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Title: **Boston, City of and International Association of Fire Fighters (IAFF), AFL-CIO-CLC, Local 718 (1999) (MOA)**

K#: **810492**

Location: **MA Boston**

Employer Name: **Boston, City of**

Union: **International Association of Fire Fighters (IAFF), AFL-CIO-CLC**

Local: **718**

SIC: **9224**

NAICS: **922160**

Sector: **L**

Number of Workers: **1600**

Effective Date: **07/01/99**

Expiration Date: **06/30/00**

Number of Pages: **18**

Other Years Available: **Y**

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#8 10492

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF BOSTON
AND
LOCAL 718, INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, AFL-CIO, CLC

Effective July 1, 1999
Expiring June 30, 2000

This Memorandum of Agreement, entered into by and between the City of Boston, hereinafter called the "City," and Local 718, International Association of Firefighters, AFL-CIO, CLC, hereinafter called "Local 718" (Unit A and B) is the product of collective bargaining conducted pursuant to Chapter 150E of the Massachusetts General Laws for the purpose of reaching a successor collective bargaining agreement to the July 1, 1996 - June 30, 1999 collective bargaining agreement. The terms and provisions of the aforementioned collective bargaining agreement are to remain in full force and effect except where specifically amended by the provisions of this Memorandum of Agreement. Such prior contract terms and provisions (including those Sideletter of Agreements appended hereto) are incorporated into and made a part of this Agreement. The terms herein are to be effective July 1, 1999 unless specifically provided otherwise.

1/16/02

ARTICLE XVIII COMPENSATION

Modify as follows:

Increase base wages by 4.5% effective July 3, 1999.

Replace existing wage scales and create new wage scales reflecting above increases as follows:

Section 1:

Effective July 3, 1999, employees shall be compensated pursuant to the following weekly salary schedule:

<u>RANK</u>	<u>1</u>	<u>2</u>	<u>3</u>
Firefighter	641.70	718.96	796.38
Fire Lieutenant			979.55
Fire Captain			1,141.18
District Chief			1,329.48
Deputy Chief			1,548.85

<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>
Fire Alarm Operator	641.70	718.96	796.38
Radio Repairman			
Machinist			
Cable Splicer			
Lineman			
Motor Equipment Operator			
Fire Alarm Batteryman			
Electrical Equipment Repairman			
Senior Fire Alarm Operator			979.55
Radio Operator			
Working Foreman Machinist			
Working Foreman Lineman and Cable Splicer			
Inside Wireman			
Inspector of Internal Systems			
Principal Fire Alarm Operator			1,141.18
Foreman of Inside Wiremen			
Foremen of Linemen and Cable Splicers			
General Foreman of Fire Alarm Construction			1,235.34
Radio Supervisor			
Chief Fire Alarm Operator			1,329.48
Assistant Superintendent Fire Alarm Division			
Chemist			

Section 2: Night Differential

Effective July 3, 1999, in addition to any other regular or premium compensation to which employees are entitled, all employees shall receive the following night differential to be considered as part of regular weekly compensation for purposes of sick, injured, vacation, overtime, and holiday pay and for purposes of any other authorized leave compensation and for pension contribution computation. The night differential for is computed as nine and five tenths percent (9.5%) of the base weekly compensation in effect as of July 3, 1999 pursuant to the following schedule:

Effective July 3, 1999

<u>RANK</u>	<u>1</u>	<u>2</u>	<u>3</u>
Firefighter	60.96	68.30	75.66

Fire Lieutenant			93.06
Fire Captain			108.41
District Chief			126.30
Deputy Chief			147.14

<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>
Fire Alarm Operator	60.96	68.30	75.66
Radio Repairman			
Machinist			
Cable Splicer			
Lineman			
Motor Equipment Operator			
Fire Alarm Batteryman			
Electrical Equipment Repairman			

Senior Fire Alarm Operator			93.06
Radio Operator			
Working Foreman Machinist			
Working Foreman Lineman and Cable Splicer			
Inside Wireman			
Inspector of Internal Systems			

Principal Fire Alarm Operator			108.41
Foreman of Inside Wiremen			
Foremen of Linemen and Cable Splicers			

General Foreman of Fire Alarm Construction			117.36
Radio Supervisor			

Chief Fire Alarm Operator			126.30
Assistant Superintendent Fire Alarm Division			
Chemist			

NOTE: Employees not regularly scheduled to work night tours of duty receive the equivalent of the foregoing night differential in combined recognition of their comparatively singular work schedule and their availability to work such night tours.

