

OFF THE RECORD PROPOSAL
Memorandum of Agreement

Between
The City of Boston and
Service Employees International Union, Local 888 Boston Citywide

January 31, 2024

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 Service Employees International Union, Local 888 ("Union" or "SEIU"), agree to a collective bargaining agreement ("CBA") from July 1, 2026 through June 30, 2027 with the following terms.

All existing provisions in the parties' July 1, 2023-June 30, 2026 CBA not expressly amended or deleted by this Memorandum of Agreement shall be included in the July 1, 2026 - June 30, 2027 CBA.

1. **Article 20, Section 1 - Base Wage Increases**

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

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

- Effective First Pay Period (FPP) January 2027 - Salary Increase of 2%

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

- Effective First Pay Period (FPP) January 2027 - Salary Increase of \$750

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

This one year agreement is subject to the following:

1. The Union has ratified this Agreement covering the period from July 1, 2026 through June 30, 2027; and
2. The Mayor has approved this Agreement covering the period from July 1, 2026 through June 30, 2027; and
3. The Boston City Council has voted to fund this Agreement covering the period from July 1, 2026 through June 30, 2027.

In witness hereof, the City of Boston and SEIU, Local 888, have caused the Agreement to be signed, executed and delivered on the 31st day of January, 2024.

CITY OF BOSTON

Denise Busby 1/31/24
Name Date

SEIU, LOCAL 888

MCK 1/31/24
Name Date
