

## MEMORANDUM OF UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING is entered into this \_\_\_\_\_ day of September 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, 2010; 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 2010 shall be further amended as follows:

1. Term of Agreement

The term of this Agreement shall be from July 1, 2014 through and including June 30, 2018. 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, 2014	1.0%
Effective January 1, 2015	1.5%
Effective July 1, 2015	2.5%
Effective July 1, 2016	2.5%
Effective July 1, 2017	2.5%

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.

Approved by:

**MASSACHUSETTS BAY  
TRANSPORTATION AUTHORITY**

---

Beverly A. Scott, Ph.D.  
General Manager and Transit  
Administrator

---

Kimberly B. Poirier  
Director of Labor Relations

APPROVED AS TO FORM:

---

Paul Andruszkiewicz  
Acting Assistant Secretary for Human  
Resources for MassDOT and the MBTA

---

Paige Scott Reed, Esq.  
General Counsel, MassDOT/MBTA

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

By its Agreement Committee:

---

Robert Didrikson  
President/Business Manager