

MEMORANDUM OF AGREEMENT
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
AND
THE CITY OF BOSTON

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 International Brotherhood of Electrical Workers (IBEW). This MOA supplements and amends the Collective Bargaining Agreement effective July 1, 2017 to June 30, 2020. Except as expressly provided below, the parties agree that the terms and provisions of their collective bargaining agreement effective July 1, 2017 through June 30, 2020 shall be extended without modification for the period commencing on July 1, 2020 and ending on June 30, 2023.

1. Amend Article 18, Compensation, to provide the following base wage increases.

Section 1(a)

- Effective the first pay period of October 2020 - All Employees will receive a 2 percent pay increase.
- Effective the first pay period of October 2021 - All Employees will receive a 1.5 percent pay increase.
- Effective the first pay period of October 2022 - 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.

Pandemic-work stipend. On a one-time only basis, bargaining unit members employed on the date this MOA is funded by the City Council shall receive a one-time lump sum payment of one thousand dollars (\$1,000.00) effective July 1, 2021, minus standard deductions.

2. Clarification: in Article 14, Sick Leave and Personal Leave, amend Section 2 to be consistent with the Attendance Policy as follows:

Section 2. No employee shall be entitled to sick leave without loss of pay as provided in Section I of this Article unless (a) the employee has notified his/her immediate superior of his/her absence and the cause thereof before the start of the employee's scheduled shift; (b) on, or within four weeks after the last day of each payroll week in which any such period of absence occurs, the employee or, in case of his/her incapacity evidenced by a physician's certificate attached, or in the case of his/her death, a person acting in his/her behalf, has in writing, on a form furnished by the Supervisor of Personnel, requested leave without loss of pay for such period of absence; and (c) the appointing authority has approved such request. For periods of absence of five (5) consecutive working days or more, or more than ten (10) instances, whether consecutive or nonconsecutive, within the prior 12 month period, the appointing authority may require as a condition precedent to his/her approval of such request, evidence in the form of a physician's certificate for the necessity


of such absence, or, if the cause of the absence is such as not to require the services of a physician, a written statement signed by the employee, setting forth the reason for the absence.

3. Effective the first pay period in July 2022, amend Article 18, Compensation to provide a 75 cent increase in the travel allowance contained in Section 2 from \$15.25 per day to \$16.00 per day.
4. Effective the first pay period in December 2022, add a new Section to Article 18 as follows: “Effective each December, every employee covered by this Agreement shall receive a clothing/footwear allowance in the amount of two hundred fifty dollars (\$250.00) per fiscal year.”
5. Effective the first pay period in July 2022, amend Article 17, Miscellaneous, at Section 11 to increase the weekly on call amount by \$25 from \$175 per week to \$200 per week.
6. Amend Article 12, Holidays, to include Juneteenth.
7. With respect to the Military Leave Policy referenced at Article 15, Section 2, the parties agree to updated Military Leave Policy (copy attached).
8. Amend Article 20, Duration of Agreement, to reflect a three-year contract effective from July 1, 2020 to June 30, 2023.

In witness hereof, the City of Boston and International Brotherhood of Electrical Workers (IBEW) have caused the Agreement to be signed, executed and delivered on the 7 day of December, 2022.

CITY OF BOSTON

IBEW



Mayor Michelle Wu



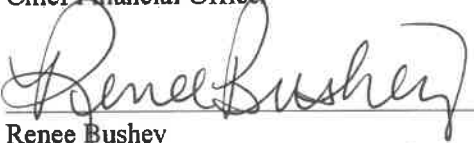
Louis J. Antonellis
Business Manager/Financial Secretary



Alex Lawrence
Chief People Officer




Ashley Groffenberger
Chief Financial Officer



Renee Bushey
Director, Labor Relations

Approved as to form:



Adam Cederbaum, Esq.
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