

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COMMONWEALTH OF MASSACHUSETTS
AND THE
ALLIANCE, AFSCME-SEIU LOCAL 888
UNIT 2
FOR A
SUCCESSOR AGREEMENT
July 1, 2023 through June 30, 2024**

The parties agree to the following modifications to the Commonwealth and Alliance, AFSCME-SEIU Local 888 Collective Bargaining Agreement for Unit 2 for July 1, 2023 through June 30, 2024:

**ARTICLE 12
SALARY RATES**

Section 1

- A. Effective the first full pay period in July 2023 employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**
- B. Effective the first full pay period in January 2024, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**

Section 2

July 2, 2023

\$500.00 per full time equivalent (FTE) of the combined AFSCME Council 93 and SEIU Local 888 as of July 2, 2023*, shall be used to create a classification and adjustment pool to be distributed as mutually determined by the parties with a specific focus on job series that have not been reviewed or reclassified in a number of years. The parties shall begin meeting immediately upon ratification of this agreement and will finalize the distribution plan for the adjustments within 90 days to be effective July 2, 2023.

*(For initial budgeting consideration, the parties agree that the classification and adjustment pool will be based on an FTE count of no less than the FTE count of the first full pay period in July 2022.)

**ARTICLE 29
DURATION**

This Agreement shall be for the one year period from **July 1, 2023** to **June 30, 2024** and terms contained herein shall become effective on **July 1, 2023** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the UNIT 2 Membership, the predecessor collective bargaining agreement shall be modified in accordance with this memorandum of understanding.

**ARTICLE 30
REOPENER**

Section 1. Wage Reopener

In the event that during the term of this Agreement a Collective Bargaining Agreement is submitted by either the Governor, or the Secretary for Administration and Finance and said Agreement is funded by the Legislature, and in the event such Agreement contains provisions for across-the-board salary increases in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

For the Commonwealth

M. Dine
4/14/2023

For the Union

[Signature] 4-14-23

For the Union:

| | | |
|---------------------------|---------------------------|----------------------------|
| <u><i>[Signature]</i></u> | <u><i>[Signature]</i></u> | <u><i>[Signature]</i></u> |
| <u><i>[Signature]</i></u> | <u><i>[Signature]</i></u> | <u><i>[Signature]</i></u> |
| <u>Upahel Brou</u> | <u>Manuel Keruele</u> | <u>[Signature]</u> |
| <u>Edouard Brou</u> | <u>Daniel King</u> | <u>[Signature]</u> |
| <u>Michelle Adams</u> | <u>Norma Payne</u> | <u>Thomas J. Deardorff</u> |
| <u>Keith Carter</u> | <u>[Signature]</u> | <u>[Signature]</u> |
| | | <u><i>[Signature]</i></u> |

Karen Akhopyants



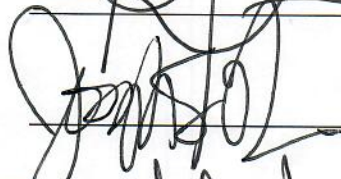
Nancy Silver

Spandora Nelson

~~Robert L. Evans~~

GB

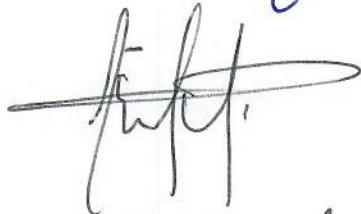
Vernon Neo



Charles Sgh

Brilliantchanka

Laura Logg



Kelly Duskis Abaci

Denis Mackinnon

st. W.

Carl Muller

José Manuel