

TENTATIVE AGREEMENT

MEMORANDUM OF AGREEMENT

Between the
CITY OF BOSTON
and the
MUNICIPAL POLICE PATROLMEN'S ASSOCIATION
Dated June 10, 2022

This Tentative Agreement must be accepted as a whole. That is, each term is subject to ratification on the entire package. In making its proposals, the City has not waived any rights it has to implement any or all of the proposals contained herein. Moreover, this Tentative Agreement is without prejudice to the City's position at main table negotiations with the Union. This memorandum shall remain off the record for all purposes until it is ratified by the Union membership, approved by the Mayor, and funded by the City Council.

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 Municipal Police Patrolmen's Association (MPPA). This MOA supplements and amends the Collective Bargaining Agreement effective July 1, 2017 to June 30, 2020. Except as expressly provided below, the parties agree that the terms and provisions of their collective bargaining agreement effective July 1, 2017 through June 30, 2020 shall be extended without modification for the period commencing on July 1, 2020 and ending on June 30, 2023.

1. Amend Article XV, "COMPENSATION" -

Section 1A. Provide the following base wage increases.

- Effective first pay period (FPP) of October 2020 - Salary increase of 2%
- Effective first pay period (FPP) of October 2021 - Salary increase of 1.5%
- Effective first pay period (FPP) of October 2022 - Salary increase of 2%

Retroactive pay shall be limited to employees of the City on the date that the Union ratifies this Memorandum of Agreement. Employees who separated from employment for any reason prior to the date the Union ratifies this Memorandum of Agreement shall not be eligible for retroactive pay.

Section 1B.

In recognition for the hard work during the COVID-19 pandemic, bargaining unit members employed on the date of this Memorandum of Agreement is funded by the City Council shall receive a one-time lump sum payment of one thousand Dollars (\$1,000.00), minus standard deductions, effectuated within ninety days from City Council Funding.

2. Article XVI § 1, "HOLIDAYS"

Amend to include Juneteenth.

3. Article XVII, "PAYING DETAILS"

In Section 2, increase the paid detail rate by three dollars (\$3.00) effective the first pay period of October 2022.

4. Article XIX, Add New Section 8 as follows:

Section 8. Wellness Days. On a one-time only, non-precedent setting basis, the City will award two (2) Wellness Day for use during calendar year 2022 to regular full-time active status union members hired before the execution of this Agreement who: (1) are or become fully vaccinated, or (2) have or receive a documented and approved medical or religious accommodation and are in compliance with submitting weekly negative COVID-19 tests. These Wellness Days must be taken in full shift increments. No employee is allowed to work overtime on a day they are using a Wellness Day.

This benefit is awarded on a "one-time basis" for calendar year 2022, and will expire on December 31, 2022, and does not establish precedent or practice. This Wellness Day shall not carry over into Calendar Year 2023 under any circumstances; nonuse of any or all of these days shall not entitle an employee to any extra leave or compensation on the basis of nonuse and is not subject to any annual buy back, rollover or severance.

5. Article XXIX, "DURATION OF AGREEMENT"

Amend the dates contained in Article XXIX to reflect a three (3) year contract with a duration from July 1, 2020 through June 30, 2023.

6. The parties acknowledge and agree that they have met any and all bargaining obligations regarding the December 20, 2021 Vaccine Verification Policy, and that the settlement agreement they reached in connection with said Policy shall take effect, upon ratification of this MOU, however such agreement shall in no way be incorporated into the parties' collective bargaining agreement.

7. Add: "The parties agree to the updated 2021 Military Leave policy."

8. Add: "The parties agree to the City of Boston Paid Parental Leave Policy that took effect May 1, 2021."

In witness hereof, the City of Boston and the Municipal Police Patrolmen's Association, have caused the Agreement to be signed, executed and delivered on the ~~13th~~ day of ~~June~~, 2022

Renee Bushey

Patrick DiCarlo
PATRICK DICARLO
PRESIDENT BMAPA LOCAL 650

Brian Connor
BRIAN CONNOR
NAGE/IBPO NATIONAL REP

Dated: 06/13/22