

MEMORANDUM OF AGREEMENT
Between the
CITY OF BOSTON
and
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 888,
MAYOR'S OFFICE OF HOUSING

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 Service Employees International Union, Local 888, Mayor's Office of Housing unit (SEIU or the Union).

On December 3, 2024, the parties reached a tentative agreement subject to ratification by the Union and approval by the Mayor and Boston City Council of the October 1, 2023 through September 30, 2026 agreement. This three (3) year agreement is the product of successor collective bargaining to the October 1, 2020 to September 30, 2023 agreement between the City and the Union. This MOA is effective from October 1, 2023, through September 30, 2026.

1. Compensation

Amend Article 15 Section 1(a) as follows:

Effective the start of First Pay Period (FPP) following the below dates, increase the salary as follows:

January 2024 2%

January 2025 2%

January 2026 2%

Effective the start of FPP following the below dates, add to annual base wages as follows:

January 2024 \$500.00

January 2025 \$250.00

January 2026 \$900.00

The above flat dollar increases to the wages will be added after the percentage increases each year and are increases to the annual salary.

Retroactive pay, if any, shall be limited to employees of the City on the date of City Council funding. Employees who separated from employment for any reason prior to City Council funding shall not be eligible for retroactive pay, except for employees who retired after, but not including on, September 30, 2023.

If state aid revenue decreases compared to the prior fiscal year at any point during fiscal year 2026 only, then the next scheduled base wage increase and base dollar amount increase will be delayed by one year from the scheduled date. However, all base wage increases and base dollar amount increases due under this agreement will be paid to employees prior to the expiration of the agreement. The parties agree that this provision of the agreement shall lapse, expire and sunset on July 1, 2027.

2. Agency Service Fee

Delete Article 4 Section 1 and replace it with "Intentionally left blank."

Move Article 4 Section 2 to Article 3.

Renumber Article 3 to reflect Section 1 and Section 2.

Add the language " or agency fees" to the Article 3 after union dues.

Proposed Redline:

ARTICLE 3 – PAYROLL DEDUCTION OF UNION DUES

Section 1. In accordance with the provisions of Section 17A, Chapter 180, of the General Laws (Chapter 740 of the Acts of 1950), accepted by the City Council of the City of Boston on January 15, 1951, and approved by its Mayor on January 17, 1951, union dues or agency fees shall be deducted weekly from the salary of each employee who executes and remits to the Municipal Employer a form of authorization for payroll deduction of either union dues or agency fees. Remittance of the aggregate amount of dues or agency fees deducted shall be made to the Union's Treasurer within twenty-five (25) working days after the month in which dues are deducted.

Section 2. The Union agrees to indemnify the City for damages or other financial loss which the City may be required to pay or suffer by an administrative agency or court of competent jurisdiction as a result of the City's compliance with Section 1 of this Article.

ARTICLE 4 – PAYROLL DEDUCTION OF AGENCY SERVICE FEE

(Intentionally left blank.)

~~Section 1. Pursuant to General Laws, Chapter 150E, Section 12, to assure that employees covered by this Agreement shall be adequately represented by the Union in bargaining collectively on questions of wages, hours, and other conditions of employment, the Collector Treasurer of the City shall deduct from each payment of salary made to each such employee during the life of this collective bargaining agreement and pay over to the Union, the exclusive bargaining agent of such employee, as an agency~~

~~service fee, an amount equal to the weekly Union dues deduction from the salary of individual employees, which amount is proportionately commensurate with the cost of collective bargaining and contract administration.~~

~~Section 2. The Union agrees to indemnify the City for damages or other financial loss which the City may be required to pay or suffer by an administrative agency or court of competent jurisdiction as a result of the City's compliance with Section 1 of this Article.~~

3. Update Direct Deposit Language

Remove the following language from Article 19 Section 13. Direct Deposit:

- a. "Effective sixty (60) days after ratification,"
- b. "in lieu of paper paystubs, but will have the option to elect to receive a paper copy.."

Update the language to be gender neutral.