Section 3: Hazardous Duty/Specialist Compensation

In addition to any other regular or premium compensation to which employees are entitled, fire suppression force employees shall receive the following hazardous duty compensation and non-fire suppression employees shall receive the following specialist duty compensation. Such hazardous duty/specialist duty compensation shall be considered as part of regular weekly compensation for purposes of overtime and holiday pay and for purposes of sick, injured, vacation, and other authorized leave compensation and for pension contribution computation. The hazardous duty/specialist compensation for each of the respective contract years is computed as four and three-quarters percent (4.75%) of the base weekly compensation in effect as of July 3, 1999 pursuant to the following schedule:

Effective July 3, 1999

<u>RANK</u>	<u>1</u>	<u>2</u>	<u>3</u>
Firefighter	30.48	34.15	37.83
Fire Lieutenant			46.53
Fire Captain			54.21
District Chief			63.15
Deputy Chief			73.57

<u>POSITION</u>	<u>1</u>	<u>2</u>	<u>3</u>
Fire Alarm Operator	30.48	34.15	37.83
Radio Repairman			
Machinist			
Cable Splicer			
Lineman			
Motor Equipment Operator			
Fire Alarm Batteryman			
Electrical Equipment Repairman			
Senior Fire Alarm Operator			46.53
Radio Operator			
Working Foreman Machinist			
Working Foreman Lineman and Cable Splicer			
Inside Wireman			
Inspector of Internal Systems			
Principal Fire Alarm Operator			54.21
Foreman of Inside Wiremen			
Foremen of Linemen and Cable Splicers			

General Foreman
of Fire Alarm Construction 58.68
Radio Supervisor

Chief Fire Alarm Operator 63.15
Assistant Superintendent
Fire Alarm Division
Chemist

Section 4: Transitional Career Awards Program

The weekly benefit schedule of the Transitional Career Awards Program for the duration of this collective bargaining agreement for employees in the rank of firefighter or its equivalent is as follows:

Commencing With	
The Start of	<u>July 3, 1999</u>
Five (5) Years	82.12
Ten (10) Years	87.86
Fifteen (15) Years	91.70
Twenty (20) Years	95.53
Twenty-Five (25) Years	99.36

The equivalents to the firefighter rank are as follows: Fire Alarm Operator; Radio Repairman, Machinist; Cable Splicer; Lineman, Motor Equipment Operator; Fire Alarm Batteryman; Electrical Equipment Repairman.

Part B: The weekly salaries specified in Section 1 for the ranks and positions listed hereunder shall continue to be supplemented weekly by the following specified amounts:

<u>RANK</u>	<u>July 3, 1999</u>
Fire Lieutenant	49.12
Fire Captain	51.32
District Chief	53.84
Deputy Chief	56.74

<u>POSITION</u>	
Senior Fire Alarm Operator	49.12
Radio Operator	
Working Foreman Machinist	
Working Foreman Lineman and Cable Splicer	
Inside Wireman	

Principal Fire Alarm Operator 51.32

Foreman of Inside Wireman
Foreman of Lineman
and Cable Splicers

General Foreman 52.58
of Fire Alarm Construction
Radio Supervisor

Chief Fire Alarm Operator 53.84
Assistant Superintendent
of Fire Alarm Division
Chemist

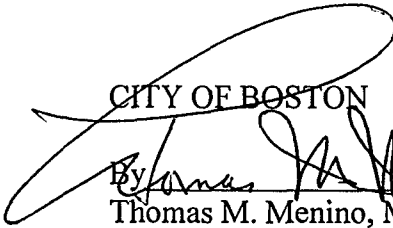
DURATION

Delete first sentence of Article XIX and insert the following:

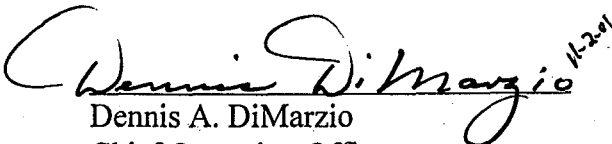
"This Agreement shall be effective July 1, 1999, unless otherwise indicated, and shall continue in force, pursuant to its terms, through June 30, 2000."


In witness whereof, the parties hereto have caused their names to be subscribed as the duly authorized officers and representatives on the 3rd day of November, 2001.

