

Community	How are you handling Juneteenth?
Abington	
Acton	Not in Acton or future plans as of this date.
Acushnet	
Adams	
Agawam	
Alford	
Amesbury	
Amherst	
Andover	
Aquinnah	
Ashburnham	
Ashby	
Ashfield	
Ashland	We are currently planning to recognize this as a state holiday. Need to bargain with unions.
Athol	
Attleboro	
Auburn	
Avon	
Ayer	
Barnstable	
Barre	
Becket	
Bedford	
Bellingham	
Belmont	
Berkley	
Berlin	
Billerica	
Blackstone	
Boston	
Bourne	
Boxborough	
Boxford	
Boylston	
Braintree	
Brewster	We were in a negotiating year, so we added it to our paid holidays
Bridgewater	
Brimfield	
Bristol County	
Brockton	
Brookfield	
Brookline	
Buckland	
Burlington	

Community	How are you handling Juneteenth?
Cambridge	We announced it will be a holiday for non union employees in 2021 (celebrated on Friday 6/18), and as each CBA expires we expect it will be bargained in (already have agreements with 2)
Canton	
Carlisle	
Carver	
Charlton	
Chatham	
Chelmsford	
Chelsea Public Schools	
Chilmark	
Cohasset	
Conway	
Dalton	
Danvers	
Dartmouth	
Dedham	
Deerfield	
Dennis	
Dighton	We had one open negotiation when the proclamation came out this summer and they were asking about it. I said that if it were a holiday as declared through HRD that we would basically treat ALL employees the same, regardless of Union affiliation. Now that that is the case, I have to discuss it with the Board members, but I'm assuming Town offices and functions would be closed and police/fire would end up getting holiday pay benefits. This last bit is what I'm particularly concerned about.
Douglas	
Dover	
Dudley	
Dunstable	
Duxbury	
East Bridgewater	Not in EB or future plans as of this date.
East Brookfield	
Eastham	
Easthampton	
Easton	
Egremont	
Essex	
Fairhaven	
Fall River	In Fall River we want to possibly do holiday on Friday or Monday.
Falmouth	
Fitchburg	
Foxborough	
Framingham	
Franklin	
Freetown	
Gardner	

Community	How are you handling Juneteenth?
Georgetown	
Gill	
Gloucester	
Goshen	
Grafton	
Granby	Not in Acton or future plans as of this date.
Great Barrington	
Greenfield	
Groton	
Groveland	
Hadley	Unions can propose at the next negotiations. For non-union, Policy Manual says Saturday holidays are observed on Friday. The Town offers one floating holiday for non-union, and it could designate Juneteenth as that floater.
Halifax	My guess is that Halifax will close its buildings that are normally open to the public on Saturday, June 19 (Library). Under State law, Saturday holidays are observed on Saturday unlike Sunday holidays which are observed on Monday. The Wage and Personnel by-law (non-union) does not include Juneteenth. Annual town meeting on May 10, 2021 could revise it. State law does not require municipalities to pay for the holiday so that will be a subject of discussion. If Town Meeting does not make any changes, the Library would close and employees would have the day off without pay. Only 1 of 5 Unions has brought it up. There's no question that employees would have the day off but none of the employees in the unit work on Saturday. That will leave the question of whether the Town will pay them for the holiday as the language in all the union contracts has a specific list without reference to the State list so it is not automatic that the Town will pay for the holiday. I'm not sure if it will pass muster, but I'd be happy to offer the eight hours of pay in return for certification/documentation that the employee spent at least eight hours that weekend (or week) volunteering for an entity that promotes racial equality. Sort of a "walk the walk" provision.
Hamilton	
Hanover	
Hanson	
Hardwich	
Hardwick	
Harvard	
Hingham	
Hinsdale	
Holbrook	
Holden	
Holliston	
Hopedale	
Hopkinton	
Hubbardston	
Hudson	
Human Resources Services, Inc.	
Huntington	

Community	How are you handling Juneteenth?
Kingston	
Lancaster	
Lee	
Leicester	
Leverett	
Lexington	We have negotiated Juneteenth into one contract so far and anticipate that this will be requested by all unions over the next few months.
Lincoln	
Littleton	
Longmeadow	
Lowell	
Lunenburg	
Lynn	We are extending the Juneteenth holiday to all of our employees. Most of our unions have generic language honoring federal and state holidays while a couple of others have them specified. We'll formally address the inclusion with those bargaining units during negotiations later this year.
Lynnfield	
Malden	
Manchester-by-the-Sea	
Marblborough	
Marblehead	
Marshfield	
Mashpee	
Massachusetts Water Resources Authority	
MassDevelopment-Devens	
Mattapoisett	
Maynard	
Medford	
Medway	No plans for it; awaiting union action
Melrose	
Mendon	
Merrimac	
Metacomet Emergency Communications Center	
Metropolitan Area Planning Council	
Middleton	
Milford	
Millbury	
Millis	
Monson	
Montague	
Monterey	
Nahant	
Nantucket	We have received union proposals to recognize holiday. We also have some CBA's that automatically recognize a new State holiday. Our opinion is that it is an across the board acceptance of the holiday, but the details of how that is communicated and rolled out are not yet finalized. We are also measuring budget impact for FY21 for departments with employees who work holidays.
Natick	