Proposed Clean:

All members of the bargaining unit shall be required to receive their compensation via direct deposit. Employees will receive electronic pay stubs.

Proposed Redline:

All members of the bargaining unit shall be required to receive their ~~his or her~~ compensation via direct deposit. ~~Effective sixty (60) days after ratification~~ Employees will receive electronic pay stubs ~~in lieu of paper paystubs, but will have the option to elect to receive a paper copy.~~

4. Compensation Grade Appeals

Delete Article 20 Section 4. Compensation Grade Appeals and replace as follows:

The procedure set forth in this section shall be the exclusive procedure for changing the compensation grade for any position that this Agreement covers. Specifically, an arbitrator is without authority to change the grade of a position through a grievance citing Article 13 (Temporary Service in a Higher or Lower Position and Promotions).

The Union agrees that any position for which an appeal is made was properly graded on the effective date of this Agreement, **unless otherwise noted.** In considering an appeal, the City shall not examine changes in the job content in the position for which the appeal is claimed that occurred prior to the effective date of this Agreement. Rather, the review shall be restricted to a review on the issue of whether, after the effective date of this Agreement, there was a fundamental, substantial, and permanent change in the job content of such position that could have the effect of changing its compensation grade. **In instances where an employee seeks an upgrade to a higher graded position,** the employee must demonstrate that she/he/they actually

performs a majority of the higher graded job functions listed in the higher graded job description the majority of the time.¹ The review shall not consider perceived changes in job duties related to new technology, state or federal mandates, and/or to increases in the volume of work. Further, the review shall not consider whether other employees in the higher graded job actually perform the duties listed in the higher graded job description.

The procedure:

1. The Union shall submit a completed CGA application on behalf of a member(s) to the Office of Labor Relations (OLR). Incomplete applications shall be returned to the Union.
2. OLR shall forward the application to OHR Classification and Compensation Unit and to the employee's Department not more than 5 calendar days after receipt.
3. OHR Classification and Compensation Unit staff shall review the application and will reach out to the department and/or the union for additional information. Applications that meet the standard for upgrading a position shall be granted. Applications that do not meet the standard for upgrading a position shall be denied and returned to the Union. OHR Classification and Compensation Unit shall complete this review and OLR will notify the Union within 60 days from receipt.
4. Within twenty calendar days of receipt of OHR's denial of a CGA, the Union may request in writing a review before the City's Director of Human Resources or her/his/their designee.
5. Upon receipt of the Union's request, the Director of Human Resources or her/his/their designee shall offer to schedule a date for the review within 7 days. The Union must cooperate in the scheduling of the review or else the review will not be held and the application will be denied. The review shall occur within 90 days of receipt of the Union's request for a review.
6. After the review, the Director of Human Resources may either grant or deny the CGA. The Director's review of the CGA shall be completed and a decision issued within 90 days of receipt of the request from the Union.
7. Should the Director of Human Resources deny a CGA after review, the Union may file a grievance in accordance with Article 7. **The Grievance may be filed directly at Step 3.**
8. An arbitrator is without authority to award any remedy for any period of time predating the date that the Union submitted the completed CGA application.

¹ This is the standard for state employees under M.G.L. c. 30 § 49. See *Pellegrino v. Dept of State Police*, 18 MCSR 261 (2005).

This section replaces any prior Collective Bargaining Agreement, Supplemental Agreements, Side Letters to the Collective Bargaining Agreement, Settlement Agreements, Memoranda of Agreement, Memoranda of Understanding, policies, or by practice, related to this issue.

5. Sick Leave

Effective 90 days from City Council Funding, remove the following language from the first paragraph of Article 16 Sick Leave Section 1:

- "who has completed six (6) months of continuous service for the Municipal Employer," and
- "for absence caused by illness (which term, as here used, shall not be deemed to include pregnancy) or by injury or exposure to contagious disease or by the serious illness or death of a member of the employee's immediate family."

Add the following language to the first paragraph "pursuant to the City of Boston's Attendance Policy," between "be granted sick leave," and "without loss of pay."