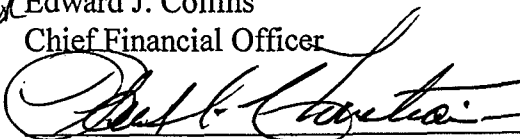
CITY OF BOSTON


Thomas M. Menino, Mayor

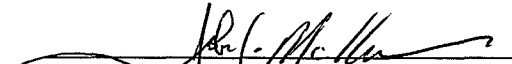
Date: November 3, 2001


Dennis A. DiMarzio
Chief Operating Officer
Acting Fire Commissioner


Edward J. Collins
Chief Financial Officer


Paul Christian, Chief

IAFF, LOCAL 718


John J. McKenna, President


Patrick Munroe, Vice President


Nicholas DiMarino, Bargaining Committee


Lawrence Curran, Bargaining Committee


Gerard Lucas, Bargaining Committee

Boston Fire Department

Michael P. Reagan 11/2/01

Michael P. Reagan, Director
Office of Labor Relations

Vivian Leonard 11-1-01

Vivian Leonard, Director
Office of Human Resources

APPROVED AS TO FORM:

Mark Sweeney 10-31-01
for Merita A. Hopkins
Corporation Counsel

Date 3-2-98

Honorable Thomas M. Menino, Mayor
City of Boston
Boston City Hall
Boston, MA

Re: FY1997-1999 Collective Bargaining Agreement
Local 718, IAFF and the City of Boston:
Side Letter of Agreement Regarding
Interpretation of Article XVIII, Section 4
(Transitional Career Awards Program / Add-On)

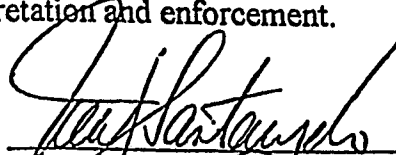
Dear Mr. Mayor:

In the negotiations resulting in the FY1997-FY1999 collective bargaining agreement between Local 718 and the City of Boston, agreement was reached on the method of calculating the annual Transitional Career Awards Program / Add-On benefit and the method of paying such benefit in the following terms:

Effective July 1, 1996, the Transitional Career Awards Program / Add-On weekly entitlement for every employee in the rank of District Fire Chief and Deputy Fire Chief, shall be computed pursuant to the following formula: One percent (1%) of the combined total of fire fighter rank maximum weekly salary, fire fighter rank maximum weekly night differential, and fire fighter rank maximum weekly hazardous duty pay, with the product of such one percent (1%) calculation added to the weekly Transitional Career Awards Program / Add-On benefit level in effect for every employee in the ranks of District Fire Chief and Deputy Fire Chief, for FY1997, such product of the foregoing one percent (1%) calculation shall be added to the weekly Add-On in effect as of June 30, 1996, and for FY1998 and each fiscal year thereafter, such product of the foregoing one percent (1%) calculation shall be added to the weekly Transitional Career Awards Program / Ad-On benefit level in effect as of the last pay period of the immediately prior fiscal year.

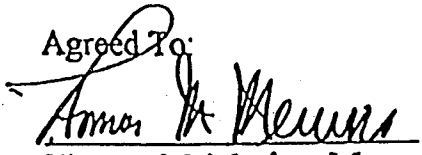
The Transitional Career Awards Program / Add-On benefit, as calculated above, shall be paid to all eligible employees, as provided above, on a weekly basis and shall be considered and calculated as part of regular compensation for computation of the overtime rate, for computation of compensation for purposes of sick, injured, vacation and all other authorized leave, and for computation of pension contributions.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made part of the FY1997-FY1999 collective bargaining agreement for all purposes of contract interpretation and enforcement.

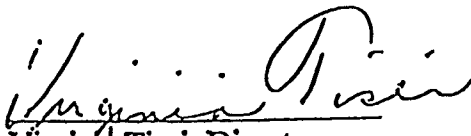


Neal Santangelo, President
Local 718 IAFF

Agreed To:



Thomas M. Menino, Mayor
City of Boston



Virginia Tisei, Director
Office of Labor Relations

Honorable Thomas M. Menino, Mayor
City of Boston
Boston City Hall
Boston, MA 02201

RE: FY1997-1999 Collective Bargaining Agreement
Local 718, I.A.F.F. and the City of Boston:
Side Letter of Agreement Regarding
Interpretation of Article XVIII, Section 4
(Transitional Career Awards Program)

Dear Mr. Mayor:

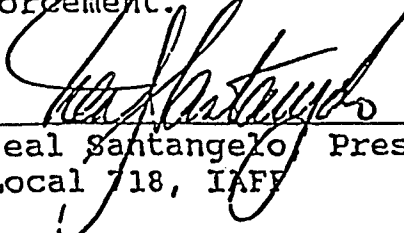
In the negotiations resulting in the FY1997-FY1999 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached on the method of calculating the annual Transitional Career Awards Program benefit and the method of paying such benefit in the following terms:

