

MEMORANDUM OF AGREEMENT
by and between the
BOSTON POLICE SCHOOL TRAFFIC SUPERVISORS ASSOCIATION
AND THE CITY OF BOSTON
in successor contract negotiations

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Boston Police School Traffic Supervisors Association, Inc. ("BPSTSA").

On April 19, 2022 the parties reached a tentative agreement subject to ratification by the BPSTSA and approval by the Mayor and Boston City Council of the September 1, 2020 through August 31, 2023 agreement. This three (3) year agreement is the product of successor collective bargaining to the September 1, 2019 through August 31, 2020 agreement between the City and the BPSTSA.

Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement shall be extended without modification for the period commencing on September 1, 2020 and ending on August 31, 2023.

1. Article IX ("Compensation") – Section 1. Provide base wage increases as follows:

Effective the first pay period (FPP) in September, 2020 → 2 % across the board base wage increase.

Effective FPP September, 2021 → 1.5% across the board wage increase.

Effective FPP September, 2022 → 2 % across the board base wage increase.

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.

2. Article X, Miscellaneous – Section 9.

Section 9. The parties agree that the following policies of the city of Boston may be implemented upon the effective date of this Collective Bargaining Agreement:

- a. **Military Leave (dated April 1, 2022);**
- b. Family & Medical Leave (dated April 20, 2012);
- c. Attendance (dated August 24, 2011, to take effect on January 1, 2013); and
- d. Light Duty for Employees on Worker's Compensation.

3. Article X, Miscellaneous – Section 10.

Section 10. All members of the bargaining unit shall be subject to the COVID Vaccine Policy agreed to between the City and the Boston School Traffic Supervisors Association dated **December 20, 2021.**

4. Article IX (“Compensation”) – Section 1A.

Section 1A. In consideration of the foregoing, and in recognition for the hard work and dedication of union members to the safety of Boston’s school children, bargaining unit members employed on the date this Memorandum of Agreement is funded by the City Council shall receive a one-time lump sum payment of three hundred and seventy-five dollars (\$375.00), minus standard deductions, effectuated within ninety days from the City Council funding.

5. Article XVI, (“Duration”)

Amend the dates contained in Article XVI to reflect a year (3) year contract with a duration from September 1, 2020 through August 31, 2023.

In witness hereof, the City of Boston and Boston Police School Traffic Supervisors Association (BPSTSA) have caused the Agreement to be signed, executed and delivered on the 10 day of August, 2022.

CITY OF BOSTON



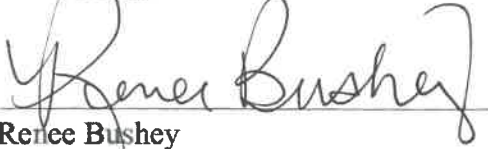
Mayor Michelle Wu



Alex Lawrence
Chief People Officer



Ashley Groffenberger
Chief Financial Officer



Renee Bushey
Director, Labor Relations

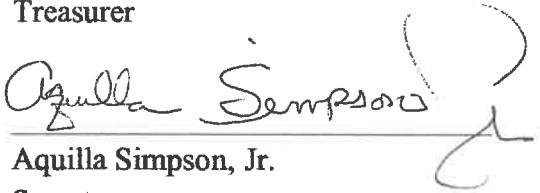
BPSTSA



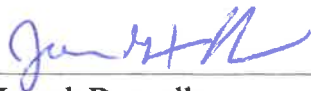
Anna Caldarelli
President



Lorraine McLaughlin
Treasurer

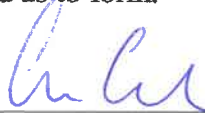


Aquilla Simpson, Jr.
Secretary



Joseph Donnellan
Legal Counsel

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Corporation Counsel