Proposed Clean:

Every employee covered by this Agreement shall, subject to Section 2 of this Article, be granted sick leave, pursuant to the City of Boston's Attendance Policy, without loss of pay.

Sick leave shall accrue at the rate of one (1) day for each month of actual service. Sick leave not used in the year in which it accrues, together with any accumulated sick leave standing to the employee's credit on the effective date of this Agreement and not used in the current year, may be accumulated for use in a subsequent year. Sick leave not used prior to the termination of an employee's service shall lapse, and the employee shall not be entitled to any compensation in lieu thereof, except in accordance with Section 8 of this Article.

Proposed Redline:

Section 1. Every employee covered by this Agreement ~~who has completed six (6) months of continuous service for the Municipal Employer~~ shall, subject to Section 2 of this Article, be granted sick leave, pursuant to the City of Boston's Attendance Policy, without loss of pay, ~~for absence caused by illness (which term, as here used, shall not be deemed to include pregnancy) or by injury or exposure to contagious disease or by the serious illness or death of a member of the employee's immediate family.~~

Sick leave shall accrue at the rate of one (1) day for each month of actual service. Sick leave not used in the year in which it accrues, together with any accumulated sick leave standing to the employee's credit on the effective date of this Agreement and not used in the current year, may be accumulated for use in a subsequent year. Sick leave not used prior to the termination of an employee's service shall lapse, and the employee shall not be entitled to any compensation in lieu thereof, except in accordance with Section 8 of this Article.

6. Bereavement Leave

Replace Article 17 Other Leaves of Absence Section 4 with:

An employee who is in active service at the time of death shall be granted bereavement leave as outlined in the City of Boston's Bereavement Leave Policy, to be effective ninety (90) days from City Council Funding. Any additional leave shall run concurrently with other applicable leaves of absence. The City will provide thirty (30) day notice to the Union of any change to or elimination of the Bereavement Leave Policy. The Parties agree that if the City makes any changes to the Bereavement Leave Policy that results in a reduction of benefits from the contractual language of the 2020-2023 Agreement, the Parties will revert back to the prior contractual language.

7. Probationary Period

Housekeeping to reflect that any time off during the probationary period would extend the probationary period by the amount of time taken off.

Add the following language after "(including as little as one (1) day)":

"Or any period or periods during the employee's first six (6) months of service for which an employee uses paid time off."

Proposed Redline.

Section 1. The Probationary period for all new employees shall be six months of actual work. Any period or periods during the first six (6) months of service for which an employee is not paid (including as little as one (1) day) or any period or periods during the employee's first six (6) months of service for which the employee uses paid time off shall extend the probationary period by that amount of time. For the purpose of employees working on a less than full-time schedule, the probationary period will be considered complete after the employee has actually worked six (6) months. Any employee's probationary period may be extended at the discretion of the City up to six (6) months of actual work. The employee and the union will be notified in writing of the length and reason for the extension. An employee who separates from service and is subsequently re-employed by the City of Boston shall serve a new six (6) months probationary period, except in cases of recall or reinstatement.

8. Personnel Evaluation

Add the following paragraph to Article 19 Section 9 between the first and second paragraphs:

- "The Parties agree that Performance Evaluation Forms will evaluate employee performance on fixed categories of competencies. Should the City wish to change or eliminate the Performance Evaluation Forms, it will provide the Union with thirty (30) days notice."

Remove the following paragraph:

- "The parties agree to form a joint committee to review the Performance Review System instrument. Said committee shall consist of no more than five (5) members of the Union and five (5) members of the City. The committee shall meet within thirty (30) calendar days of ratification. The committee shall meet at the request of either party for a one (1) year period following ratification in an effort to reach resolution or impasse on the implementation of the Performance Review System instrument."

Proposed Redline:

Section 9. Performance Appraisals.

