

Collective Bargaining Agreement – Unit E

MassDOT Board Presentation

July 19, 2023



Unit E Collective Bargaining Agreement

- MassDOT has reached tentative agreement with Bargaining Unit E on terms for a one-year successor agreement to run from July 1, 2023 through June 30, 2024.
- Unit E represents engineers and scientists, mostly in the Highway Division.
- The estimated total annual cost for this agreement in FY24 is \$15,385,293.

Key Terms

- Effective July 2023, a 4% across-the-board salary increase.
- Effective January 2024, a 4% across-the-board salary increase.
- The development of a Classification/Adjustment pool equal to \$500 per Full Time Equivalent (FTE), totaling \$801,325, to be utilized as follows on an annual basis:
 - The development of an annual longevity program for employees with over 20 years of service, paid on the following schedule:
 - 20-24 years: \$500
 - 25-29 years: \$700
 - 30-34 years: \$925
 - 35+ years: \$1,400
 - An increase in the employer contribution to the Health & Welfare Fund in the amount of \$5 per FTE per week.

Vote Language

IT IS VOTED:

To authorize the Secretary of Transportation, or her designee, to enter into a Collective Bargaining Agreement with the Coalition of Massachusetts Department of Transportation Unions for Unit E, for the term from July 1, 2023 through June 30, 2024, and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Department of Transportation to effectuate this Agreement.