

Memorandum Agreement
for a Successor Collective Bargaining Agreement
with the
State Police Association of Massachusetts

June 5, 2015

ARTICLE 9
SICK LEAVE

Effective on or about November 1, 2015, the Commonwealth will transition from monthly to biweekly accruals for sick leave benefits.

Section 1.

~~An employee shall accumulate sick leave with pay credits at the rate of one and one quarter (1 1/4) work days (10 hours) for each full calendar month of employment. An employee on any leave with pay shall accumulate sick leave credits.~~ **An employee shall accumulate sick leave with pay credits at the following rate for each bi-weekly pay period of employment:**

Scheduled Hours per Bi-Week	Sick Leave Accrued
80 hours bi-weekly	4.61544 hours

Section 3.

~~An employee shall not accrue sick leave credit for any month in which he/she was on leave without pay or absent without pay for more than one day.~~ **An employee shall not accrue full sick leave credit for any bi-weekly pay period in which he/she was on leave without pay or absent without pay. Instead the employee shall earn sick leave credits based on the hours worked or paid within the bi-weekly pay period.**

ARTICLE 10
PAID PERSONAL LEAVE

Section 1.

~~On January 1 of each year~~ **During the first full pay period in each January**, employees on the payroll as of December 31, 2013 will be credited annually with five (5) paid personal leave days which may be taken by **the last Saturday prior to the first full pay period in January** during the following twelve (12) months at a time or times requested by the employee and approved by his/her supervisor.

~~On January 1 of each year~~ **During the first full pay period in each January**, employees hired on or after January 1, 2014 will be credited annually with three (3) paid personal leave days which may be taken by **the last Saturday prior to the first full pay period in January** during the following twelve (12) months during the following twelve months at a time or times requested by the employee and approved by his/her supervisor.

Section 3.

Nothing in this Section shall be construed as giving more than five (5) days personal leave (for employees hired prior to January 1, 2014) or three (3) days personal leave (for employees hired on or after January 1, 2014) in a given year except in the following instance: an employee, covered by this Agreement, who has been prevented from utilizing any of the allowable five (5)

or three (3) days personal leave per year, due to the operational needs of the Department and where such personal leave credits were denied by an authorized agent of the Department, in writing, after October 1st of the year in question, but by the last Saturday prior to the first full pay period in January before December 31st, shall be allowed to either cash in the personal leave credits not taken during the current year or carry them into the next calendar year. Under no circumstances may more than five (5) or three (3) personal days be carried over in a given calendar year. Any personal leave carried over must be used during the calendar year carried over in or it will be forfeited.

ARTICLE 13
VACATIONS

Effective on or about November 1, 2015, the Commonwealth will transition from monthly to biweekly accruals for vacation benefits.

Section 1.

The vacation year shall be the period from January 1 to December 31, inclusive. The vacation year shall be the first full pay period in January through the last full pay period inclusive of December 31st of the same calendar year.

Section 2.

- A. ~~Effective June 30, 1993, vacation leave with pay shall be credited to full-time employees employed by the Commonwealth on the last day of each full month worked based on work performed during that month as follows:~~

~~Length of continuous full-time "creditable service" Vacation Credit Accrued~~

~~Less than four and one half years. 6.667 hours~~

~~Four and one half years, but less than
nine and one-half years. 10.000 hours~~

~~Nine and one half years, but less than
nineteen and one-half years. 13.333 hours~~

~~Nineteen and one-half years or more. 16.667 hours~~

- A. Vacation leave with pay shall be credited to full-time employees employed by the Commonwealth at the end of each pay period as follows:

Length of full-time "Creditable Service" Vacation Credit Accrued

Less than 4.5 years 3.07696 hours

ARTICLE 16
SALARY RATES

Section 1.

The following salary increments and adjustments shall be applied on the dates hereinafter indicated to the salary rates of the applicable titles as last appearing in the Association – Employer 2013-2014 Collective Bargaining Agreement (across-the-board salary schedule adjustment):

- A. Effective the first full pay period in January of 2015: A two percent (2%) salary increase for all employees.
- B. Effective the first full pay period in January of 2016: A three and three quarters percent (3.75%) salary increase for all employees.
- C. Effective the first full pay period in January of 2017: A three and three quarters percent (3.75%) salary increase for all employees.

Section 5. Hazardous Duty Bonus (Add new section)

In recognition of the unique powers, duties and responsibilities of bargaining unit members and further in recognition of the performance of said public service and related hazards while on or off assigned duty, each bargaining unit member shall be paid a hazardous duty bonus as follows:

- A. Effective the first full pay period in January of 2016, all employees shall receive a bonus in the amount of \$350.00.
- B. Effective the first full pay period in January of 2017, all employees shall receive an annual bonus in the amount of \$700.00. This \$700.00 bonus shall be paid on a yearly basis effective the first full pay period in January.

ARTICLE 37
DRUG TESTING/REHABILITATION

Substitute Article 37, Section 3B with the following:

B. In accordance with M.G.L. Chapter 94C, all drug tests will consist of determinations of the presence of these five drugs, classes of drugs, or their metabolites: marijuana metabolites, cocaine metabolites, opiates metabolites, phencyclidine (PCP), and amphetamines. In the course of testing, other drugs or their metabolites, as found in M.G.L. Chapter 94C or Section 802 (6) of Title 21 of the United States Code (21 USC 802(6)), may be tested for if particular use is suspected. Such other drugs or their metabolites include, but need not be limited to: lysergic acid diethylamide (LSD), methaqualone, barbiturates and benzodiazepines.

Substitute Article 37, Section 5A1 with the following:

this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

Labor Management Committees

The parties agree to establish three labor management committees to:

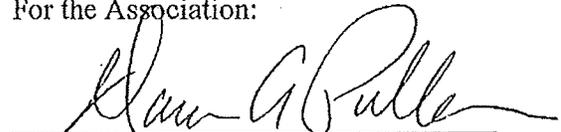
- Integrate past contracts into one collective bargaining agreement.
- Ensure that proper protocols are followed on overtime assignments.
- Ensure that proper protocols are followed on detail assignments.

Agreed this 5th day of June, 2015

For the Commonwealth:



For the Association:



(Subject to Bargaining Unit ratification)