The City and the Union recognize the importance of improved productivity and performance in order to provide for the optimum level and highest quality of services for the City of Boston. Accordingly, the parties acknowledge that they have established a fair and reasonable performance review system and instrument. The parties agree that the performance evaluation shall not serve as the basis for an annual step increase nor shall it constitute discipline. The parties agree that employees shall not be subject to a formal evaluation using the performance evaluation instrument agreed to by the parties more than once per year.

The Parties agree that Performance Evaluation Forms will evaluate employee performance on fixed categories of competencies. Should the City wish to change or eliminate the Performance Evaluation Forms, it will provide the Union with thirty (30) days notice.

Nothing in this Section shall preclude the City from providing performance-based feedback, engaging in discussions regarding performance throughout the year, or issuing progressive discipline as set forth in Article 6 (Discipline and Discharge).

~~The parties agree to form a joint committee to review the Performance Review System instrument. Said committee shall consist of no more than five (5) members of the Union and five (5) members of the City. The committee shall meet within thirty (30) calendar days of ratification. The committee shall meet at the request of either party for a one (1) year period following ratification in an effort to reach resolution or impasse on the implementation of the Performance Review System instrument.~~

9. MBTA Pass Benefit

In the first sentence, replace "calendar year 2022," with, "the duration of this contract."

Remove the following sentence from the Article 19 Section 7:

"Additionally, full time benefits eligible employees are eligible for up to \$200 in bike maintenance and repair services redeemable exclusively at City-run bike maintenance and repair events."

Effective for ~~calendar year 2022~~ the duration of this contract, all full time benefits eligible and part time benefits eligible employees covered by this agreement are entitled to a pre-tax subsidy of 65% on monthly MBTA pass up to a pre-tax value of \$232 and a Bluebikes Membership at no cost to the employee. ~~Additionally, full time benefits eligible employees are eligible for up to \$200 in bike maintenance and repair services redeemable exclusively at City-run bike maintenance and repair events.~~ Forms to access these benefits will be available on the Beacon portal. The parties agree that the City has the unilateral right to amend, alter and revise the monthly pre-tax MBTA pass and bike benefits administered through the City's Access Boston system.

10. Disciplinary Warnings

Replace "two (2)" with "three (3)" in Article 6 Section 3.

Proposed Redline:

Section 3, " Documentation of any disciplinary warnings, not to include any discipline consisting of a suspension of any length of time, shall be removed from an employee's file after three (3) ~~two (2)~~ years (unless a lower term has been negotiated through the grievance process) provided there has been no further discipline of the employee during that time."

11. Promotional Probationary Period

Move the second paragraph of Article 6 Section 4 to a new section and label it Article 6 Section 5.

Add the following language to the newly created Article 6 Section 5:

"The transfer of the employee to the same or similar position in the Department that the employee previously worked pursuant to this Section 5 shall not require just cause and is not subject to grievance under Article 7, with the exception of the definition of similar position. However, during the Promotion Probation Period all other discipline, suspension, or discharge shall remain subject to Section 1 of this Article 6.

The Appointing Authority for the Department the employee is promoted to, transferred to, or appointed to may extend the Promotion Probation Period for an additional four (4) months of actual work at his/her discretion ("Promotion Probation Extension"). Any Promotion Probation Extension under this Section 5 shall not be subject to just cause and the Union may not grieve such Promotion Probation Extension. The employee and the Union will be notified in writing of the length and reason for the extension."

Proposed Redline:

Section 4. The probationary period for all new employees shall be six (6) months of actual work. Any period or periods during the employee's first six (6) months of service for which an employee is not paid (including as little as one (1) day) or any period or periods during the employee's first six (6) months of service for which the employee uses paid time off shall extend the probationary period by that amount of time. For the purpose of employees working on a less than full-time schedule, the probationary period will be considered complete after the employee has actually worked six (6) months. Any employee's probationary period may be extended at the discretion of the City up to six (6) months of actual work. The employee and the union will be notified in writing of the length and reason for the extension. An employee who separates from service and is subsequently re-employed by the City of Boston shall serve a new six (6) months probationary period, except in cases of recall or reinstatement.

