

# AFSCME Unit 2 FY2025-2027 Contract MOU

On February 27, 2024, The Alliance AFSCME- SEIU Local 888 reached a Tentative Agreement with the Commonwealth of Massachusetts for a three-year contract for the members of Unit 2. This deal would run from July 1, 2024 – June 30, 2027.

## Tentative Agreement Highlights:

### 11% Base Wage Increase:

- All raises below are effective the First Full Pay Period of the following months
- **5%** in 2025 (3% increase January 2025 & 2% increase July 2025)
- **4%** in 2026 (2% increase January 2026 & 2% increase July 2026)
- **2%** in 2027 (2% increase January 2027)

*Between July 1, 2023 and the end of this proposed contract, Unit 2 members will have received **20.588%** in base wage increases, exclusive of upgrades and reclassifications.*

### Differential Increases:

- Second and Third Shift Differentials **nearly DOUBLED** from \$1.25/hour to \$2.25/hour
- Weekend Differentials will **DOUBLE** from \$1.00/hour to \$2.00/hour, and will apply to both Saturday and/or Sunday
- Stand-By Differential will **DOUBLE** from \$17.50 to \$35.00/shift
- Employees using their bilingual skills as a significant component of their job will receive an \$80/pay period differential

### New Promotional Language:

- Increase the promotional factor from 3% to 5% in 2025
- If you are within 90 days of your regular step increase when you get a promotion, the new wage will be calculated as if you had already received the step increase

### Miscellaneous Provisions:

- Employees will receive 50% of the cost (up to \$150/month) for using Public Transit
- All meal allowances will be **DOUBLED**
- Domestic Partner, Aunt, and Uncle are added to bereavement leave

### Concessions:

- The employer may extend the probationary period for a new hire by up to 90 days. This extension may occur only once, and the employer must provide clear reasons for the extension.
- The maximum amount of Overtime Compensatory Time employees can accrue will decrease from 120 to 90 hours. Employees with between 90 and 120 hours of Overtime Compensatory Time at the time of ratification will be compensated for time in excess of 90 hours.

## Ratification Vote March 14, 2024

(Please see page 2 for locations and hours)

## March 14, 2024 Polling Locations

Eligible Alliance AFSCME- SEIU Local 888 Unit 2 Members  
can vote at any polling location.

### **AFSCME Council 93**

#### **Boston Office**

8 Beacon Street, 9th Floor  
Boston, MA 02108  
9:00am to 3:00pm

### **AFSCME Council 93**

#### **Western Office**

21 Wibraham Street, Ste 201  
Palmer, MA 01069  
6:30am to 4:00pm

### **Berkshire Community College**

1350 West Street  
Pittsfield, MA 01201  
6:30am to 4:00pm

### **Chelsea Soldier's Home**

91 Crest Avenue  
Chelsea, MA 02150  
6:30am to 4:00pm

### **Hogan Regional**

450 Maple Street  
Hawthorne, MA 01937  
6:30am to 4:00pm

### **Holyoke Soldier's Home**

10 Cherry Street  
Holyoke, MA 01040  
6:30am to 4:00pm

### **Pappas Rehabilitation Hospital**

3 Randolph Street  
Canton, MA 02021  
6:30am to 5:00pm

### **Shattuck Hospital**

170 Morton Street  
Jamaica Plain, MA 02130  
6:30am to 4:00pm

### **State Police Headquarters**

470 Worcester Road  
Framingham, MA 01702  
6:30am to 4:00pm

### **Taunton State Hospital**

60 Hodges Avenue  
Taunton, MA 02780  
6:30am to 4:00pm

### **Templeton**

212 Freight Shed Road  
Templeton, MA 01436  
6:30am to 4:00pm

### **Tewksbury State Hospital**

365 East Street  
Tewksbury, MA 01876  
6:30am to 4:00pm

### **Western Mass Hospital**

91 East Mountain Road  
Westfield, MA 01085  
6:30am to 4:00pm

### **WRCH**

309 Belmont Street  
Worcester, MA 01604  
6:30am to 4:00pm

### **Wrentham**

#### **Developmental Center**

131 Emerald Street  
Wrentham, MA 02093  
6:30am to 5:00pm

Your AFSCME Unit 2 Bargaining Team  
Strongly Recommends a **YES Vote!**