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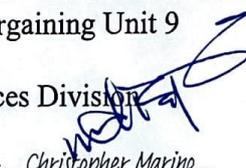
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INTERIM CHIEF HUMAN
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MEMORANDUM

TO: Cabinet Secretaries, Chiefs of Staff, Agency Heads and Departmental Human Resources Directors, Labor Relations Directors, Payroll and Budget Staff with Employees in Bargaining Unit 9

FROM: Melissa J. Pullin, Interim Chief Human Resources Officer, Human Resources Division

ISSUED IN CONJUNCTION WITH: Chris Marino, Assistant Secretary for Budget 
Executive Office for Administration and Finance
William McNamara, Comptroller
Office of the Comptroller 

DATE: December 8, 2023

RE: Implementation of the July 1, 2023 – June 30, 2024 Commonwealth – MOSES Collective Bargaining Agreement

On May 9, 2023, the Commonwealth of Massachusetts's Human Resources Division signed a Labor Agreement with MOSES, Unit 9, for the period of July 1, 2023 to June 30, 2024. The contract was approved by the Legislature and signed by the Governor on December 4, 2023 (Chapter 77 of the Acts of 2023). This memorandum implements the provisions of the new Agreement, including new salary charts effective the pay period that begins July 2, 2023. Information and implementation instruction from the Human Resources Division (HRD), the Office of the Comptroller (CTR) and the Executive Office for Administration and Finance (A&F) are provided herein.

Questions regarding the provisions of the new Agreement should be directed to Matthew Hale, Deputy Director, HRD's Office of Employee Relations. Questions regarding the applicability of these provisions to confidential, intermittent, or short-term employees should be directed to Sarah Unsworth, Director of Classification and Compensation, HRD.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/guides/collective-bargaining-agreements-union-contracts>). A fully integrated 2023 – 2024 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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SECTION I CONTRACT CHANGES

**ARTICLE 12
SALARY RATES**

Section 12.1

The following shall apply to full time employees:

- A. Effective the first full pay period in July 2023, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**
- B. Effective the first full pay period in January 2024, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**

Section 12.2 Classification/Adjustment Pool (New Section)

A Classification/Adjustment Pool of \$1,035,500, shall be distributed as mutually determined by the parties. The parties agree to the following four (4) components of the MOSES Classification/Adjustment Pool, which will each become effective the first full pay period of July 2023:

- 1) The Health and Welfare contribution rate will increase by \$5 per week for each bargaining unit member.
- 2) The Longevity Program will be adjusted to reflect the following schedule:

<u>Years of Service</u>	<u>Payment</u>
20 - 24 Years	\$1,050
25 - 29 Years	\$1,750
30 – 34 Years	\$2,500
35 + Years	\$3,500

- 3) A total of \$25,000 to be utilized for the purpose of tuition remission at the University of Massachusetts.
- 4) A total of \$23,000 will be utilized by the Commonwealth-MOSES Training and Career Ladders Program. The Training and Career Ladders Program budget will increase to \$78,000 annually.

Subsequent Sections in Article 12 will be re-numbered.

**ARTICLE 30
DURATION**

This Agreement shall be for the one-year period from July 1, **2023** through June 30, **2024**, and the terms contained herein shall be effective upon execution unless otherwise specified. Should a successor agreement not be executed by June 30, **2024**, this Agreement shall remain in full force and effect until a successor agreement is executed. At the written request of either party, negotiations for a subsequent agreement will be commenced on or after January 1, **2024**.

**ARTICLE 32
WAGE RE-OPENER**

In the event that during the term of this Agreement a Collective Bargaining Agreement is submitted by either the Governor or the Secretary of Administration and Finance and said Agreement is funded by the Legislature and in the event such Agreement contains provisions for across-the-board salary increases or other economic terms that in the aggregate are in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

SECTION II ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for MOSES will be automated in HR/CMS. The Human Resources Division will provide departments with both predictive and updated reports in MobiusView that will facilitate the identification of employees receiving July 2023 and January 2024 increase in salary rate.

