

F. Final

**MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF BROCKTON (THE CITY)
AND
MASSACHUSETTS LABORERS' DISTRICT COUNCIL
ON BEHALF OF
BROCKTON CITY EMPLOYEES UNION (THE UNION)
(JULY 1, 2019 – JUNE 30, 2022)**

This Memorandum sets forth the material terms of a successor collective bargaining agreement reached between the Union's and the City's negotiating teams, subject to ratification by the Union membership of the Union, and funding by the Brockton City Council as required by law. For purposes of further negotiations and/or impasse procedures, this Memorandum shall be considered off-the-record until ratification and funding occur. Failing such ratification or funding, both parties will be free to revert to their on-the-record positions.

The collective bargaining agreement, which expired on June 30, 2019, shall be extended without change for a period of three years, through June 30, 2022. Upon bargaining unit ratification, joint execution of the Memorandum of Agreement, and requisite City Council adopting action, the Union and the City agree to begin negotiations for a successor Memorandum of Agreement to begin on July 1, 2022.

The following provisions represent the material changes to the parties' agreement for an agreement through June 30, 2022.

1. Base Wages:


Effective July 1, 2021, base wages shall be increased for all unit members by two dollars and fifty cents (\$2.50) per hour. The parties agree that there shall be no retroactive base wage increase for FY2020 and FY2021.

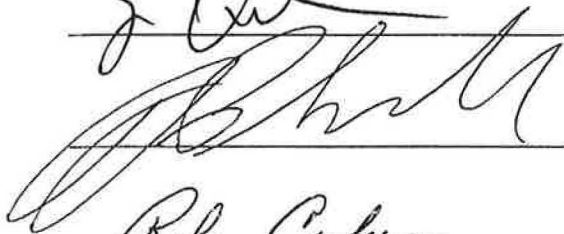
The existing wage scales shall be amended and listed in Appendix "A" to reflect the \$2.50 per hour base wage increase.


Quoted salary amounts in Appendix "A" are subject to verification of mathematical calculations by the Auditor's Office.

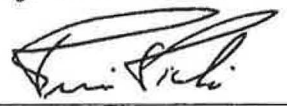
Dated this 9th day of July, 2021.


MA LABORERS' DISTRICT COUNCIL,
LOCAL 1162,









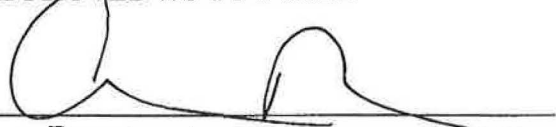


CITY OF BROCKTON,
By Its Mayor,



ROBERT F. SULLIVAN

APPROVED AS TO FORM:



Law Department