

Alliance Unit 2
AFSCME Council 93 and SEIU Local 888
Tentative Agreement

Negotiations for a new contract (or "CBA") resulted in a tentative agreement between the Parties on January 29, 2018. Appearing below is a summary of the proposed amendments of and additions to the current contract that will go into effect as provided in this tentative agreement, if ratified by the membership. The period covered by this proposed tentative agreement is from July 1, 2017 through June 30, 2020. Any terms of the current CBA not changed by this tentative CBA remain in full force and effect. Also found below is an internet link, which will lead you to a full and final copy of Memorandum of Agreement. Hard copies of the MOA will also be at the polling sites on the date of the ratification vote, which is scheduled for **February 13, 2018**.

THE ALLIANCE BARGAINING COMMITTEE UNANIMOUSLY
SUPPORTS THE RATIFICATION OF THIS CONTRACT!

HIGHLIGHTS OF THE TENTATIVE AGREEMENT INCLUDE:

WAGES

- The salary increases in this tentative agreement provide for wages increases over the course of the CBA total 5%, with the potential of 6% if the state meets tax revenue benchmarks in FY '18
- **Salary Increase Schedule**

Effective the first full pay period of July 2017	1% Increase in Salary Rate
Effective the first full pay period of July 2018	1% Increase in Salary Rate
Effective the first full pay period of January 2019	1% Increase in Salary Rate
Effective the first full pay period of July 2019	1% Increase in Salary Rate
Effective the first full pay period of January 2020	1% Increase in Salary Rate

**If FY 2018 tax revenues reach certain benchmarks, then effective the first full pay period of July 2017 there will be an additional 1% Increase in Salary Rate*
- All economic terms of the CBA, not just COLAs, are subject to Wage Reopener if any bargaining unit receives greater wage or other economic terms greater than those contained in our agreement

OVERTIME

- No employee may be mandated to work more than sixteen (16) consecutive hours
- Prior to implementation of forced overtime all voluntary avenues must be exhausted, including splitting of overtime between two (2) or more employees

EMERGENCY PERSONNEL

- After 40+ years of fighting for recognition in the form of some type of benefit for being designated as emergency personnel, effective January 1, 2018 all employees that have been designated as "Emergency Personnel" will be credited with one (1) day of compensatory time every January to be taken within the calendar year, whether or not a state of emergency is declared

PERSONAL LEAVE AND HOLIDAYS

- Any personal leave requested with at least fourteen (14) days' notice cannot be denied
- Members will also now have the ability to take pre-approved personal leave in less than full day increments
- Bereavement leave may be extended through the use of any accrued vacation, personal or compensatory time
- Increased ability to access holiday time or be compensated for the holiday in the same period that the holiday falls within

WORKING CONDITIONS

- LPN area differentials will remain in effect during the life of the CBA
- The Tentative Agreement secures stronger protections for Unit 2 employees in the event of transfers or reassignments
- Written notification regarding temporary reassignments to a higher position including salary grade and position
- The use of Training and Career Ladder Development Funds to defray the costs of licenses and certifications through reimbursement process
- Reimbursement of legal expenses increased from \$1,500.00 to \$2,500.00
- One probationary period of nine (9) months for new hires; no more ninety (90) day extension
- Written warnings removed from a member's personnel file after two and a half (2½) years
- Expansion of MAP bonus and comp days for all DSW's, MHW's and Vocational Instructors that are required to maintain certification.

*This is just a summary of the proposed changes to our contract. For a full copy of the MoA, please contact your local representative or visit the following link <http://bit.ly/2GEnj9d>. Hard copies will also be available at the polling locations on the day of the ratification vote.

ALLIANCE UNIT 2
Contract Ratification Voting Sites
Date: Tuesday, February 13th, 2018
7:00 a.m. to 5:00 p.m., unless otherwise indicated

AFSCME Council 93 9 th Floor Conference Room 8 Beacon St, Boston	Pappas Rehab Hospital (Formerly Mass Hospital School) Fish Bowl 3 Randolph St, Canton	Taunton State Hospital Bove Auditorium, Chambers Building 60 Hodges Ave. Ext, Taunton
AFSCME Council 93 Western MA Office 21 Wilbraham St, Bldg 51 Palmer	Massachusetts State Police General Headquarters 470 Worcester Road, Framingham	Templeton Developmental TCS Day Program Building Conference Room 212 Freight Shed Road, Baldwinville
Berkshire Community College Room G9 West St, Pittsfield	Hogan-Berry Regional Center Auditorium Area 450 Maple St, Danvers	Tewksbury Hospital C-1 Conference Room 365 East St, Tewksbury
Chelsea Soldiers Home Chelsea auditorium 91 Crest Ave, Chelsea	Pocasset Mental Health Center Conference Room 830 Country Road, Pocasset (Please note 7 a.m. to 3 p.m.)	Western MA Hospital South 1 Conference Room Westfield, MA
Corrigan Mental Health Center Steven's Conference Room 49 Hillside Street, Fall River (Please note 7 a.m. to 3:30 p.m.)	Shattuck Hospital Lobby Area 170 Morton St, Jamaica Plain	Worcester Recovery Center & Hospital (WRCH) Lobby Area Hospital Drive, Worcester
Holyoke Soldiers Home Conference Room B 110 Cherry St, Holyoke		Wrentham Developmental Wrentham Auditorium Emerald St (Off Route 1A)

CURRENT AGENCY FEES

A ratification vote for State Employees in Unit 2 on the proposed three-year agreement between the Alliance and the Commonwealth will be held on February 13, 2018 at the sites and during the times listed in this document.

All employees in the bargaining unit covered by the proposed revised agreement are eligible to vote, and may vote at a designated site, regardless of union membership. An up to date payroll list will be at the voting sites. This voting list will include the names of the employees in the bargaining unit.

In the event that an employee's name is not on the eligible list, the employee may vote a challenged ballot. Challenged ballots will be sealed in envelopes and counted upon certification of the eligibility of each voter.

The ratification procedure is in accordance with state law and required timetables.

The proposed collective bargaining agreement, if ratified, will require payment of a service fee as a condition of employment for bargaining unit members who are not AFSCME or SEIU members as set forth in Section 2 of Ch. 150E. The agency fee provisions will remain in effect during the term of the agreement and during an additional period during which the agreement remains in full force and effect, pursuant to the duration clause of the contract. Dues-paying members do not pay the agency fee. The agency fee only applies to non-members and insures that all employees receiving the wages and benefits under the contract pay their fair share. The current amount of the agency fee for the respective local union organizations appears below. The rights of an agency fee payer are set forth in the rules and regulations of the Labor Relations Commission.

The Alliance, AFSCME/SEIU, AFL-CIO, is composed of the American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, and its affiliate Council 93 and the Service Employees International Union (SEIU), CTW and its affiliate Local 888.

Copies of the proposed agreement and the bargaining agent's most recent financial reports in the form of a balance sheet and operating statements listing all receipts and disbursements of the previous financial year are available for inspection at the following locations: For the Alliance, AFSCME Council 93 headquarters, 8 Beacon St., Boston, MA; for AFSCME Council 93, 8 Beacon St., Boston, MA and for SEIU Local 888, 25 Braintree Hill Park, Suite #306, Braintree, MA 02184.

AFSCME Council 93	Full Time Agency Fee Rate	Part Time Agency Fee Rate
.....	\$11.19	\$8.36