

**MEMORANDUM OF AGREEMENT**  
between  
**CITY OF BOSTON POLICE DEPARTMENT**  
and  
**NEW YORK TYPOGRAPHICAL UNION, CWA LOCAL 14156,**

This Memorandum of Agreement ("Agreement") made and entered into by and between City of Boston Police Department ("the Employer") and New York Typographical Union, CWA Local 14156 ("the Union");

WHEREAS, the Union and the Employer are parties to a Collective Bargaining Agreement whose expiration date is September 30, 2017;

WHEREAS, in light of the good faith relations that have characterized the bargaining relationship, the parties have reached an agreement to extend the current Collective Bargaining Agreement;

NOW THEREFORE, the parties agree to extend the Collective Bargaining Agreement effective October 1, 2017 through and including September 30, 2020 with only the following modifications:

1. All the terms and conditions of the existing agreement are extended for a three (3) year term through and including September 30, 2020;
2. All the dates in the new agreement shall be adjusted to reflect the new term ;
3. **Amend Article IV as follows;**  
**Section 1.** To assure that employees covered by this Agreement shall be adequately represented by the Union in bargaining collectively on questions of wages; hours and other conditions of employment, the Collector-Treasurer of the city shall deduct from each payment of salary made to each such employee who executes and remits to the Municipal Employer a form or authorization for payroll deduction of agency fees during the life of this collective bargaining Agreement and pay over to the Union, the exclusive bargaining agent of such employees, an agency service fee, the sum of 3% of weekly gross earnings, which amount is proportionately commensurate with the cost of collective bargaining and contract administration. The Union certifies that this collective bargaining agreement is formally executed pursuant to a vote of a majority of all employees in the bargaining unit.
4. **Article VI, Employment and Union Security: new Section 1.**  
**Section 1.** Jurisdiction of the Union and the appropriate unit for collective bargaining is defined as including all Graphic Arts Unit work in the Office of Multimedia such as the, but not limited to, the preparation of all informational and promotional printed and digital media; forensic art including forensic composites, forensic facial reconstruction, crime scene reconstruction and courtroom graphics; creating animations and 3D models for the purpose of enhancing any motion related products; the creation, composition and design of templates for the production of internal and public documents including flyers, brochures, web graphics, business cards and signage; prepare and edit department forms for printing; typeset all documents; proofreading; photograph and videography; edit photos and videos; operate printers and equipment; prepare files for print and electronic platforms ensuring proper format; monitor stock levels. Including, but not limited to, the operation of Macintosh and PC based software including, but not limited

to: Adobe Creative Suite, Photoshop, Illustrator, InDesign, Lightroom, Acrobat, Final Cut Pro, LiveType, Motion, SoundTrack Pro or comparable video editing software, Adobe After Effects, 3D Studio Max, Maya, ZBrush or Vista FX.

(a) (b), (c) and (d) are unchanged.

5. Delete Section 2.
6. Delete Section 3. Teletypesetter Operation, in its entirety.
7. Delete Section 4, Keyboard Qualifications, in its entirety.
8. **Article XIV** ("Compensation"), Provide base wage increases as follows:  
**Section 1.**
  - (a) Effective the First Pay Period of January, 2018 a 2 % base wage increase (retroactive).
  - (b) Effective the First Pay Period of January, 2019 a 2 % base wage increase.
  - (c) Effective the First Pay Period of January, 2020 a 2 % base wage increase.
9. **Article XVIII** Insert new Section 6 Parental-Maternity Leave  
**Section 6.** Parental Leave. Every employee covered by this Agreement shall be granted medical and/or parental leave consistent with the City of Boston's Medical Leave Policy. Concurrent with the Parental Leave provision in the Medical Leave Policy, effective upon funding by the City Council as of [*Date of City Council Funding*], employees covered by this Agreement may also be granted paid parental leave consistent with the City's Paid Parental Leave Policy. Such Paid Parental Leave shall run concurrent with the City's Medical Leave Policy and any other applicable approved leaves of absence, including those covered by the Family and Medical Leave Act and the Massachusetts Parental Leave Act. The Union waives its right to bargain over the City's decision and any impacts associated with such decision to change or eliminate the Paid Parental Leave Policy. The City will provide thirty (30) day notice to the Union of any change to or elimination of the Paid Parental Leave Policy.

New York Typographical Union,

City of Boston

  
\_\_\_\_\_  
President

Date: 1/31/2019

  
\_\_\_\_\_

\_\_\_\_\_  
Mayor

Date: \_\_\_\_\_

  
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\_\_\_\_\_ Louis Scapicchio