

**MEMORANDUM OF AGREEMENT
BETWEEN THE
MASSACHUSETTS TRIAL COURT (EMPLOYER)
AND THE
NAGE/SEIU, LOCAL 5000 (UNION)**

This Memorandum of Agreement is entered by and between the Employer and the Union (known collectively as the "Parties").

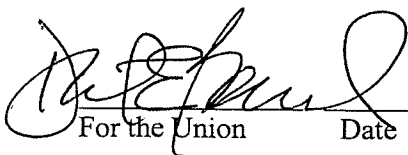
Whereas the Parties have negotiated and implemented a Collective Bargaining Agreement covering the period July 1, 2017 – June 30, 2020;

Whereas the Parties have had ongoing discussions on providing Court Officers and Assistant Chief Court Officers with non-lethal weapons to use in the performance of their duties;

Whereas the Parties are in agreement regarding the utility of non-lethal weapons in performing the essential functions of Court Officer and Assistant Chief Court Officers;

Now therefore, the Parties agree to the following:

1. All Court Officers and Assistant Chief Court Officers will be required to be properly trained on the use of OC Spray, will be required to carry OC spray on their person at all times when on duty, and will be authorized to use OC Spray in compliance with the agreed to Use of Force and Use of Force Reporting and Review Policies, and OC Use Policy (see attached), in all areas of the courthouse, including but not limited to courtrooms, hallways, lockup, and while performing other functions such as perimeter searches, hospital escorts, and other functions within their job description;
2. The Trial Court will amend the Court Officer and Assistant Chief Court Officer job descriptions as attached;
3. The Trial Court will issue OC spray to all Court Officers and Assistant Chief Court Officers who successfully complete the mandatory training on the agreed to Policies referenced above and on the proper use of OC spray, consistent with the Memorandum of Agreement on such training;
4. The Trial Court will increase the salary steps for Court Officers and Assistant Chief Court Officers by \$185 effective June 9, 2019.
5. The Parties will meet regularly at mutually agreed to dates to discuss any issues related to the implementation of this Memorandum of Agreement.


For the Union Date 5/16/19


For the Employer Date 5/16/19