

MEMORANDUM OF AGREEMENT

by and between the

**BOSTON POLICE CADETS ASSOCIATION
and
CITY OF BOSTON**

On Sept. 29, the parties reached a tentative agreement subject to ratification by the Boston Police Cadets Association (Union) and approval by the Mayor and Boston City Council, of the October 1, 2019 to September 30, 2020 agreement. This one (1) year agreement shall not take effect unless and until the Union has ratified, the Mayor has approved, and the Boston City Council has funded the agreement. This agreement is the product of successor collective bargaining to the prior agreement of the parties for the period of November 24, 2016 to September 30, 2019. The present agreement is effective from October 1, 2020 to September 30, 2023.

This Memorandum of Agreement (MOA) is made pursuant to Chapter 150E of the General Laws by and between the City of Boston (City), and the Boston Police Cadets Association. This MOA supplements and amends the Collective Bargaining Agreement effective November 24, 2016 to September 30, 2019. Except as expressly provided below, the parties agree that the terms and provisions of their collective bargaining agreement effective November 24, 2016 through September 30, 2019 shall be extended without modification for the period commencing on October 1, 2019 and ending on September 30, 2020.

- 1. Amend Article XVIII – COMPENSATION to provide the following increases.

Section 1A

- Effective the first pay period of January 2020 - All Employees will receive a 2 percent pay increase.

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 of Agreement shall not be eligible for retroactive pay.

CITY OF BOSTON

Renee Busby
9/29/23

Name / Date

BOSTON POLICE CADETS ASSOCIATION

[Signature] - 9-2

Name / Date

MEMORANDUM OF AGREEMENT

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BOSTON POLICE CADETS ASSOCIATION and CITY OF BOSTON

On Sept. 29, 2023, the parties reached a tentative agreement subject to ratification by the Boston Police Cadets Association (Union) and approval by the Mayor and Boston City Council, of the October 1, 2020 to September 30, 2023 agreement. This three (3) year agreement shall not take effect unless and until the Union has ratified, the Mayor has approved, and the Boston City Council has funded the agreement. This agreement is the product of successor collective bargaining to the prior agreement of the parties for the period of October 1, 2019 to September 30, 2020. The present agreement is effective from October 1, 2020 to September 30, 2023.

This Memorandum of Agreement (MOA) is made pursuant to Chapter 150E of the General Laws by and between the City of Boston (City), and the Boston Police Cadets Association. This MOA supplements and amends the Collective Bargaining Agreement effective October 1, 2017 to September 30, 2020. Except as expressly provided below, the parties agree that the terms and provisions of their collective bargaining agreement effective October 1, 2019 through September 30, 2020 shall be extended without modification for the period commencing on October 1, 2020 and ending on September 30, 2023.

1. Amend Article XVIII – COMPENSATION to provide the following increases.

Section 1A

- Effective the first pay period of January 2021 - All Employees will receive a 2 percent pay increase.
- Effective the first pay period of January 2022 - All Employees will receive a 1.5 percent pay increase.
- Effective the first pay period of January 2023 - All Employees will receive a 2 percent pay increase.

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 of Agreement shall not be eligible for retroactive pay.

Add a new section, Section 1B as follows:

In recognition for the hard work during the COVID-19 pandemic, bargaining unit members employed on June 30, 2022 who remain employed by the City on the date of ratification shall receive a one-time lump sum payment of one thousand dollars (\$1,000) minus standard deductions, effectuated within ninety days from City Council funding.

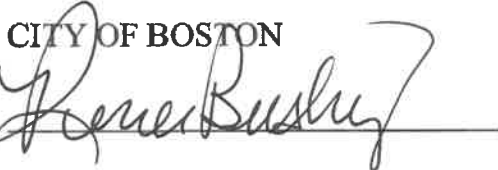
2. Amend Article XI – HOLIDAYS to include Juneteenth.

3. Article XV – OTHER LEAVES OF ABSENCE.

Add a new Section 5 as follows:

Wellness Days. On a one-time only, non-precedent setting basis, the City will award two (2) Wellness Days for use during calendar year 2023 to regular full-time active status union members hired before the execution of this Agreement.

This benefit is awarded on a “one-time basis” for calendar year 2023, and will expire on December 31, 2023, and does not establish precedent or practice. This Wellness Day shall not carry over into calendar year 2024 under any circumstances; nonuse of any or all of these days shall not entitle an employee to extra leave or compensation on the basis of nonuse and is not subject to any annual buy back, rollover, or severance. Use of these days is subject to approval by an employee’s supervisor.

CITY OF BOSTON


Name / Date

BOSTON POLICE CADETS ASSOCIATION


Name / Date