



City of Gardner - Executive Department
Mayor Michael J. Nicholson

February 5, 2026

Hon. George C. Tyros, Council President
And City Councilors
Gardner City Hall, Rm 121
95 Pleasant Street
Gardner, MA 01440

RE: An Ordinance to Amend Exhibit F of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled "Primary Non-Union Compensation Schedule," by adding a new Section 10 to cover temporary positions

Dear Mr. President and Councilors,

During conversations with Director Morse, it was brought to my attention that in the past, there had been situations where positions that are normally covered under various collective bargaining agreements have had to be temporarily filled due to vacancy, absence, illness, injury, etc.

When a full-time position is hired by these positions, their rate of compensation is covered by their respective collective bargaining agreements. However, part-time, temporary, seasonal, and intermittent staff are not covered by these agreements as they are ineligible for union membership under those classifications. As a result, these temporary positions do not have a documented rate of pay, leaving the City to have to hire these employees at 1099 contractors rather than employees.

The attached proposal seeks to rectify this by adding language to the Non Union Compensation ordinance stating that these positions would be paid the same rate of pay as those covered in the collective bargaining agreement for that position on a regular basis.

Respectfully Submitted,

Michael J. Nicholson
Mayor, City of Gardner

An Ordinance to Amend Exhibit F of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled “Primary Non-Union Compensation Schedule” to add a new Section 10, regarding Temporary Positions.

Be it ordained by the City Council of the City of Gardner as follows:

SECTION 1: That a new Section 10 be added to Exhibit F of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled “Primary Non-Union Compensation Schedule,” to read as follows:

Section 10: In the event the City hires a temporary employee - due to illness, injury, absence, vacancy, or other purpose - to cover the duties of a positions that falls under a collective bargaining contract, the temporary employee shall be paid at the rate listed in the collective bargaining contract for that position.

SECTION 2: That this ordinance take effect upon passage and publication as required by law.