# TENTATIVE AGREEMENT

Subject to ratification and approval.

This Memorandum of Agreement (MOA) is made pursuant to Chapter 150E of the General Laws by and between the City of Boston (City), and the Teamsters, Local 25. This MOA supplements and amends the Collective Bargaining Agreement effective July 1, 2017 to June 30, 2020. Except as expressly provided below, the parties agree that the terms and provisions of their collective bargaining agreement effective July 1, 2017 through June 30, 2020 shall be extended without modification for the period commencing on July 1, 2020 and ending on June 30, 2023.

1. Amend Section 1 of Article 19, Compensation, to provide the following base wage increases.

- Effective the first pay period of October 2020 - All Employees will receive a 2 percent base wage increase.
- Effective the first pay period of October 2021 - All Employees will receive a 1.5 percent base wage increase.
- Effective the first pay period of October 2022 - All Employees will receive a 2 percent wage increase.

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 of Agreement shall not be eligible for retroactive pay.

Pandemic-work stipend. On a one-time only basis, bargaining unit members employed on the date this MOA is funded by the City Council shall receive a one-time lump sum payment of one thousand dollars ($1,000.00), minus standard deductions.

2. Amend Section 11 of Article 10 so that it provides as follows: "All overtime shall be paid no later than the **next payroll cycle** following the **week** in which such overtime was earned."

3. Amend Article 12, Holidays, to include Juneteenth.

4. With respect to the Military Leave Policy referenced at Article 15, Section 2, the parties agree to updated Military Leave Policy (copy attached).

5. Amend Article 21, Duration of Agreement, to reflect a three-year contract effective from July 1, 2020 to June 30, 2023.

CITY OF BOSTON

TEAMSTERS, LOCAL 25

7.22.22

Dated: 7/25/22