

## 8. *Fringe Benefits*

*Employees with disabilities must be given the same employee benefits as non-disabled employees.*

Employees with disabilities are offered the same benefits as non-disabled employees. These items are provided in Chapter 16 (Personnel) of the *Leominster Municipal Code*.

## 9. *Collective Bargaining Agreements*

*Terms and practices of collective bargaining agreements must not contain provisions that limit the participation of qualified employees with disabilities.*

There are no such provisions contained in the City's Collective Bargaining Agreements that limit the participation of qualified employees with disabilities.

## 10. *Wage and Salary Administration*

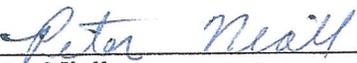
*Employees with disabilities must not be offered different rates of compensation solely on the basis of disability.*

Employees with disabilities are offered the same rates of compensation as non-disabled employees. These items are provided in Chapter 16 (Personnel) of the *Leominster Municipal Code*.

As municipal ADA Coordinator for the City of Leominster, I, Peter Niall, attest that the City of Leominster's employment practices as described above for:

- Recruitment;
- Personnel actions;
- Leave administration;
- Training;
- Tests;
- Medical exams/questionnaires;
- Social and recreational programs;
- Fringe benefits;
- Collective bargaining agreements; and
- Wage and salary administration

are in compliance with the Americans with Disabilities Act.

  
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Peter Niall  
Director of Inspections

10-22-14  
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Date