

MEMORANDUM OF AGREEMENT
Between the
CITY OF BOSTON
and
AMERICAN FEDERATION OF STATE, COUNTY
& MUNICIPAL EMPLOYEES, COUNCIL 93

Dated: January 11, 2024

In Successor Contract Negotiations

The City of Boston's (City) off-the-record proposal must be accepted as a whole. That is, each term of this proposal is subject to agreement on the entire package. In making its proposals, the City is not waiving any rights it has to implement any or all of the proposals contained herein. Moreover, this off-the-record proposal is without prejudice to the City's position at main table negotiations with the Union. This memorandum shall remain off the record for all purposes until it is ratified by the Union membership, approved by the Mayor, and funded by the City Council.

This Memorandum of Agreement (MOA) is made pursuant to Chapter 150E of the General Laws by and between the City, and American Federation of State, County & Municipal Employees, AFL-CIO, Council 93 (AFSCME or Union).

On January 17, 2024, the parties reached a tentative agreement subject to ratification by the Union and approval by the Mayor and Boston City Council of the July 1, 2023 through June 30, 2026 agreement. This one (1) year agreement is the product of successor collective bargaining to the July 1, 2023 to June 30, 2026 agreement between the City and the Union. This MOA is effective from July 1, 2026, through June 30, 2027.

1. ARTICLE 20 - COMPENSATION

Amend Section 1A. as follows:

Effective the start of First Pay Period (FPP) following the below dates, increase the salary as follows:

October 2026	2%
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Effective the start of FPP following the below dates, add to annual base wages as follows:

January 2027	<u>\$800.00</u>
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Effective the FPP in October, 2018, a new Step 10 will be created, which will be 1% greater than the then existing Step 9.

Effective the FPP in October, 2019, a new Step 11 will be created, which will be 1% greater than the then existing Step 10. (To advance a step an employee must have been in the prior step for a full year).

Effective the FPP in October, 2018, a new Step 10 will be created, which will be 1% greater than the then existing Step 9.

Effective the FPP in October, 2019, a new Step 11 will be created, which will be 1% greater than the then existing Step 10. (To advance a step an employee must have been in the prior step for a full year).

~~Retroactive pay shall be limited to employees of the City on the date that the Union ratifies this Memorandum of Agreement. Employees who separated from employment for any reason prior to the date the Union ratifies this Memorandum shall not be eligible for retroactive pay. The City will compensate employees within ninety (90) calendar days from the date the City Council approves the funding of this agreement.~~

Retroactive pay, if any, shall be limited to employees of the City on the date of City Council funding. Employees who separated from employment for any reason prior to City Council funding shall not be eligible for retroactive pay, except for employees who retired after, but not including on, June 30, 2026.

~~Section 1A. In recognition for the hard work during the COVID-19 pandemic, bargaining unit members employed on the date this Memorandum of Agreement is funded by the City Council shall receive a one-time lump sum payment of one thousand Dollars (\$1,000.00), minus standard deductions, effectuated within ninety days from City Council funding.~~

2. ARTICLE 21 - DURATION OF AGREEMENT


Except as otherwise provided herein, this Agreement shall take effect as of the date of execution and shall continue in full force and effect until superseded by a new Collective Bargaining Agreement. After January 1, 2027, but prior to March 15, 2027, the Union or the City may notify the other of the terms and provisions it desires in a successor Agreement. Notification under this Section shall be accomplished by the Union delivering a copy of its proposals to the Office of Labor Relations or vice versa.

In witness hereof, the City of Boston and American Federation of State, County & Municipal Employees, AFL-CIO, Council 93, have caused the Agreement to be signed, executed and delivered on the 14th day of March, 2024.

For the City of Boston:

For American Federation of State, County & Municipal Employees, AFL-CIO, Council 93:

 3/14/24
Mayor Michelle Wu Date

 3-14-24
Eddie Nastari, Director of Field Services & Organizing Date



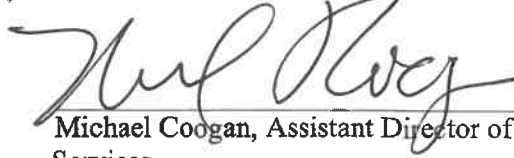
Alex Lawrence, Chief People Officer



William Chiasson, Metro Coordinator



Ashley Groffenberger, Chief Financial Officer



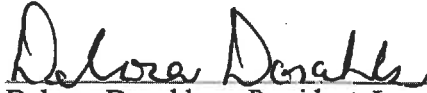
Michael Coogan, Assistant Director of Field Services



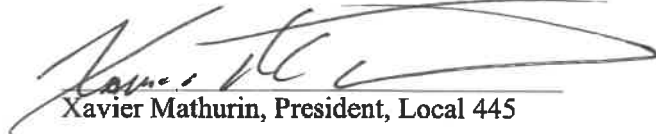
Renee Bushey, Director, Labor Relations



Christopher Stockbridge, President, Local 1631



Delores Donaldson, President, Local 296



Xavier Mathurin, President, Local 445



Greg Hobson, President, Local 703

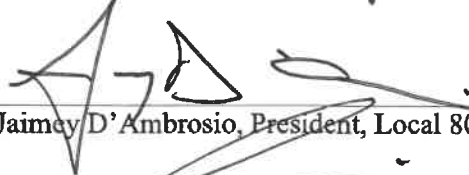
Approved as to form:



Adam Cederbaum, Esq. SD
Corporation Counsel



Eliezer Saez, President, Local 783



Jaimy D'Ambrosio, President, Local 804



Daniel Moriarty, President, Local 944



Joseph Eleury, President, Local 1198



Taylor Phan, President, Local 1892