City, no monies will be owed to the Bargaining Unit member.

Effective December 1, 2010, the City will pay eighty-four percent (84.0%) of the cost of Option II (described in Appendix B-2) for regular full-time employees. Those regular full-time employees selecting any other option made available by the City will be responsible for the cost differential of that option and 84% of Option II, if any. In the event that eighty-four percent (84%) of the cost of Option II exceeds one hundred percent

(100%) of the cost of any other option offered by the City, no monies will be owed to the Bargaining Unit member.

Effective December 1, ~~2011~~ 2012, the City will pay eighty-three percent (83.0%) of the cost of Option II (described in Appendix B-2) for regular full-time employees. Those regular full-time employees selecting any other option made available by the City will be responsible for the cost differential of that option and 83% of Option II, if any. In the event that eighty-three percent (83%) of the cost of Option II exceeds one hundred percent (100%) of the cost of any other option offered by the City, no monies will be owed to the Bargaining Unit member.

3.

ARTICLE 25
Duration

SECTION 1: This Agreement shall be in effect from July 1, 2010 through June 30, ~~2012~~ 2013. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing by registered mail between January 15th and February 15th of ~~2012~~ 2013 or any subsequent year of the contract. If such notice is given in accordance with the above by either party in ~~2012~~ 2013 or any subsequent year of the contract, the parties agree that it is their mutual objective to begin negotiations not later than March 15th of the year in which such notice is given. Nothing in this agreement shall have retroactive effect unless is it specifically described as retroactive and approved as such by the City Council.

4. This Memorandum of Understanding will take effect on upon passage by the City Council.

5. This Memorandum of Understanding has been approved by the appropriate votes of the members of the KCE and Keene City Council.

6. All other provisions of the collective bargaining agreement shall remain in full force and effect until a successor agreement is negotiated.

Signatures



For Keene City Employees

6-21-11

Dated



For the City of Keene

6/21/11

Dated