

Commonwealth Proposal
for a Successor Collective Bargaining Agreement
with the
State Police Association of Massachusetts

January 10, 2022

The State Police Association of Massachusetts should not interpret any Commonwealth proposal made herein or during the course of these negotiations to mean that the Commonwealth does not currently enjoy any particular right or rights under the above-referenced collective bargaining agreement.

ARTICLE 8
HOURS OF WORK AND OVERTIME

Section 1. Regular Workweek, Tours of Duty and Work Schedules

C.

(iii) The Division of Investigative Services as follows:

- Gaming Enforcement Unit: 4&2 with no less than one (1) employee assigned to a 5&2 other than the OIC.
- **Fire Marshalls Office, Massport Bomb Squad Team: 4&2 with no less than one (1) employee assigned to a 5&2 other than the OIC.**

K. Employees assigned as Community Service Officers as well as employees assigned to the following Units: Gang Units, Truck Teams, Community Action Teams, Motorcycle Unit, STOP Team, **SP Detective Units (Homicide and Narcotics), Violent Fugitive Apprehension Section (VFAS), and Media Relations** will be subject to varying shifts (as described in Article 8, Section 1.B of this Agreement) upon five (5) days notice, except in cases of emergency. Shifts shall be determined by the Commanding Officer after consultation with team members. All such team members mentioned above shall receive the night shift differential provided for in Article 8, Section 2J, notwithstanding the fact that the employee may not be otherwise eligible for such differential by virtue of the shift to which the employee is assigned.

ARTICLE 12
FAMILY AND MEDICAL LEAVE

Section 8. Paid Family Medical Leave (PFML) (new section)

Leave granted under the Paid Family Medical Leave Act, M.G.L. c. 175M, which does not otherwise qualify for leave under the FMLA or Article 12 of the collective bargaining agreement, shall be used concurrently with the leave granted by Article 12 of the collective bargaining agreement, to the extent that such leave exceeds the twelve (12) weeks of leave granted by the FMLA.

ARTICLE 16
SALARY RATES

Section 1.

A. Effective the first full pay period 14 months prior to the signing of this agreement, but no earlier than the first full pay period in January of 2021, a two and one half percent (2.5%) salary increase for all employees.

B. Effective the first full pay period 12 months from the 2.5% increase, a two percent

(2%) salary increase for all employees.

C. Effective the first full pay period 24 months from the 2.5% increase, a two percent (2%) salary increase for all employees.

D. All employees who are currently active upon the signing of this agreement will receive a one-time Recognition Payment of one and one-half percent (1.5%) of their base salary. (A minimum amount of \$1,000 shall be set for the one-time payment.)

(Renumber remaining sections accordingly)

Labor Management Committee – The parties agree to form a Labor Management Committee to discuss updating the “Procedures for Drug Testing” outlined in Appendix DT/S-1.