

CITY OF BOSTON

AND

**AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL
EMPLOYEES,
AFL-CIO COUNCIL 93 AND LOCALS**

This Memorandum of Agreement ("the Agreement") is made pursuant to Chapter 150E between the City of Boston ("the City") and the American Federation of State, County and Municipal Employees, AFL - CIO Council 93 and Locals 296, 445, 703, 783, 804, 944, 1198, 1631, and 1892 ("the Union") This Memorandum of Agreement supplements and amends the Collective Bargaining Agreement effective July 1, 2007 through June 30, 2010

I. No Layoffs

Beginning with the date of the ratification of this agreement and ending on June 30, 2010, the City shall not separate an employee in the Union who has completed his/her probationary period by June 30, 2009, because of lack of work, shortage of funds, curtailment of services, or any other reason except for voluntary separation, separation due to retirement, or separation constituting discipline or discharge under Article 6 of the parties agreement

The parties acknowledge that layoffs in other unions may engage a "bumping" process, provided for under M G L. Chapter 31 "Civil Service". This process could impact incumbent Union members and may result in a member being placed in a lower classified position. However, the parties agree that between the date of ratification of this agreement and June 30, 2010, the bumping process will, under no circumstance, result in any Union member being separated from employment

II Wage Delay

Article 20 "COMPENSATION", Section 1D (on page 80 - 83 of the parties integrated agreement) shall be amended as follows:

The effective date of the 2.5% general wage increase shall be changed from 7/4/2009 to a new effective date of 6/30/2010.

III Lump Sum Payment for Retirees

The City will provide to employees who qualify for the maximum pension benefit based on age and years of service, and who elect to retire based on

superannuation after June 30, 2009 and before June 29, 2010, a one-time lump sum payment of 8 % (less appropriate deductions) of the regular compensation component of their annualized salary as of the date of their retirement. Regular compensation shall be deemed to include those types of earnings that are considered pension eligible under MA retirement law, but shall not be deemed to include amounts paid resulting from vacation buy backs. This lump sum payment is not included in an employee's pension.

IV Communications Equipment Operators

The City is contemplating consolidating call taking functions within the Mayor's Call Center. The City will need to notice this Union and meet all obligations under M G L Chapter 150E if it intends to take such action. This agreement does not constitute such notice. If the City did implement this change during the term of this agreement, then the City agrees to find alternative employment for those Union members who are employed in the title Communications Equipment Operator AFT-08.

V Re-opener

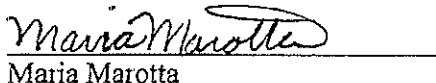
With written notice to the City, the union may re-open this memorandum of agreement, in accordance with this paragraph. This mid-term re-opener shall be limited to whether the FY 2010 2.5% general wage increase should take effect at a date sooner than June 30, 2010. The Union may engage this re-opener for either of the following two reasons:

1. The Union reasonably believes that considering all factors, the City has treated other city wide union(s) more favorably during FY 2010
2. The Union reasonably believes that the City's financial circumstances have changed since the date of this agreement.

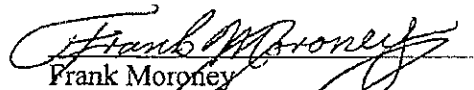
The provisions of this paragraph shall expire on June 30, 2010

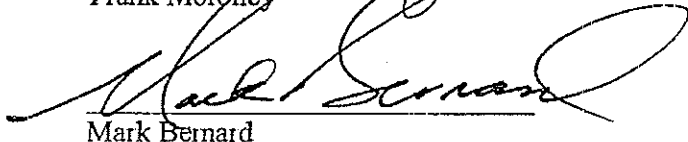
For the City,



John Dunlap

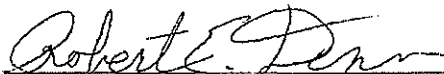

Maria Marotta

For the Union,



Frank Moroney

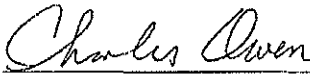

Mark Bernard



Ed Keefe

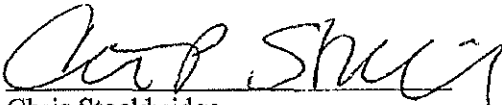

Robert Denn

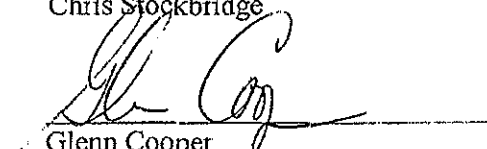

Daniel Nee


Daniel Moriarty

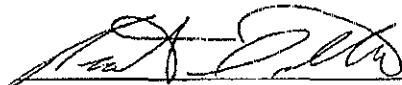

Charles Owen


Sean Lydon


Chris Stockbridge


Glenn Cooper


John Beggan


Patrick Dillon

Dated: 3/3/09.