

**Memorandum of Agreement
amending the
Collective Bargaining Agreement between the Commonwealth and NAGE
Units 1, 3 and 6
for the period commencing
July 1, 2009 and ending June 30, 2012**

The Commonwealth of Massachusetts and NAGE Units 1, 3 and 6, hereby agree to the following amendments to the Agreement between the parties covering the period July 1, 2009 and ending on June 30, 2012.

The parties agree that the effective date of each of the three across-the-board salary increases provided for in the Agreement shall be moved from the first pay period of the fiscal year to **June 30th** of each such fiscal year. **such that there shall be a 1 % salary increase effective June 30, 2010, a 3% salary increase effective June 30, 2011, and a 3% salary increase effective June 30, 2012.**

To generate savings in Fiscal Year 2010, the parties agree to a mandatory furlough structure, based upon salary, as set forth below:

- Employees **whose base salary as of November 17, 2009** is more than \$50,000 shall be required to contribute three furlough days.

In addition, NAGE agrees to waive the Commonwealth's payment to the parties' Health and Welfare account in FY 2010 for a period of ten weeks.

The provisions of this agreement regarding furloughs and Health and Welfare payments shall not become effective unless and until the salary provisions of the agreement are approved by the legislature and signed into law by the Governor.

The furlough days may be no work- no pay, or work in exchange for personal furlough leave. Personal furlough leave time must be used by December 31, 2010. Such furlough time may be taken in accordance with Article 9 of the parties' Collective Bargaining Agreement.

The Commonwealth agrees that any costs incurred by employees covered by this MOA as a result of co-pay and deductible increases approved by the GIC on November 20, 2009, or any subsequent such increases approved by the GIC in Fiscal Years 2010 and 2011, shall be reimbursed by the Commonwealth. The Commonwealth further agrees that it will **neither seek nor support** an increase in the group insurance premium percentage contribution rate for employees covered by this MOA. This commitment shall endure for Fiscal Years 2010 and 2011.

The dates contained in the second paragraph of this agreement may be advanced by six months in each of the three years, or by three months in each of the three years, if the following tax revenue targets are met:

FY10 - 6 months=\$19.45 billion; 3 months=\$19 billion

FY11 - 6 months=\$20.42 billion; 3 months=\$19.95 billion

FY12 - 6 months=\$21.44 billion; 3 months=\$20.94 billion

In addition, if tax revenues for Fiscal Year 2010, 2011 or 2012 achieve one of the aforementioned indices, the Commonwealth agrees to accelerate the wage rate increase for that fiscal year and for every subsequent fiscal year by 6 or 3 months, as applicable.