

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
MASSACHUSETTS DEPARTMENT OF TRANSPORTATION  
AND THE  
COALITION OF MASSDOT UNIONS, UNIT C  
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 C 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 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.~~

**Add new Section:**

**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 14 by 0.8% simultaneously with the July 2, 2023, 4% increase.**

**Section 13A.2 Funding**

A. Effective the first pay period in ~~January 2012~~ **July 2023**, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of ~~\$15.00~~ **\$19.00** per calendar week. The Board of Trustees shall continue to maintain the Day Care Assistance Program for the duration of this Agreement.

~~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, 2023~~ **July 1, 2023 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, ~~2023~~ **2024** 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]

T.L. PF ~~PF~~ LWM LJC LM ORN MK

For the Massachusetts Department of  
Transportation:

*Olinda R. Marshall*

Olinda R. Marshall, Chief Labor  
Negotiator

07/03/2023

Date

*Matthew Knosp*

Matthew Knosp, Chief Human Resources  
Officer

07/03/2023

Date

For the Coalition of MassDOT Unions for  
Unit C:

*George McGilloway*

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

07/01/2023

Date

*Laurie 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*

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Paul Faria, Staff Representative, AFSCME  
Council 93

**07/05/2023**

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Date

*Timothy Long*

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Tim Long, Business Agent, IBEW, Local  
103

**07/03/2023**

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Date