Retroactive payments for July 2023 will also be automated in HR/CMS. MobiusView reports will be provided for departments to verify and approve.

Detailed instructions will be sent out via the HR/CMS Weekly Bulletin and published on the HR/CMS Knowledge Center SharePoint site for core users.

Questions regarding HR/CMS Instructions should be submitted in ServiceNow to catalog option HR/CMS HR.

INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER

LCM Instructions

To ensure that funding is fully allocated to departments for the purposes of supporting payments described in this memo, departments are urged to post payments in a fashion that takes advantage of LCM predictive reporting. Depending on the dates entered, postings in HR/CMS will be included on the LCM predictive reports, which are run each Sunday, Monday, and Thursday, and are available online via View/DocDirect the following mornings. Departments can monitor the payroll activity for all payroll accounts by viewing the following LCM Predictive Reports:

- NLCFAR1S Predictive Insufficient Funds Payroll Details
- NLCFAR2S Predictive Insufficient Funds Account Details
- NLCMASDS Appropriation Status Report

For all payments, LCM will distribute according to the employee's default distribution record that corresponds to the posting date in HR/CMS. The posting date of Additional pay entries is the current open pay period.

Payments can also be redirected via labor exceptions if authorizing rules are in place. The exceptions must correspond to the posting date. Employees' distribution records and any modifications can be verified in the LCM Employee Activity Folder (EEAF).

Questions regarding LCM Instructions should be directed to the MMARS Helpline at 617-973-2468.

INSTRUCTIONS FROM ADMINISTRATION AND FINANCE

Chapter 77 of the Acts of 2023 include an appropriation (1599-4448) to fund incremental costs of the MOSES, Unit 9 Collective Bargaining Agreement.

Please address questions on A&F policies to Sarah Renkert, Fiscal Policy Analyst, at Sarah.Renkert@mass.gov.

