

OFF THE RECORD PROPOSAL

Memorandum of Agreement
Between
The City of Boston and
American Federation of State, County, and Municipal
Employees (AFSCME), AFL-CIO, Council 93 Boston Citywide

February 22, 2022

This Memorandum of Agreement was reached in off-the-record negotiations and shall remain off the record for all purposes including bargaining history until it is ratified by the Union membership, approved by the Mayor, and funded by the City Council.

The City of Boston (“City”) and the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 93 (“Union” or “AFSCME”), agree to a collective bargaining agreement (“CBA”) from July 1, 2020 through June 30, 2023 with the following terms. All existing provisions in the parties’ July 1, 2017-June 30, 2020 CBA not expressly amended or deleted by this Memorandum of Agreement shall be included in the July 1, 2020 - June 30, 2023 CBA.

1. Wages

Bargaining unit members employed on the date this Memorandum of Agreement is funded by the City Council shall receive the following:

- Effective First Pay Period (FPP) October 2020 - Salary increase of 2%
- Effective First Pay Period (FPP) October 2021 - Salary increase of 1.5%
- Effective First Pay Period (FPP) October 2022 - Salary increase of 2%

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 shall not be eligible for retroactive pay.

Section 1A. In recognition for the hard work during the COVID-19 pandemic, bargaining unit members employed on the date this Memorandum of Agreement is funded by the City Council shall receive a one-time lump sum payment of one thousand Dollars (\$1,000.00), minus standard deductions, effectuated within ninety days from City Council funding.

2. Article 15, Add New Section 10 as follows:

Wellness Days: On a one-time only, non-precedent setting basis, the City will award two (2) Wellness Days for use during calendar year 2022 to regular full-time active

status Union members hired before the execution of this Agreement who: (1) are or become fully vaccinated, or (2) have or receive a documented and approved medical or religious accommodation and are in compliance with submitting weekly negative COVID-19 tests. These two (2) Wellness Days must be taken in full shift increments. No employee is allowed to work overtime on a day they are using a Wellness Day. This benefit is awarded on a "one-time basis" for calendar year 2022, and will expire on December 31, 2022, and does not establish precedent or practice. These Wellness days shall not carry over into Calendar Year 2023 under any circumstances; nonuse of any or all of these days shall not entitle an employee to any extra leave or compensation on the basis of nonuse and is not subject to any annual buy back, rollover or severance.

3. Article 12. (Holidays) – Amend Section 1 to include:

Juneteenth

4. The parties acknowledge and agree that they have met any and all bargaining obligations regarding the December 20, 2021 Vaccine Verification Policy, and that the settlement agreement they reached in connection with said Policy shall take effect, upon ratification of this MOU, however such agreement shall in no way be incorporated in to the parties' collective bargaining agreement.

This Memorandum of Agreement is subject to ratification by the Union membership, approval by the Mayor, and funding by the City Council.

For the City of Boston



Tammy L. Pust, Director of Labor Relations

Date: 2/22/22

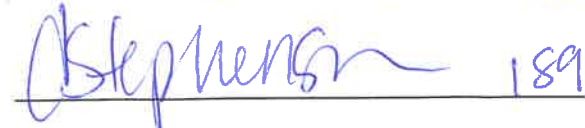
For AFSCME, AFL-CIO, Council 93









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Fred Ball

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