

CITY OF BOSTON

AND

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL UNION
103 OF GREATER BOSTON, AFL-CIO**

This Tentative Agreement ("Agreement") is made pursuant to M G L. Chapter 150E between the City of Boston (the "City") and the International Brotherhood of Electrical Workers Local Union 103 (the "Union"). This Tentative Agreement supplements and amends the parties' Collective Bargaining Agreement effective July 1, 2007 through June 30, 2010

I. No Layoffs

Except as modified in the following paragraph, 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' collective bargaining agreement.

The parties acknowledge that layoffs in other unions may engage a "bumping," process, provided for under M G L c 31 ("Civil Service") and other collective bargaining agreements to which the City is a party. This process could impact incumbent members of the Union and may result in a member of the Union 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 circumstances, result in a member of the Union being separated from employment.

II. Wage Delay

Article XVIII "COMPENSATION", Section 1 shall be amended as follows:

The effective date of the 2.5% general wage increase shall be changed from First Pay Period July 4, 2009 to a new effective date of June 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 by 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.

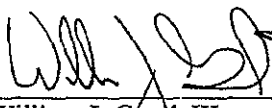
IV. Re-opener

With written notice to the City, the Union may re-open this 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 only if it reasonably believes that the City's financial circumstances have changed since the date of this Agreement.

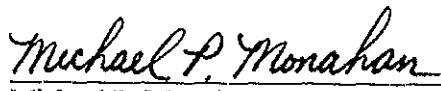
The provisions of this paragraph shall expire on June 30, 2010.

FOR THE CITY,

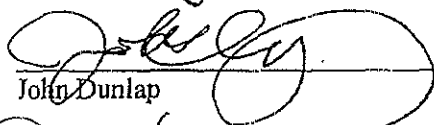
FOR THE UNION,



William J. Good, III




Michael P. Monahan



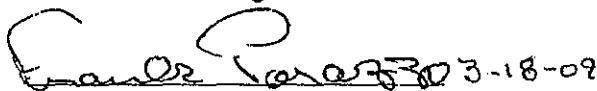
John Dunlap



Steve McCarthy



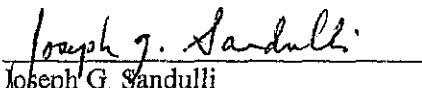
Paul R. Curran



Frank Porazzo



Kerry M. Anderson



Joseph G. Sandulli



John Dumas

DATE 23 March 2009

DATE 3/18/09