BU 09 Salary Plans (09A/B)
Increase of 4% Effective July 2, 2023

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,549.12	\$1,584.84	\$1,621.36	\$1,658.69	\$1,696.94	\$1,736.01	\$1,775.96	\$1,816.91	\$1,858.73	\$1,901.56	\$1,972.41	\$2,093.67	\$2,155.47
12	\$1,581.11	\$1,617.61	\$1,654.89	\$1,693.07	\$1,732.07	\$1,772.01	\$1,812.90	\$1,854.73	\$1,897.45	\$1,941.21	\$2,013.45	\$2,137.19	\$2,200.30
13	\$1,671.90	\$1,710.32	\$1,749.60	\$1,789.78	\$1,830.88	\$1,872.99	\$1,915.95	\$1,960.04	\$2,005.01	\$2,051.11	\$2,127.52	\$2,258.27	\$2,324.95
14	\$1,756.64	\$1,801.09	\$1,846.67	\$1,893.41	\$1,941.25	\$1,990.41	\$2,040.74	\$2,092.39	\$2,145.29	\$2,199.56	\$2,281.46	\$2,421.72	\$2,493.21
15	\$1,849.15	\$1,897.32	\$1,946.84	\$1,997.65	\$2,049.70	\$2,103.20	\$2,158.08	\$2,214.31	\$2,272.14	\$2,331.33	\$2,418.15	\$2,566.81	\$2,642.61
16	\$1,944.14	\$1,997.74	\$2,052.71	\$2,109.33	\$2,167.38	\$2,227.02	\$2,288.36	\$2,351.45	\$2,416.15	\$2,482.71	\$2,575.19	\$2,733.49	\$2,814.19
17	\$2,056.35	\$2,112.39	\$2,169.93	\$2,229.02	\$2,289.76	\$2,352.12	\$2,416.24	\$2,482.06	\$2,549.63	\$2,619.08	\$2,716.62	\$2,883.63	\$2,968.75
18	\$2,161.71	\$2,222.20	\$2,284.48	\$2,348.41	\$2,414.16	\$2,481.74	\$2,551.27	\$2,622.68	\$2,696.05	\$2,771.53	\$2,874.75	\$3,051.45	\$3,141.58
19	\$2,268.84	\$2,333.75	\$2,400.61	\$2,469.34	\$2,539.99	\$2,612.67	\$2,687.48	\$2,764.43	\$2,843.54	\$2,924.95	\$3,033.90	\$3,220.41	\$3,315.49
20	\$2,386.02	\$2,453.29	\$2,522.52	\$2,593.62	\$2,666.72	\$2,741.94	\$2,819.22	\$2,898.73	\$2,980.42	\$3,064.42	\$3,178.57	\$3,373.96	\$3,473.61
21	\$2,493.08	\$2,565.15	\$2,639.36	\$2,715.70	\$2,794.24	\$2,874.97	\$2,958.11	\$3,043.67	\$3,131.67	\$3,222.20	\$3,342.25	\$3,547.70	\$3,652.44
21A	\$2,505.29	\$2,577.73	\$2,652.30	\$2,729.00	\$2,807.94	\$2,889.06	\$2,972.64	\$3,058.60	\$3,147.03	\$3,238.00	\$3,358.63	\$3,565.10	\$3,670.35
21B	\$2,541.97	\$2,615.44	\$2,691.11	\$2,768.94	\$2,849.02	\$2,931.35	\$3,016.14	\$3,103.35	\$3,193.09	\$3,285.39	\$3,407.79	\$3,617.27	\$3,724.06
