

**Memorandum of Understanding  
between the  
Massachusetts Department of Transportation (“MassDOT”)  
and the  
Coalition of MassDOT Unions (“Union”)  
UNIT E**

**Position Review – Unit E**

This Memorandum of Understanding is entered between the Massachusetts Department of Transportation (“MassDOT”) and the Coalition of Massachusetts Unions for Bargaining Unit E (“Union”), collectively referred to as the Parties.

1. The Parties agree to establish a labor-management committee to review Unit E titles for which equity concerns have been raised and make recommendations to address these concerns. The Committee shall consist of up to five (5) representatives selected by the Union and up to five (5) representatives selected by MassDOT. Each Party may bring in a subject matter expert to participate in Committee meetings, as needed. At the request of the Union, the Committee will meet at a mutually agreeable time within 45 days after ratification of the successor to the Unit E July 1, 2017- June 30, 2020 collective bargaining agreement (“CBA”).
2. After the Committee’s initial meeting, the Parties agree the Committee shall meet at least two (2) times per month for six months at mutually agreeable times. Each meeting shall be scheduled for at least two (2) hours, unless otherwise agreed.
3. At the initial Committee meeting, each party shall be given 45 minutes in total to summarize the concern(s) it has with positions subject for review. After the initial meeting, the Parties shall develop a mutually agreeable schedule to review the titles to be reviewed.
4. Unless otherwise mutually agreed between the Parties, the Committee shall review in order the following titles:
  - a. Expansion of Job Group 31 (including Sections Heads at the District level)
  - b. Lab Techs at Research & Materials
  - c. Tunnel Engineer
  - d. Bridge Engineer
  - e. MassDOT Construction Coordinator Series
  - f. Area Bridge Inspection Engineer
  - g. Underwater Operations Engineer
  - h. Landscape Architect Series
  - i. Environmental Analyst Series
  - j. District Utility Constructability Engineer (DUCE)
  - k. District Materials Engineer
  - l. District Quality Engineer

- m. Transportation Program Planners
  - n. Civil Engineer (Compression at top step)
5. After the Committee has completed its review, it shall make recommendations to MassDOT's Chief Human Resources Officer ("CHRO") for approval. The CHRO shall process approved recommendations and request necessary funding and/or approvals as needed for implementation.

For the Massachusetts Department of Transportation:



Olinda R. Marshall, Chief Labor Negotiator

October 26, 2021

Date



Mark Spengler, Director of Engagement

October 27, 2021

Date

For the Coalition of MassDOT Unions for Unit E:

\_\_\_\_\_  
Patrick Russell, President, MOSES

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Date

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Laurie Carlson, President, USW Local 5696

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Date