

MassDOT Unit E – Summary of Contract Changes (Contract Term - July 1, 2014 to June 30, 2017)

Salary Rates

- 1.5% ATB raises effective - July 13, 2014; January 11, 2015; July 12, 2015; January 10, 2016, July 10, 2016; January 8, 2017.
- Effective January 11, 2015 a new Step 14 is established for all job grades (funded in the amount of 0.25% of the total Unit E payroll as of June 14, 2014).
- Effective January 10, 2016 Step 14 is increased for all job grades (funded in the amount of 0.25% of the total Unit E payroll as of June 14, 2014).
- Effective January 8, 2017 Step 14 is increased for all job grades (funded in the amount of 0.25% of the total Unit E payroll as of June 14, 2014 less an increase of \$2.00 per week per employee to the Health & Welfare Fund).
- The promotional pay factor to calculate the employee's new salary rate is increased from 1.02 to 1.03.

Other Major Items

- The Hourly Shift Differential is increased from \$1.25 as follows: \$1.50 effective September 14, 2014; \$1.75 effective July 12, 2015; \$2.00 effective July 10, 2016.
- The establishment of an Alternative Work Options Pilot Program to be in effect on or before January 1, 2016 and effective until June 30, 2017 (more information to follow).
- The establishment of a Vacation Buyback Pilot Program for calendar year 2014. A reserve of \$350,000 will be used for the purpose of allowing eligible employees to buy back a maximum of three (3) vacation days in whole day increments on or before December 31, 2014 (more information to follow).
- The establishment of a Grievance Settlement Fund in the amount of up to \$400,000 in order to attempt to resolve all former MassHighway Article 14 & 16 grievances (more information to follow).

Primary Concession

- *Effective July 1, 2014 the MassDOT Drug & Alcohol Policy shall be in effect for all bargaining unit members. No one shall be subject to drug testing before January 11, 2015. Random testing DOES NOT apply to all members (more information to follow).

* All ATB raises were contingent upon acceptance of the proposed Drug & Alcohol Policy.