22	\$2,612.95	\$2,689.67	\$2,768.55	\$2,849.84	\$2,933.52	\$3,019.65	\$3,108.24	\$3,199.51	\$3,293.44	\$3,390.09	\$3,516.33	\$3,732.49	\$3,842.70
23	\$2,742.57	\$2,821.63	\$2,902.95	\$2,986.64	\$3,072.82	\$3,161.30	\$3,252.43	\$3,346.22	\$3,442.66	\$3,541.93	\$3,673.82	\$3,899.66	\$4,014.81
23A	\$2,796.02	\$2,876.59	\$2,959.53	\$3,044.84	\$3,132.69	\$3,222.90	\$3,315.80	\$3,411.42	\$3,509.72	\$3,610.93	\$3,745.39	\$3,975.65	\$4,093.02
24	\$2,862.28	\$2,945.56	\$3,031.33	\$3,119.53	\$3,210.40	\$3,303.79	\$3,399.99	\$3,498.92	\$3,600.77	\$3,705.55	\$3,843.61	\$4,079.91	\$4,200.36
25	\$2,982.94	\$3,070.83	\$3,161.24	\$3,254.44	\$3,350.34	\$3,448.99	\$3,550.61	\$3,655.24	\$3,762.91	\$3,873.76	\$4,018.03	\$4,265.08	\$4,391.00
25A	\$3,041.05	\$3,130.66	\$3,222.84	\$3,317.85	\$3,415.61	\$3,516.17	\$3,619.79	\$3,726.46	\$3,836.23	\$3,949.24	\$4,096.32	\$4,348.17	\$4,476.54
26	\$3,089.47	\$3,181.45	\$3,276.22	\$3,373.84	\$3,474.34	\$3,577.82	\$3,684.39	\$3,794.14	\$3,907.12	\$4,023.48	\$4,173.33	\$4,429.89	\$4,560.68
27	\$3,218.86	\$3,313.99	\$3,411.83	\$3,512.65	\$3,616.39	\$3,723.26	\$3,833.22	\$3,946.47	\$4,063.04	\$4,183.09	\$4,338.87	\$4,605.61	\$4,741.60
28	\$3,346.37	\$3,445.96	\$3,548.49	\$3,654.10	\$3,762.82	\$3,874.77	\$3,990.08	\$4,108.80	\$4,231.01	\$4,356.90	\$4,519.20	\$4,797.00	\$4,938.64
29	\$3,471.14	\$3,575.15	\$3,682.24	\$3,792.54	\$3,906.18	\$4,023.17	\$4,143.69	\$4,267.84	\$4,395.65	\$4,527.31	\$4,695.92	\$4,984.62	\$5,131.80
30	\$3,545.18	\$3,651.56	\$3,761.04	\$3,873.82	\$3,990.11	\$4,109.77	\$4,233.00	\$4,360.00	\$4,490.73	\$4,625.48	\$4,797.72	\$5,092.67	\$5,243.02
31	\$3,675.16	\$3,786.10	\$3,900.36	\$4,018.00	\$4,139.31	\$4,264.21	\$4,392.84	\$4,525.41	\$4,661.92	\$4,802.63	\$4,981.54	\$5,287.78	\$5,443.92
32	\$3,817.54	\$3,932.86	\$4,051.65	\$4,174.05	\$4,300.14	\$4,430.06	\$4,563.86	\$4,701.63	\$4,843.62	\$4,989.93	\$5,175.78	\$5,493.98	\$5,656.20
33	\$3,959.87	\$4,079.59	\$4,202.97	\$4,330.03	\$4,460.94	\$4,595.87	\$4,734.80	\$4,877.91	\$5,025.37	\$5,177.35	\$5,370.18	\$5,700.29	\$5,868.62

