

**MEMORANDUM OF AGREEMENT**  
**by and between the**  
**OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 6**  
**AND THE CITY OF BOSTON**  
**in successor contract negotiations**

*This Memorandum of Agreement ("MOA") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Office and Professional Employees International Union, Local 6 ("OPEIU" or "the Union").*

*On July 21, 2017, the parties reached a tentative agreement subject to ratification by OPEIU and approval by the Mayor and Boston City Council of the July 1, 2017 through June 30, 2020 agreement. This three (3) year agreement is the product of successor collective bargaining to the July 1, 2016 to June 30, 2017 agreement between the City and the OPEIU. This MOA shall be effective for the period from July 1, 2017 through June 30, 2020.*

*This three (3) year agreement shall not take effect unless and until the union has ratified, the Mayor has approved, and the City Council has funded, the prior one (1) year agreement covering the period from July 1, 2016 through June 30, 2017.*

*Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2016 through June 30, 2017 shall be extended without modification for the period commencing on July 1, 2017 and ending on June 30, 2020.*

1. Article XVIII ("Compensation") –

Section 1. Provide base wage increases as follows:

Effective FPP October 2017 → 2 % base wage increase.

Effective FPP October 2018 → 2 % base wage increase.

Effective FPP October 2019 → 2 % base wage increase.

Effective the FPP in October 2018, a new Step 10 will be created, which will be 1% greater than the then existing Step 9.

Effective the FPP in October 2019, a new Step 11 will be created, which will be 1% greater than the then existing Step 10.

(To advance a step an employee must have been in the prior step for a full year).

Section 3. Increase the travel allowance to sixteen dollars (\$16.00) as follows:

“Effective the first pay period following the funding of the collective bargaining agreement by the City Council [date to be inserted], the travel allowance for employees who are required to use their vehicles shall be increased from fourteen dollars and forty cents (\$14.40) to sixteen dollars (\$16.00) per day.”

Add a new Section 13 as follows:

“Effective upon ratification and each July thereafter, every employee covered by this Agreement shall receive a clothing/footwear allowance in the amount of two hundred fifty dollars (\$250.00) per fiscal year.”

2. Article XIV, Section 8 (Sick Leave)

Amend Section 8 of Article XIV as follows:

As of the effective date of the retirement of any employee from City service, the City shall redeem a percentage of the employee’s accrued but unused sick leave.

The City shall redeem no more than thirty percent (30%) of the total accumulative sick leave at the employee’s final rate of pay for the last three (3) years of service. Effective upon ratification, in no event shall an employee receive more than fifteen thousand dollars (\$15,000) of the total accumulative sick leave at the employee’s final rate of pay for the last three (3) years of service.

Effective upon ratification, new employees hired after the date of ratification of this Agreement shall not be eligible for sick leave redemption upon retirement.

3. Section 12. Direct Deposit. Effective the first pay period of calendar year 2008, all members of the bargaining unit shall be required to receive his or her compensation via direct deposit, if such arrangement has not already been made by the employee prior to that date. Effective the first pay period following ratification of the 2017 to 2020 agreement, employees will receive electronic pay stubs, but will have the option to elect to receive a paper copy.

4. Article XIX, ("Duration")

Amend the dates contained in Article XIX to reflect a three (3) year contract with a duration from July 1, 2017 through June 30, 2020.

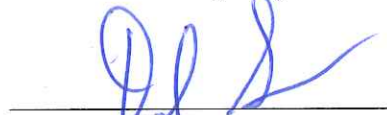
In witness hereof, the City of Boston and the Office and Professional Employees International Union, Local 6, have caused the Agreement to be signed, executed and delivered on the \_\_\_\_\_ day of \_\_\_\_\_, 2017

CITY OF BOSTON

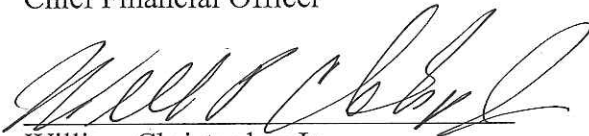
OFFICE AND PROFESSIONAL  
EMPLOYEES INTERNATIONAL UNION,  
LOCAL 6



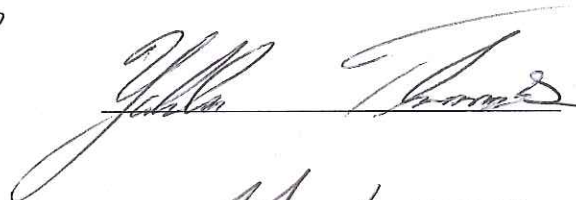
Martin J. Walsh, Mayor of Boston



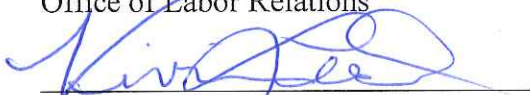
David Sweeney,  
Chief Financial Officer



William Christopher Jr.,  
ISD Commissioner

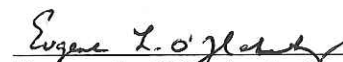


Alexis Tkachuk, Esq., Director,  
Office of Labor Relations



Vivian Leonard, Director  
Office of Human Resources

Approved as to form:



Eugene L. O'Flaherty, Esq.  
Corporation Counsel