

MEMORANDUM OF AGREEMENT

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS,
LOCAL UNION 103 OF GREATER BOSTON, AFL-CIO
AND CITY OF BOSTON NEGOTIATIONS
2006-2007 CBA**

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the International Brotherhood of Electrical Workers, Local 103 ("IBEW").

This one year Agreement supplements and amends the Collective Bargaining Agreement effective July 1, 2002 through June 30, 2006 Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2002 through June 30, 2006, shall be extended without modification for the period commencing on July 1, 2006 through June 30, 2007.

ARTICLE XVII – MISCELLANEOUS

Delete Section 9 and Replace with the following:

Section 9. Residency.

Members of the bargaining unit must be residents of the City of Boston in accordance with the City of Boston's Residency Ordinance (Ord. 1976, c. 9 as amended), except that after ten (10) years of consecutive full-time service with the City of Boston, bargaining unit members will be exempted from the Residency Ordinance.

ARTICLE XVII – MISCELLANEOUS

Add new Section 17.

Section 17. Notification Requirements for Employees Receiving Worker's Compensation Benefits. Any employee injured at work must, as soon as reasonably possible, notify in writing on City-approved forms both the worker's compensation service and his/her department head of the date, time, location and nature of the injury.

A Department's personnel officer or designee shall endeavor to contact the employee at his or her last known address (using the letter attached as Appendix I) upon receipt of notice from the City's Worker's Compensation Division that the employee's benefits have been terminated. However, the employee must notify the department's personnel officer or designee when the employee appeals any rulings of the City's Worker's Compensation Division or the Commonwealth of Massachusetts Division of Industrial Accidents, or related entities.

Also, the employee must as soon as reasonably possible notify his/her department head in writing when he/she has been cleared for return to work regarding his/her intent to return to work or request applicable leave. Any employee who fails to notify his/her department head of his/her ability to return to work after being medically cleared to do so through the Worker's Compensation process shall be subject to disciplinary action.

All employees returning to work from work related injuries may be ordered to submit to a medical examination pursuant to Article XIV, section 2.

ARTICLE XVIII – COMPENSATION

Amend Section 1 as follows:

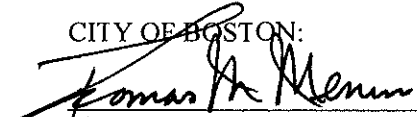
Effective FPP July 2006 2% base wage increase

ARTICLE XIX – DURATION OF AGREEMENT


Except as otherwise provided herein, the Agreement shall take effect as of the date of execution and shall continue in full force and effect until superseded by a new Collective Bargaining Agreement

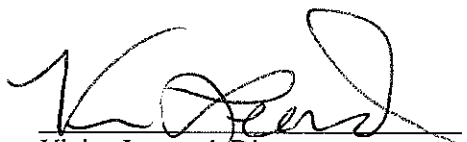
In witness whereof, the City of Boston and IBEW, Local 103 have caused the agreement to be signed, executed and delivered on 22nd day of October 2007.

CITY OF BOSTON:

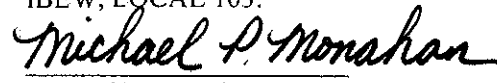

Thomas M. Menino, Mayor

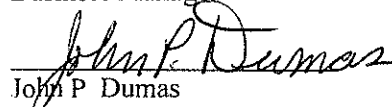

Lisa Signori
Chief Financial Officer


John Dunlap, Director
Office of Labor Relations

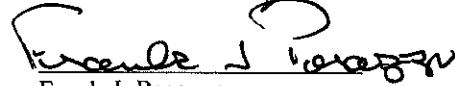

Vivian Leonard, Director
Office of Human Resources

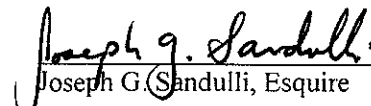
IBEW, LOCAL 103:


Michael P. Monahan
Business Manager

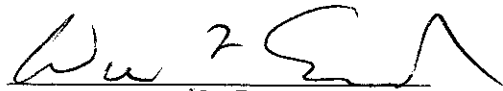


John P. Dumas


Stephen C. McCarthy


Frank J. Porazzo


Joseph G. Sandulli, Esquire

Approved as to form:


William Sinnott 
Corporate Counsel

APPENDIX I

By First Class Mail

DATE

EMPLOYEE'S NAME
LAST KNOWN ADDRESS
LKA

Re: Return to Work Order

Dear NAME:

Since DATE, you have been absent from your position as a POSITION in the DEPARTMENT, under claim of an on-the-job-injury. However, on DATE, you were notified that your worker's compensation benefits were being terminated as of DATE. Accordingly, you are hereby ordered to report to work no later than DATE.

This letter is being sent by the personnel division of the DEPARTMENT and is not related to any communications that you or your attorney may be engaged in with the City's Worker's Compensation Division.

Therefore, if you do not return to work on DATE, then it is your responsibility to complete ALL of the following steps:

- **Contact your Departmental Personnel Officer and discuss your status (i.e., whether you plan to appeal the termination of your workers comp. benefits, etc.) with him or her; AND**
- **Make a proper written request for a medical or other leave of absence; AND**
- **Produce documentation for your continued absence.**

Again, if you do not notify your Department within fourteen (14) days of the receipt of this letter that you intend to appeal the termination of your worker's compensation benefits and you do not intend to request a medical or other leave of absence, then you must report to work on DATE. Failure to do so shall constitute an unauthorized absence and shall be grounds for disciplinary action. Also, continued failure to report to work may increase the discipline that you may receive for your unauthorized leave.

Please contact me at (617) XXX-XXXX should you have any further questions.

Sincerely,

DEPT. Personnel Officer

Cc: Union Representative
Employee's Supervisor
Personnel File