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## Unit A NAGE

### Collective Bargaining Agreement

September 14, 2018

## Overview – Bargaining Unit A Agreements

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- Approximately 528 clerical and administrative employees
- Majority are employed as Customer Service Representatives within the Registry of Motor Vehicles.
- Negotiations commenced in August 2017
- Reached tentative agreement on ATLAS/REAL ID implementation
- Reached tentative agreement on the terms of successor CBA
- Members ratified the tentative CBA on August 25, 2018

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## Major Provisions of the Successor CBA

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**Term:** The agreement is for the term July 1, 2017 to June 30, 2020.

<b>Wages:</b> July 2017	2%*
July 2018	2%
July 2019	2%

\*1% with an additional 1% if the Commonwealth exceeds \$27.072B in state tax revenue for FY 2018. In late May 2018 the Secretary of Administration and Finance announced that these revenue benchmarks had been met.

**Cost:** The projected one year cost of implementing the July 2017 wage increases is \$580,339. The projected four year cost for all wage increases is \$5,910,646. This includes costs related to marginal overtime cost and estimated fringe benefits costs.

## Major Provisions of ATLAS MOA

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- Forty Hour Workweek/Non-Traditional Work Schedules
- Rapid Response Units
- Customer Service Door Advocate Positions
- Assistant Service Center Manager
- Education and Training Assistance Fund
- Position Upgrades

## Recommended Action

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- That the Secretary be authorized to enter into and execute all related documents on behalf of MassDOT, to implement a Collective Bargaining Agreement with the National Association of Government Employees (Unit A) for the term from July 1, 2017 to June 30, 2020 incorporating the terms and conditions outlined in the Memorandum of Agreement initialed on August 8, 2018;
- That the Secretary be authorized to enter into and execute, on behalf of MassDOT, a Memorandum of Agreement for operational enhancements in the REAL ID and ATLAS implementation.