Section 5. Any employee provisionally promoted, promoted, provisionally appointed, transferred and/or placed in a new position in the bargaining unit shall serve a separate four (4) months of actual work evaluation period during which time the Appointing Authority for the Department the employee is promoted to, transferred to, or appointed to may request that the Appointing Authority for the Department the employee previously worked in return the employee to the same or a similar position within the Department that the employee previously worked. The Appointing Authority for the Department that the employee previously worked may then at his/her discretion return the employee to the employee's same or similar position in the Department that the employee previously worked. The transfer of the employee to the same or similar position in the Department that the employee previously worked pursuant to this Section 5 shall not require just cause and is not subject to grievance under Article 7, with the exception of the definition of a similar position. However, during the Promotion Probation Period all other discipline, suspension, or discharge shall remain subject to Section 1 of this Article 6.

The Appointing Authority for the Department that the employee is promoted to, transferred to, or appointed to may extend the Promotion Probation Period for an additional four (4) months of actual work at his/her discretion ("Promotion Probation Extension"). Any Promotion Probation Extension under this Section 5 shall not be subject to just cause and the Union may not grieve such Promotion Probation Extension. The employee and the Union will be notified in writing of the length and reason for the extension.

12. Grievance Scope

Add the following language to Article 7, Section 2 as follows:

Proposed Redline:

Section 2. Grievances shall be processed in the following manner:

Step #1: The Union steward, with or without the aggrieved employee, and with or without the Union representative shall present the grievance orally to the employee's immediate supervisor outside the bargaining unit, or other Employer designee outside the bargaining unit and the parties shall attempt to

resolve the grievance informally. If they are unable to do so, the Union may submit the grievance in writing to the employee's immediate supervisor outside the bargaining unit, or other Employer designee outside the bargaining unit. The Union must submit the grievance in writing within (30) thirty calendar days after the employee or Union had knowledge or should have had knowledge of the occurrence or failure of occurrence of the incident on which the grievance is based, or it shall be waived. The grievance shall state the specific Articles and Sections of this Agreement alleged to have been violated and specify the events and timeframe of occurrence that give rise to the grievance.

13. Grievance Compliance

Revise Article 7, Section 8 as follows:

Proposed Redline:

When an arbitration award is granted in favor of the Union, that award shall be complied with by the City within the timeline specified by the arbitrator, which shall not exceed 90 days, ~~thirty (30) calendar days of the date the award was granted,~~ unless the City, in a timely fashion, seeks to vacate the award. If the City fails to comply with a monetary award within the timeline specified by the arbitrator ~~forty-five (45) calendar days after the date of the award,~~ 10% interest per calendar year shall be added unless the award is ultimately vacated by a final court judgment.

If the City does not comply with an award within ninety (90) ~~sixty (60)~~ calendar days after the date of the award, or within sixty (60) calendar days following unsuccessful court proceedings to vacate the award, whichever comes later, the City shall pay all costs and attorneys' fees involved in successfully enforcing the award in court.

14. Technological Changes

Delete the current Section 4 of Article 18 and replace with, "This section intentionally left blank."
Move the existing language over to Article 5, Management Rights by creating a new Article 5, § 5 to and amend as follows:

- a) ~~The Union and the City recognize that there may be adjustments precipitated by the introduction of~~ introduce new technology to the City's workforce. ~~To ease that adjustment, the Union and the City agree to work together during the introduction and implementation process. The Union and the Employer recognize that the introduction of technological change should have a positive impact on the quality of work life and job tasks of those who use the new technology.~~

~~Both parties recognize that the Union's role is purely advisory, and the City assumes final responsibility and authority.~~

~~In accordance with the City's desire to provide for a healthy and safe working environment, the City will make every effort to purchase and maintain quality and well-designed equipment.~~

The City will provide the Union and employees with thirty (30) days' notice of any change to technology.. and will involve the Union and the affected employees in the planning process. In the event of technological advancement, the City will provide on the job training to bargaining unit employees. ~~The City recognizes the value of work performed by its employees and will make an effort to prevent any undesirable consequences.~~