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,611.08	\$1,648.23	\$1,686.21	\$1,725.04	\$1,764.82	\$1,805.45	\$1,847.00	\$1,889.59	\$1,933.08	\$1,977.62	\$2,051.31	\$2,177.42	\$2,241.69
12	\$1,644.35	\$1,682.31	\$1,721.09	\$1,760.79	\$1,801.35	\$1,842.89	\$1,885.42	\$1,928.92	\$1,973.35	\$2,018.86	\$2,093.99	\$2,222.68	\$2,288.31
13	\$1,738.78	\$1,778.73	\$1,819.58	\$1,861.37	\$1,904.12	\$1,947.91	\$1,992.59	\$2,038.44	\$2,085.21	\$2,133.15	\$2,212.62	\$2,348.60	\$2,417.95
14	\$1,826.91	\$1,873.13	\$1,920.54	\$1,969.15	\$2,018.90	\$2,070.03	\$2,122.37	\$2,176.09	\$2,231.10	\$2,287.54	\$2,372.72	\$2,518.59	\$2,592.94
15	\$1,923.12	\$1,973.21	\$2,024.71	\$2,077.56	\$2,131.69	\$2,187.33	\$2,244.40	\$2,302.88	\$2,363.03	\$2,424.58	\$2,514.88	\$2,669.48	\$2,748.31
16	\$2,021.91	\$2,077.65	\$2,134.82	\$2,193.70	\$2,254.08	\$2,316.10	\$2,379.89	\$2,445.51	\$2,512.80	\$2,582.02	\$2,678.20	\$2,842.83	\$2,926.76
17	\$2,138.60	\$2,196.89	\$2,256.73	\$2,318.18	\$2,381.35	\$2,446.20	\$2,512.89	\$2,581.34	\$2,651.62	\$2,723.84	\$2,825.28	\$2,998.98	\$3,087.50
18	\$2,248.18	\$2,311.09	\$2,375.86	\$2,442.35	\$2,510.73	\$2,581.01	\$2,653.32	\$2,727.59	\$2,803.89	\$2,882.39	\$2,989.74	\$3,173.51	\$3,267.24
19	\$2,359.59	\$2,427.10	\$2,496.63	\$2,568.11	\$2,641.59	\$2,717.18	\$2,794.98	\$2,875.01	\$2,957.28	\$3,041.95	\$3,155.26	\$3,349.23	\$3,448.11
20	\$2,481.46	\$2,551.42	\$2,623.42	\$2,697.36	\$2,773.39	\$2,851.62	\$2,931.99	\$3,014.68	\$3,099.64	\$3,187.00	\$3,305.71	\$3,508.92	\$3,612.55
21	\$2,592.80	\$2,667.76	\$2,744.93	\$2,824.33	\$2,906.01	\$2,989.97	\$3,076.43	\$3,165.42	\$3,256.94	\$3,351.09	\$3,475.94	\$3,689.61	\$3,798.54
21A	\$2,605.50	\$2,680.84	\$2,758.39	\$2,838.16	\$2,920.26	\$3,004.62	\$3,091.55	\$3,180.94	\$3,272.91	\$3,367.52	\$3,492.98	\$3,707.70	\$3,817.16
21B	\$2,643.65	\$2,720.06	\$2,798.75	\$2,879.70	\$2,962.98	\$3,048.60	\$3,136.79	\$3,227.48	\$3,320.81	\$3,416.81	\$3,544.10	\$3,761.96	\$3,873.02
22	\$2,717.47	\$2,797.26	\$2,879.29	\$2,963.83	\$3,050.86	\$3,140.44	\$3,232.57	\$3,327.49	\$3,425.18	\$3,525.69	\$3,656.98	\$3,881.79	\$3,996.41
23	\$2,852.27	\$2,934.50	\$3,019.07	\$3,106.11	\$3,195.73	\$3,287.75	\$3,382.53	\$3,480.07	\$3,580.37	\$3,683.61	\$3,820.77	\$4,055.65	\$4,175.40
23A	\$2,907.86	\$2,991.65	\$3,077.91	\$3,166.63	\$3,258.00	\$3,351.82	\$3,448.43	\$3,547.88	\$3,650.11	\$3,755.37	\$3,895.21	\$4,134.68	\$4,256.74
24	\$2,976.77	\$3,063.38	\$3,152.58	\$3,244.31	\$3,338.82	\$3,435.94	\$3,535.99	\$3,638.88	\$3,744.80	\$3,853.77	\$3,997.35	\$4,243.11	\$4,368.37
25	\$3,102.26	\$3,193.66	\$3,287.69	\$3,384.62	\$3,484.35	\$3,586.95	\$3,692.63	\$3,801.45	\$3,913.43	\$4,028.71	\$4,178.75	\$4,435.68	\$4,566.64
25A	\$3,162.69	\$3,255.89	\$3,351.75	\$3,450.56	\$3,552.23	\$3,656.82	\$3,764.58	\$3,875.52	\$3,989.68	\$4,107.21	\$4,260.17	\$4,522.10	\$4,655.60
26	\$3,213.05	\$3,308.71	\$3,407.27	\$3,508.79	\$3,613.31	\$3,720.93	\$3,831.77	\$3,945.91	\$4,063.40	\$4,184.42	\$4,340.26	\$4,607.09	\$4,743.11
27	\$3,347.61	\$3,446.55	\$3,548.30	\$3,653.16	\$3,761.05	\$3,872.19	\$3,986.55	\$4,104.33	\$4,225.56	\$4,350.41	\$4,512.42	\$4,789.83	\$4,931.26
28	\$3,480.22	\$3,583.80	\$3,690.43	\$3,800.26	\$3,913.33	\$4,029.76	\$4,149.68	\$4,273.15	\$4,400.25	\$4,531.18	\$4,699.97	\$4,988.88	\$5,136.19
29	\$3,609.99	\$3,718.16	\$3,829.53	\$3,944.24	\$4,062.43	\$4,184.10	\$4,309.44	\$4,438.55	\$4,571.48	\$4,708.40	\$4,883.76	\$5,184.00	\$5,337.07
30	\$3,686.99	\$3,797.62	\$3,911.48	\$4,028.77	\$4,149.71	\$4,274.16	\$4,402.32	\$4,534.40	\$4,670.36	\$4,810.50	\$4,989.63	\$5,296.38	\$5,452.74
31	\$3,822.17	\$3,937.54	\$4,056.37	\$4,178.72	\$4,304.88	\$4,434.78	\$4,568.55	\$4,706.43	\$4,848.40	\$4,994.74	\$5,180.80	\$5,499.29	\$5,661.68
32	\$3,970.24	\$4,090.17	\$4,213.72	\$4,341.01	\$4,472.15	\$4,607.26	\$4,746.41	\$4,889.70	\$5,037.36	\$5,189.53	\$5,382.81	\$5,713.74	\$5,882.45
33	\$4,118.26	\$4,242.77	\$4,371.09	\$4,503.23	\$4,639.38	\$4,779.70	\$4,924.19	\$5,073.03	\$5,226.38	\$5,384.44	\$5,584.99	\$5,928.30	\$6,103.36