

MEMORANDUM OF UNDERSTANDING
between
THE COMMONWEALTH OF MASSACHUSETTS
and
THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
Locals S-28 and S-29
for a
SUCCESSOR AGREEMENT

January 1, 2024 - December 31, 2024

The parties agree to the following modifications to the Commonwealth of Massachusetts ("Commonwealth") and International Association of Fire Fighters Local S-28 and Local S-29 ("Union") Collective Bargaining Agreement for Unit 11 for January 1, 2024 through December 31, 2024:

ARTICLE 12
SALARY RATES

Section 1

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

Classification/Adjustment Pool

A Classification/Adjustment Pool equal to \$500.00 per FTE as of August 14, 2023 (59 total, 33 S-28 and 26 S-29) shall be distributed as mutually determined by the parties. The parties shall begin meeting immediately upon ratification of this Agreement, and will finalize the distribution plan for economic adjustments within 90 days of the signing of this agreement. Adjustments made pursuant to this Section shall be effective contemporaneously with the initial four percent (4%) increase stated above, but not earlier than the first full pay period in January 2024.

**ARTICLE 25
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 for 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 in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

**ARTICLE 29
DURATION**

This Agreement shall be for the one-year period from January 1, 2024 to December 31, 2024 and terms contained herein shall become effective the first pay period of January 2024 unless otherwise specified. It is expressly understood and agreed that subject to ratification by the Local 28 and Local 29 membership respectively, the predecessor collective bargaining agreement shall be modified in accordance with this memorandum of understanding. At the written request by either party, negotiations for a subsequent agreement will be commenced on or after July 1, 2024.

For the Commonwealth

Jane Boone
9/13/2023
Date

For Local S-28

[Signature]
9-6-2023
Date

For Local S-29

[Signature]
9/13/2023
Date