

MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING is entered into this 28th day of July 2014, by and between the MASSACHUSETTS BAY TRANSPORTATION AUTHORITY, hereinafter referred to as the "Authority," and LOCAL 600 OF THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO, hereinafter referred to as the "Union."

WHEREAS, the Board of Directors of the Authority has the authority to bargain collectively with labor organizations representing employees of the Authority and to enter into Agreements with such organizations over wages, hours, and working conditions to the extent permitted by law; and

WHEREAS, the Union is a labor organization representing employees of the Authority; and

WHEREAS, the Authority and the Union are Parties to a Collective Bargaining Agreement entered into the first day of July, 2006; and

WHEREAS, the Parties have agreed to certain changes in said Agreement;

NOW THEREFORE, the Authority and the Union, in consideration of mutual promises and covenants, agree that the Agreement entered into the first day of July 2006 shall be further amended as follows:

1. Term of Agreement:

The term of this Agreement shall be from July 1, 2010 through and including June 30, 2014. Unless specifically stated otherwise, all changes are effective with the date of the agreement.

2. Wages:

The wage rates for all classifications covered by the Agreement shall be increased as follows:

Effective July 1, 2010 – 2.5%

Effective July 1, 2011 – 2.5%

Effective July 1, 2012 – 2.0%

Effective July 1, 2013 – 2.0%

Effective June 30, 2014 – 1.0%

3. Uniforms:

Increase the uniform voucher from \$1,200 every two years to \$1,350 every two years.

4. Health, Accident and Life Insurance Plan:

- Amend the title of this section to include “LIFE INSURANCE AND OTHER RELATED BENEFITS”
- Delete all sections and replace with the following:

The parties acknowledge that with respect to health, dental and life insurance, such matters as plan design and contribution levels are as provided by the Commonwealth’s Group Insurance Commission (GIC) in accordance with Chapter 25 of the Acts of 2009, as amended. The parties further understand that any other matters such as supplementary payments, payroll deduction, disability income benefits, life insurance and the like may be provided through a Health and Welfare Trust Plan.

5. Integrated Agreement:

The parties agree that they will make their best efforts to execute an integrated collective bargaining Agreement as soon as possible, and no later than December 31, 2014.

The implementation of this MEMORANDUM OF UNDERSTANDING is subject to the approval of the membership of LOCAL 600 OF THE OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO, and the approval of the Board of Directors of the Massachusetts Bay Transportation Authority, and is subject to applicable statutory requirements.

**MASSACHUSETTS BAY
TRANSPORTATION AUTHORITY**

Approved by:

Dr. Beverly A. Scott, Ph.D.
General Manager

Paul Andruszkiewicz, Acting Asst.
Secretary of Transportation of
Human Resources for
MassDOT and the MBTA

Kimberly B. Poirier
Director of Labor Relations

Approved as to form:

Paige Scott Reed
MassDOT/MBTA General Counsel

**LOCAL 600,
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION
AFL-CIO**

By its Agreement Committee:

A handwritten signature in black ink, appearing to read "Robert Didrikson", written over a horizontal line.

Robert Didrikson
President/Business Manager