- b) ~~The City agrees to meet with the Union to discuss any labor/management issues regarding these proposed changes. Such issues may include:~~
- ~~1) Planning the introduction of new equipment;~~
 - ~~2) The introduction of new job classifications and any changes in current job classification or descriptions;~~
 - ~~3) Training requirements and availability;~~
 - ~~4) Health and safety considerations, including ergonomic factors;~~
 - ~~5) Machine monitoring and/or machine pacing.~~

As stated in Article 20, § 4, perceived changes in job duties related to new technology are not a basis for reclassification. No wages, benefits or fringes shall be reduced by the introduction of new technology to current job classification(s).

~~Pregnant employees who work on VDT systems may request temporary re-assignment within their job description or a comparable position, and be reassigned within two (2) weeks of notification to the immediate supervisor of the pregnancy and for the duration of the pregnancy. This request must be made in writing to the Appointing Authority with verification from the employee's physician.~~

~~It is recommended that those employees who are assigned to operate various forms of new technology, i.e., micro and mini computers, be allowed to rotate assignments, where possible, to avoid low productivity, eye strain, and other undesirable effects of these assignments.~~

~~Consistent with the rest period benefit in Article 10, Section 7, VDT operators shall be required to take a break away from his/her screen of at least fifteen (15) minutes after two (2) hours of work on the terminal. In the event the normal work schedule does not provide a lunch or rest break every two (2) hours, the employee shall be assigned duties away from the VDT screen for fifteen (15) minutes after two (2) hours of break.~~

- c. ~~Equipment purchased after the date of execution of this Agreement shall conform to "industry standards" and shall be equipped with a non-glare screen cover, brightness and contrast controls, and detachable keyboard and adjustable screens.~~

~~An effort shall be made to install the equipment to ensure comfort, ease of use, and safety. Where possible, the City will install machines away from windows and in a properly lighted environment. Cleaning solutions and materials shall be provided by the Employer. Other forms of maintenance including monitoring for radiation shall be~~

~~performed by qualified personnel on a regular basis. A record of such maintenance will be kept at each terminal and be available to the terminal user.~~

- ~~d. Training which shall include instructions in the specific operations, special precaution and safety features, shall be provided during the introduction and implementation of new technology in the work place.~~

~~No employee shall be required to work on equipment that he/she has not been trained to operate. Training shall be conducted by appropriate personnel, and a record of this training shall be maintained by each department.~~

Proposed Clean:

Article 5 Section 5. Technological Changes

- (a) The City may introduce new technology to the City's workforce.
- (b) The City will provide the Union and employees with thirty (30) days' notice of any change to technology. In the event of technological advancement, the City will provide on the job training to bargaining unit employees.
- (c) As stated in Article 20, § 4, perceived changes in job duties related to new technology are not a basis for reclassification.

15. On-Call Differentials

Effective ninety (90) Days after City Council funding, amend Article 20, Section 12: On-Call Differential.

Employees, including the Manager of Security Operations and the Communication Specialist, designated by their Deputy Director to be on-call shall receive a differential of ~~\$150~~ \$300 per week plus compensatory time for hours actually worked in accordance with Article 11.

16. Clothing Allowance

In Article 2 Miscellaneous Section 2 Uniforms replace the following text:

- In paragraph three replace December 2017 with December 2025;
- In paragraph three replace two hundred fifty dollars (\$250) with three hundred seventy-five dollars (**\$375**)
- In paragraph four replace November 16, 2017 with November 16, 2025.

Proposed Redline.

Section 2. Uniforms.

Subject to operational needs and budgetary constraints the parties agree that all Departments may issue uniform clothing with consultation of the Union and that the bargaining unit members shall be obligated to wear the uniform clothing so issued. If a Department issues the uniform, employees shall be obligated to wear the uniform for the entire fiscal year as duties require and dictate.

