

MEMORANDUM OF AGREEMENT
BOSTON POLICE SCHOOL TRAFFIC SUPERVISORS ASSOCIATION AND THE CITY OF
BOSTON SUCCESSOR CONTRACT NEGOTIATIONS

On December 21, 2016, the parties reached a tentative agreement subject to ratification by the Boston Police School Traffic Supervisors Association (hereinafter "BPSTSA," or "the Union") of the September 1, 2016 through August 31, 2019 agreement, and approval by the Mayor and Boston City Council. This three (3) year agreement is the product of successor collective bargaining to the September 1, 2013 through August 31, 2016. This MOA shall be effective for the period from September 1, 2016 through August 31, 2019.

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Boston Police School Traffic Supervisors Association ("BPSTSA").

Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective September 1, 2013 through August 1, 2016 shall be extended without modification for the period commencing on September 1, 2016 and ending on August 31, 2019.

1. Article IX ("Compensation") – Section 1. Provide base wage increases as follows:

Effective FPP December 2016 → 1 % base wage increase.

Effective FPP December 2017 → 1 % base wage increase.

Effective FPP June 2018 → 0.5 % base wage increase.

Effective FPP September 2018 → 1.5 % base wage increase.

2. Article XI, Miscellaneous – Section 5.

Delete this section (refers to layoffs that Proposition 2 ½ caused in 1981 and 1982).

3. Article X, Sick Leave and Bereavement Leave – Section 2. Sick Leave Buyback Upon Retirement.

Amend the second sentence of Section 2 as follows:

“Such buyback will be limited to thirty percent (**30%**) of a maximum of **one hundred and thirty (130)** accumulated sick leave days.”

At the end of Section 2 (“Sick Leave Buyback at Retirement”), add the following:

“Employees hired on or after July 1, 2016, shall not be eligible for sick leave redemption upon retirement or death.”

4. Article XI, Miscellaneous – Section 2. Uniforms.

Section 2.

Amend the second sentence of the first paragraph of Section 2 to provide a \$35.00 increase to the uniform allowance payment as follows:

“Effective November 1, 2016, employees will be provided a yearly clothing allowance of **five hundred and twenty dollars (\$520.00)** on November 1st of each year this agreement is in place.” The November 1, 2016 increase will only be paid to individuals who remain employees of the Boston Police Department as of the effective date of this Agreement.

5. Article XI, Miscellaneous – Section 9 (Policies).

On the effective date of this agreement, in Section 9, include reference to the New Domestic Violence Leave Policy of the Boston Police Department by adding a subsection “e” as follows:

“e. New Domestic Violence Leave Policy (Police Commissioner’s Special Order No. 15-020, dated 8/24/15).

6. Article XVI, (“Duration”)

Amend the dates contained in Article XVI to reflect a three (3) year contract with a duration from September 1, 2016 through August 31, 2019.

In witness hereof, the City of Boston and the Boston Police School Traffic Supervisors Association have caused the Agreement to be signed, executed and delivered on the 21st day of December, 2016.

CITY OF BOSTON BOSTON POLICE SCHOOL TRAFFIC SUPERVISORS

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