

# Unit 2 FY 2020-2023 Contract MOU

After more than a year of negotiations, the Alliance- AFSCME-SEIU Local 888 Unit 2 has come to an agreement with the Commonwealth of Massachusetts on a new 3-year contract from July 1st, 2020 to June 30th, 2023.

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## Contract Highlights

- 3 Year Contract (FY 2021, 2022, 2023)
- Raises
  - Year 1- 2.5%
  - Year 2- 2.0%
  - Year 3- 2.0%
- Full Retro from July 1st, 2020 to Date of Ratification
- 1.5% or \$1,000 (whichever is greater) COVID-19 Recognition Payment for all employees
- Additional COVID-19 Hazardous Duty Payment
  - \$2,000 Full-Time Employees Directed to Work In Person
  - \$1,000 Full-Time Hybrid Employees
  - \$1,000 Part-Time Employees Directed to Work In Person
- \$4,000 (on average) Per Member Bonus and Retro Payments
- Juneteenth Holiday Codified in Contract
- Class and Compensation Study to help with recruitment and retention issues to start within 45 days of ratification and recommendations made within 180 days
- Joint Labor Management MAP Committee to identify and remedy MAP issues
- After 2.5 years, written warnings will not be counted against employees if there is no further discipline