So long as the Department provides and replaces said uniform(s) when necessary, employees shall be expected to keep their uniforms in good, clean condition and shall be obligated to wear said uniform as duties require and dictate. Failure to comply may lead to progressive discipline, consistent with Article 6 of the CBA.

Effective December ~~2017~~2025, and each December thereafter, employees covered by this Agreement, shall receive a uniform and clothing allowance in the amount of three hundred seventy-five dollars (\$375)~~two hundred fifty dollars (\$250.00)~~ per fiscal year.

All monetary uniform and clothing allowances existing prior to November 16, 2025~~November 16, 2017~~, whether contained in the Collective Bargaining Agreement, Supplemental Agreements, Side Letters to the Collective Bargaining Agreement, Settlement Agreements, Memorandum of Agreement, Memoranda of Understanding, or by practice are extinguished and replaced with the allowance above.

17. Vacation

Effective January 1, 2025 and implemented within 90 days of City Council funding amend Article 15 as follows:

Article 15, Section 1

Vacation leave for all members of SEIU Local 888, Mayor's Office of Housing, ~~except members of SEIU Local 888 who were employed in the Department of Neighborhood Development prior to December 31, 2011~~, shall be calculated as follows: ~~(DND Employees Hired Prior to December 31, 2011: refer to Supplemental Agreements Part D)~~

An employee who starts work before July 1, and who actually works for six (6) months shall be entitled to one (1) week of vacation before December 31. An employee, who starts work on or after July 1, shall receive ~~one (1) week~~ two (2) weeks of vacation leave upon the completion of six (6) months of work.

~~The Appointing Authority in his/her discretion may grant an additional week of vacation leave to such employees who were hired after July 1 and who have completed six (6) months of service. In no event shall the vacation entitlement for such employees exceed that established in.~~ Any period or periods during the first six (6) months of service for which an employee is not paid (including as little as one (1) day) shall extend the effective date of eligibility.

- a. An employee who on January 1, has more than six (6) months of continuous service, but less than ~~four~~ seven (7) years of service, shall receive three (3) weeks of vacation leave.
- b. An employee who on January 1, has more than seven (7) years of service, shall receive four (4) weeks of vacation leave.
- c. An employee who on January 1, has more than fourteen (14) years of service, but less than thirty (30) years of service, shall receive five (5) weeks of vacation leave.

- d. An employee who on January 1 has more than thirty (30) years of service shall receive six (6) weeks of vacation leave.

18. Housekeeping

The parties agree to produce an integrated contract.

The parties additionally agree to update language in the contract to be gender neutral.


19. Duration of Agreement

Amend Article XXV to reflect a new effective date of October 1, 2023 and a new end date of September 30, 2026.

In witness hereof, the City of Boston and Service Employees International Union, Local 888, Mayor's Office of Housing have caused the Agreement to be signed, executed and delivered on the 3 day of March, 2025.

CITY OF BOSTON

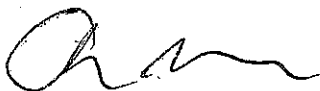
SERVICE EMPLOYEE INTERNATIONAL
UNION, LOCAL 888, MOH



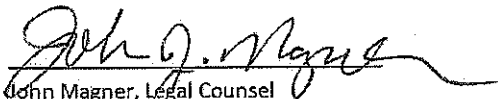
Mayor Michelle Wu



Thomas McKeever, President



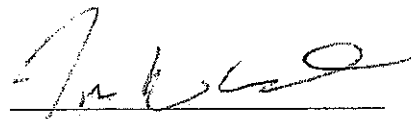
Alex Lawrence, Chief People Officer



John Wagner, Legal Counsel




Ashley Groffenberger, Chief Financial Officer



James Smith, Chapter Chair

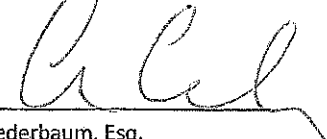


Renee Bushey, Director, Labor Relations



Theresa Strachila, Vice Chair

Approved as to form: EM



Adam Cederbaum, Esq.
Corporation Counsel