MEMORANDUM OF AGREEMENT BETWEEN THE MASSACHUSETTS DEPARTMENT OF TRANSPROTATION AND THE COALITION OF MASSDOT UNIONS, UNIT B FOR A SUCCESSOR AGREEMENT

July 1, 2023 through June 30, 2024

The parties agree to the following changes to the Massachusetts Department of Transportation and Coalition of MassDOT Unions Collective Bargaining Agreement for Unit B for July 1, 2020 through June 30, 2023. Except as modified herein or in some other writing between the parties, the provisions of the 2020-2023 agreement, together with all supplements and side letters shall continue in effect, unless or until modified by the agreement of the parties or as might be otherwise provided by law.

ARTICLE 12 SALARY RATES

Section 12.1

- A. Effective the first full pay period in July, 2020 2023 employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a two and one half percent (2.5%) four percent (4.0%) increase in salary rate.
- B. Effective the first full pay period in January 2024 employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a four percent (4.0%) increase in salary rate.
- C. The Salary Charts shall be adjusted to reflect the above adjustments.
- B. Effective the first full pay period in July, 2021 employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a two percent (2%) increase in salary rate.
- C. Effective the first full pay period in July, 2022 employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a two percent (2%) increase in salary rate.
- D. The Salary Charts shall be adjusted to reflect the above adjustments.
- E. All employees who are currently active and who meet the eligibility criteria provided in

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Section 2 of this Article as of the date of signing this MOA shall receive a one-time payment equal to one and one-half percent (1.5%) of an employee's annual salary, with a minimum payment equal to no less than one thousand (\$1,000) dollars.

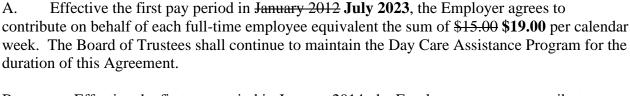
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Section 12.11

A Classification/Adjustment Pool equal to five-hundred dollars (\$500) per full time equivalent (FTE) (\$336,500) of the combined Units B and C shall be distributed on an annualized basis effective the first full pay period of July 2023 (except as noted below), as follows:

- Increase the weekly contribution to the Health and Welfare Trust fund by three dollars (\$3.00) per FTE to enhance benefits effective the first full pay period in July 2023.
- An amount sufficient to increase Step 12 by 0.8% simultaneously with the July 2, 2023, 4% increase.

Section 13A.2 Funding



B. Effective the first pay period in January 2014, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of \$15.50 per calendar week. The Board of Trustees shall continue to maintain the Day Care Assistance Program for the duration of this Agreement.

C. Effective the first pay period in June 2014, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of \$16.00 per calendar week. The Board of Trustees shall continue to maintain the Day Care Assistance Program for the duration of this agreement.

D.B. The contributions made by the Employer to the Health and Welfare Fund shall not be used for any purpose other than to (1) provide health and welfare benefits; (2) maintain a Dependent Care Assistance Pilot Program; and (3) to pay the operating and administrative expenses of the Fund. The contributions shall be made by the Employer in an aggregate sum within forty-five (45) days following the end of the calendar month during which contributions were collected.

ARTICLE 30 DURATION

This Agreement shall be for the three (3) one (1) year period from July 1, 2020 through June 30, 2024 and the terms contained herein shall be effective upon execution unless otherwise specified. It is expressly understood and agreed that subject to ratification by the Union Membership, the predecessor collective bargaining agreement shall be voided and superseded by all aspects of this collective bargaining agreement. Should a successor agreement not be executed by June 30, 20232024 this Agreement shall remain in full force and effect until a successor Agreement is executed. At the written request of either party, negotiations for a subsequent Agreement will be commenced on or after January 1, 2023 January 1, 2024

[SIGNATURES ON THE NEXT PAGE]

For the Massachusetts Department of Transportation:

Olinda R. Marshall, Chief Labor

Negotiator

07/03/2023

Date

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Matthew Knosp, Chief Human Resources Officer

07/03/2023

Date

For the Coalition of MassDOT Unions for Unit B:

Y Missellery

George McGilloway, Secretary-Treasurer/Principal Executive Officer, Teamsters Local 127, Chair CMU Unit B

07/01/2023

Date

Lauris J. Carlson

Laurie Carlson, President, USW, Local 5696

07/01/2023

Date

Leo W. Munroe

Leo Munroe, President, NAGE, Local R1-219

07/01/2023

Date

Thomas McKeever

Tom McKeever, President, SEIU, Local 888

07/05/2023

Date

Paul L Faria

Paul Faria, Staff Representative, AFSCME Council 93

07/05/2023

Date