

MEMORANDUM OF AGREEMENT

CITY OF BOSTON

and

LOCAL 718, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, AFL-CIO,CLC

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the parties City of Boston ("City") and Local 718, IAFF, AFL-CIO, CLC ("Union").

This Memorandum of Agreement supplements and amends the parties' Collective Bargaining Agreement effective July 1, 2007 through June 30, 2010. Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2007 through June 30, 2010, shall be extended without modification for the period commencing on July 1, 2010 and ending on June 30, 2011.

COMPENSATION (Article XX)

Amend Section 1 as follows:

Effective the first pay period January, 2011, 2.5% base wage increase to all compensation elements as provided in all sections of Article XX and to such other compensation elements calculated on or reflecting base compensation, including, but not limited to, holiday and overtime compensation, and sick, injured, vacation and all other authorized leave compensation, and pension contribution and benefit calculations.

DURATION (Article XXI)

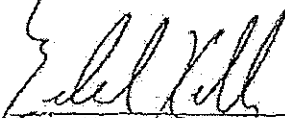
Amend first sentence to provide:

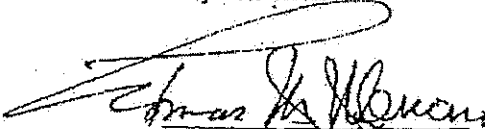
The Agreement shall take effect as of July 1, 2010 and shall continue in force, pursuant to its terms, through June 30, 2011.

In witness whereof, the parties hereto have caused their names to be subscribed as the duly authorized representatives this 8<sup>th</sup> day of June, 2010.

Local 718, IAFF

City of Boston

  
Edward Kelly, President

  
Thomas M. Menino, Mayor

In the Matter of:

CITY OF BOSTON	)	
	)	
And	)	
	)	JLMC Case No. 08-02F
Local 718, International	)	
Association of Firefighters,	)	
AFL-CIO, CLC	)	

Memorandum of Agreement

Local 718 International Association of Firefighters, AFL-CIO CLC (Local 718) and the City of Boston (City), acting through their respective, authorized representatives and pursuant to M.G.L. c. 150E and Chapter 589 of the Acts of 1987, hereby agree to resolve the dispute regarding implementation of the Arbitration Award in Joint Labor Management Committee Case No. 08-02F as follows:

- 1 The two (2) successive Collective Bargaining Agreements as provided for in that Arbitration Award shall be maintained and shall be implemented strictly according to all provisions of that Award, provided, however, that the amendment to Article XX, Compensation, Section 1, Base Wages, described in the Arbitration Award as "Effective January 1, 2010" shall be effective and implemented fully the first pay period of July, 2009, and the amendment to Article XX, Compensation, Section 1, Base Wages, described in the Arbitration Award as "Effective June 30, 2010", shall be modified to 1.5% effective and implemented fully on and after June 30, 2011 for all members of the bargaining units on the payroll as of June 30, 2011, with all incremental changes (resulting from such June 30, 2011 - 1.5% base wage increase) to all base compensation elements as provided in all sections of Article XX and to such other compensation elements calculated on or reflecting base compensation, including, but not limited to, holiday and overtime compensation, and sick, injured, vacation and all other authorized leave compensation, and pension contribution and benefit calculations, also effective on and after June 30, 2011, pursuant to the terms of this Memorandum of Agreement.
- 2 In addition, all members of the bargaining units hired after June 30, 2011, shall be eligible for a 1.5% base wage increase, applicable to all base compensation elements as set forth above, to be called "Wellness Differential," provided: (i) they take an annual physical examination administered by their medical provider and including the content of Attachment "A" to this Memorandum of Agreement to the extent such is covered by the employee's health insurance, subject to verification solely as

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to the member having undergone the examination, but not of the results, findings or of any other details of said examination; and (ii) if required by the Department, they pass an annual Physical Abilities Test ("PAT") pursuant to standards and procedures promulgated by the Massachusetts Human Resources Division for post-hire firefighters. Said PAT shall be administered during regular work time.


3. The parties shall enter into a one-year collective bargaining agreement for fiscal year 2011, in the form attached hereto and subject to ratification by Local 718, providing for a base wage increase of 2.5% the first pay period of January, 2011.
4. This Memorandum of Agreement shall be incorporated into and made a part of the Local 718 - City Collective Bargaining Agreements for all purposes.

Agreed upon this 8<sup>th</sup> day of June, 2010 by:

Local 718, IAFF

  
Edward Kelly, President

City of Boston

  
Thomas M. Menino, Mayor

## RECOMMENDATIONS FOR FIREFIGHTER PHYSICAL EXAMS AND SCREENING TESTS

To: Primary Care Physicians

Re: Comprehensive Annual Physical Exams for Firefighters

Chronic exposure to heat, smoke and toxins cause numerous adverse physiological changes in firefighters. Boston firefighters have nearly three times the risk of developing coronary artery disease and cancer than other Boston residents. Eleven active Boston firefighters have died in the past year and most of these deaths were caused by either cancer or cardiovascular disease. Comprehensive firefighter physical exams and screening tests focusing on primary prevention of cardiovascular disease and cancer should be done annually. Firefighters should also participate in an aerobic and core muscle conditioning program for at least forty-five minutes per shift to help prevent these occupational related diseases.

The following list contains the recommendations for annual firefighter physicals that are necessary given the extraordinary health risks associated with firefighting.

1) Specific risk factors and screenings for heart disease should include:

- Family history of coronary artery disease
- Elevated cholesterol
- Diabetes
- Obesity
- Smoking
- Sedentary Lifestyle
- Hypertension
- Alcohol and Substance Abuse

2) Prevalent cancers in firefighters that need to be screened for ten years earlier than the general population, where applicable, include:

- Skin
- Kidney
- Brain
- Lung
- Prostate
- Leukemia
- Colon
- Bladder
- Lymphoma

3) Annual exam should include:

* Blood pressure, pulse, respiratory rate, and temperature
* Oxygen saturation
* Weight and body fat index
* Thorough skin exam
* Eye exam and hearing testing
* Oral exam
* Heart and lung exam
* Abdominal and testicular exam
* Prostate and rectal exam with fecal occult blood testing
* Pelvic and Pap exam for female firefighters
* Vascular, neurological and mental status exams

4) Annual lab and screening tests should include:

* Comprehensive metabolic and chemistry panel
* Liver function tests
* Hepatitis profile
* Complete blood count
* Thyroid panel
* Hemoglobin A1c (for diabetes monitoring)
* Fasting lipid profile and blood glucose
* Urinalysis
* EKG
* PSA (Prostate specific antigen begin at age 40 for prostate cancer screening)
* Pulmonary function test every three years
* Chest x-ray every three years
* Colonoscopy (begin age 40 and every five years)
* Exercise stress test (begin age 40 and every three years)
* Mammograms for female firefighters (begin age 35 and then every year)

The Boston Fire Department greatly appreciates the time and energy of the primary care physicians performing these comprehensive exams. These efforts will play a vital role in improving the health and fitness of all Boston firefighters.

Respectfully,

Michael G. Hamrock, MD  
Boston Fire Department  
(617)343-3305  
March 31, 2008