

# Unit E Contract – Midterm Agreement

Presentation to F&A Committee

Matthew Knosp

Chief Human Resources Officer

June 8, 2022



# Background

- The Bipartisan Infrastructure Law (BIL) has resulted in an increased need for staff, particularly additional Engineers
- Attrition rates remain elevated compared with historical levels
- A review of market data showed that MassDOT is not well positioned to be competitive in recruiting and retaining engineers.
- MassDOT has reached agreement with Bargaining Unit E on a midterm agreement to increase salary levels, create a signing bonus problem, and address a handful of other issues.

# Key Provisions

- Agreement provides for a 10.3% across-the-board salary increase, effective July 3, for all Bargaining Unit E employees.
- Creates a \$5,000 signing bonuses for new Unit E hires, split into two payments – one at hire and one at the conclusion of the employee's probationary period.
- The ability to implement a small (up to \$250) spot bonus program for employees who perform above and beyond or realize significant cost savings for the agency.
- Creates a category of employees at high levels of the union ranks in the Highway Districts (and potentially, down the road at Highway HQ) who are able to participate in certain types of collective bargaining, personnel, or strategic discussions without the ability to share that information with the unions. This is a significant value for Highway operationally, especially in the districts where the size of the management team is smaller.
- Provides for a small adjustment to call back pay provisions for employees in very high Civil Engineering levels who are entitled to compensation minimums for instances where they are required to handle an issue off-hours via electronic means.

# Proposed Vote

## VOTED:

To authorize the Secretary of Transportation, or his designee, to enter into a midterm Collective Bargaining Agreement with the Coalition of Massachusetts Department of Transportation Unions for Unit E, for the term from July 1, 2020 through June 30, 2023, and to execute any necessary or ancillary documents in the name and on behalf of the Massachusetts Department of Transportation to effectuate this Agreement.