MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COMMONWEALTH OF MASSACHUSETTS
AND THE
NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES (NAGE)
UNITS 1, 3 and 6
FOR A
SUCCESSOR AGREEMENT

July 1, 2023, through June 30, 2024

The parties agree to the following modifications to the Commonwealth and NAGE UNITS 1, 3 & 6 Collective Bargaining Agreements for July 1, 2023, through June 30, 2024:

ARTICLE 12
SALARY RATES

Section 1

A. Effective the first full pay period in July 2023 employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.

B. Effective the first full pay period in January 2024, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.

Section 2 Classification/Adjustment Pool

July 2, 2023

A Classification/Adjustment Pool equal to $500.00 per full time equivalent (FTE) ($4,991,500) of the combined Units 1, 3 and 6, shall be distributed on an annualized basis effective the first full pay period of July 2023 (except as noted below), as follows:

- An amount sufficient to adjust the salary charts to provide that that no eligible employee who receives an across-the-board increase in the first full pay period of July 2023 in section 1 above shall receive an increase less than the annualized equivalent of $2000 per year.
- An amount sufficient to adjust the salary chart to provide that no eligible employee who receives an across-the- board increase in the first full pay period of January 2024 in section 1 above shall receive an increase less than the annualized equivalent of $2000 per year.
- An amount sufficient to increase step 14 by 1% simultaneously with the July 2, 2023, 4% increase.
- Upgrade the Electrician I and II, Plumber and Steamfitter I and II, and Institutional Maintenance Foreman all by 1 job grade via promotion factor effective the first full pay period of July 2023. The job specifications will be reviewed and updated to ensure they accurately reflect the current duties of the positions.
- Increase the weekly contribution to the Health and Welfare Trust fund by $3.00 per FTE to enhance benefits effective the first full pay period in July 2023.

- Additionally, the parties agree to reduce the annual contribution to the Educational Assistance Benefit by $200,000.

ARTICLE 13A HEALTH AND WELFARE

Section 13A.2 Funding

A. Effective the first pay period in **July 2023** ~~January 2017,~~ the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of ~~$17.00~~ **$20.00** per calendar week. The Board of Trustees shall continue to maintain the Day Care Assistance Program for the duration of this agreement.

C. Educational Assistance Benefit

Effective July **2023** ~~2017~~, the Employer agrees to ~~combine the annual $250,000 and~~ an annual ~~$500,000~~ contribution to the Educational Assistance benefit ~~to a~~ **of $550,000** ~~$750,000~~ ~~annual contribution~~ effective July of each year.

ARTICLE 29
DURATION

This Agreement shall be for the one-year period from **July 1, 2023,** to **June 30, 2024** and terms contained herein shall become effective on **July 1, 2023** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the UNITS 1, 3 & 6 Membership, the predecessor collective bargaining agreement shall be modified in accordance with this memorandum of understanding.

For the Union

David J. Holway, National President

5/18/23

Date

For the Commonwealth:

John B. Langan, Director
HRD/Office of Employee Relations

5/18/23

Date

For the Union:

Theresa McGoldrick

Theresa McGoldrick, President
Local 207

5/18/23

Date

For the Commonwealth:

Marianne Dill, Assistant Director
HRD/Office of Employee Relations

5/18/23

Date

For the Union:

John Mann, President
Local 292

5/18/23

Date

For the Union:

Christopher Cook, President
Local 282

5/18/23

Date

For the Union:

Leo W. Munroe, President
Local 219

5/18/23

Date