Community	How are you handling Juneteenth?
Needham	
New Bedford	
New Marlborough	
Newbury	
Newton	
Norfolk	
North Adams	
North Andover	For Calendar 2021, will give to all employees. It will be subject to negotiations for Calendar 2022 and going forward
North Attleborough	
North Reading	
Northampton	We aren't doing anything...they can ask for it at the next negotiations if they want. Until then it's a regular day.
Northborough	
Northbridge	
Northfield	Selectboard added it to list of Holidays. We have Personnel Policy on how to handle Saturday or Sunday Holiday observance. If it falls on a weekend day they work (i.e. Library) they will take it another day.
Norton	
Norwell	
Norwood	4 of our contracts include language that says "and any other holiday declared by the governor." We will give Juneenth to those 4 groups and most likely non-unit employees
Oak Bluffs	
Orange	
Orleans	
Otis	
Oxford	
Palmer	
Paxton	
Peabody	
Pelham	
Pembroke	
Pepperell	We have added it to our list of paid holidays for town employees. Given that it is a Saturday next year we will observe on Friday. Will work with CBAs in 2021.
Petersham	
Phillipston	Library Trustees may decide to close Saturday. No other office closures.
Pittsfield	We intend to treat this as the other holidays currently accepted under our personnel ordinance and CBAs. If the holiday falls on a weekend, it will be recognized on a Friday or a Monday.
Plainville	
Plymouth	
Princeton	
Provincetown	In Union Negotiations now, have proposed to add it to the holiday schedule. If it falls on a weekend, it will be recognized on a Friday or Monday.
Quincy	
Reading	
Revere	

Community	How are you handling Juneteenth?
Richmond	
Rochester	
Rockland	
Rockport	
Rowley	
Rutland	
Salem	
Salisbury	
Sandisfield	
Sandwich	No plans yet in Sandwich - no union has made a request as of this date.
Saugus	
Scituate	
Seekonk	
Sharon	Not in Sharon or future plans as of this date.
Sherborn	
Shirley	
Shrewsbury	Not in action or future plans as of this date.
Shutesbury	
Somerset	
South Hadley	We have added it to our list of paid holidays for town employees. Given that it is a Saturday next year we will observe on Friday.
Southborough	
Southbridge	We have added it to our annual holiday schedule. As per our Personnel regs, if it falls on a Saturday, we will observe it on Friday and will observe it on Monday if it falls on a Sunday.
Southwick	
Spencer	
Springfield	
Springfield Water and Sewer Commission	
Sterling	
Stockbridge	
Stoneham	
Stow	We are currently planning to recognize this as a state holiday. Need to discuss with unions, but language states "any other holiday as declared by Governor"
Sturbridge	
Sudbury	We are planning to recognize this as a state holiday for non-union employees. Our CBA's expire this year and we expect the unions to ask for it.
Sunderland	
Sutton	
Swampscott	
Swansea	
Templeton	
Tewksbury	
Tisbury	we have verbage in our contracts so will be accepting it since state holiday
Topsfield	

Community	How are you handling Juneteenth?
Towsend	
Truro	
Tyngsborough	
Upton	
Uxbridge	
Wakefield	
Wales	
Waltham	
Wapole	Addiing to Personnel Bylaw for non-union employees; some bargaining groups have language indicating recognizing holidiays when new state holidays are added; negotating with others
Ware	
Wareham	
Washington	
Wayland	We are seeing a request for the holiday. So far we are not adding it to our list.
Webster	
Wellesley	
Wenham	
West Boylston	
West Bridgewater	Providing June 19 as a paid holiday to all employees (union or non-union), in alignment with HRD's Red Book, which now recognized June 19th as a holiday for state employees.
West Brookfield	
West Springfield	Only one union has made a request to add it to their list of paid holidays in bargaining. We may not make a decision until next year on whether we will do that. For 2021, we will observe by closing the public buildings but since it is on a Saturday it should only affect the library.
West Stockbridge	
West Tisbury	
Westborough	
Westfield	
Westford	
Westminister	
Weston	Weston is currently negotiating a successor CBA with Library who requested the holiday be added as a paid holiday. (So for this coming year it would be a paid day off for staff working Friday and/or Saturday (the way the contract iis written.)) Weston has not made any decisions yet. Weston is grappling with the significant cost of making it a paid holiday across the board seeing that it would be yet another "holiday pay" item for police, fire and dispatch if it's negotiated into those CBAs.
Westport	
Westwood	
Weymouth	
Wilbraham	While the Town will observe as required, and will provide leave if required, no decisions have been made for non-union employees regarding pay, and one of our four unions is negotiating for a paid holiday as part of main table negotiations.
Williamstown	
Wilmington	
Winchendon	

Juneteenth Survey

Community	How are you handling Juneteenth?
Winchester	
Winchester Public Schools	
Winthrop	
Woburn	
Worcester	We are waiting for additional guidance. Juneteenth is a holiday but is it just on Sunday as the law states or is it supposed to be granted to non represented unions on Monday? Also, if it is determined to be recognized Sunday or Monday, the unions will need to negotiate.
Worthington	
Wrentham	
Yarmouth	