Effective July 1, 1996, the Transitional Career Awards Program weekly entitlement for every employee in the rank of firefighter or its equivalent upon such employee's commencement of five (5), ten (10), fifteen (15), twenty (20) and twenty-five (25) years of service, measured from date of provisional or permanent appointment, whichever is earlier, and for every employee in the rank of Lieutenant and Captain, or their equivalents, shall be computed pursuant to the following formula: One percent (1%) of the combined total of firefighter rank maximum weekly salary, firefighter rank maximum weekly night differential and firefighter rank maximum weekly hazardous duty pay, with the product of such one percent (1%) calculation added to the weekly Transitional Career Award Program benefit level in effect for every employee in the rank

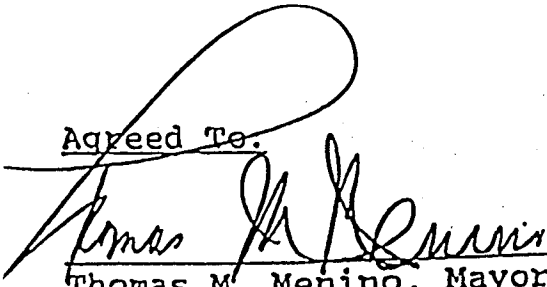
of Firefighter or its equivalent as of the last pay period of the immediately prior fiscal year; and, for every employee in the ranks of Lieutenant and Captain or their equivalents, for FY1997, such product of the foregoing one percent (1%) calculation shall be added to the weekly add-on in effect as of June 30, 1996, and for FY1998 and each fiscal year thereafter, such product of the foregoing one percent (1%) calculation shall be added to the weekly Transitional Career Award Program benefit level in effect as of the last pay period of the immediately prior fiscal year.

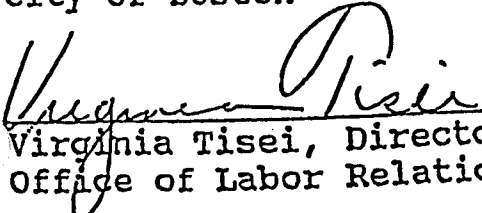
The Transitional Career Award Program benefit, as calculated above, shall be paid to eligible employees, as provided above, on a weekly basis and shall be considered and calculated as part of regular compensation for computation of the overtime rate and the holiday compensation rate, for computation of compensation for purposes of sick, injured, vacation and all other authorized leave, and for computation of pension contributions.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1997-FY1999 collective bargaining agreement for all purposes of contract interpretation and enforcement.


Neal Santangelo, President
Local 718, IAFF

Agreed To.


Thomas M. Menino, Mayor
City of Boston


Virginia Tisei, Director
Office of Labor Relations



Boston Fire Fighters Local No. 718

International Association of Firefighters

A.F.L. - C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

President

Neal Santangelo

Vice President

James Fitzgerald

Treasurer

David Johnson

Recording Secretary

Richard Kelleher

December 17, 1987

Honorable Raymond L. Flynn, Mayor
City of Boston
Boston City Hall
Boston, MA 02201

RE: FY1988-1990 Collective Bargaining Agreement
Local 718, I.A.F.F. and the City of Boston
Side Letter of Agreement Regarding
Interpretation of Article XVIII, Section 4
(Transitional Career Awards Program)

Dear Mr. Mayor:

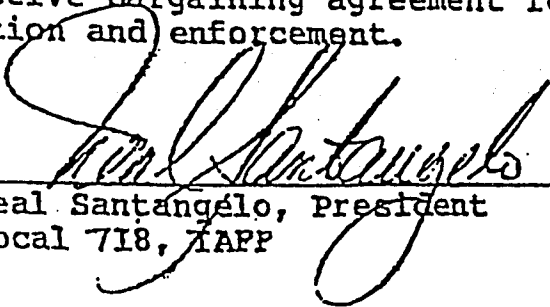
In the negotiations resulting in the FY1988-FY1990 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached on the method of calculating the annual Transitional Career Awards Program benefit and the method of paying such benefit in the following terms:

Effective July 1, 1987, the Transitional Career Awards Program weekly entitlement for every employee in the rank of firefighter or its equivalent upon such employee's commencement of five (5), ten (10), fifteen (15), twenty (20) and twenty-five (25) years of service, measured from date of provisional or permanent appointment, whichever is earlier, shall be computed pursuant to the following formula: One percent (1%) of the combined total of firefighter rank maximum weekly salary, firefighter rank maximum weekly night differential and firefighter rank maximum weekly hazardous duty pay, with the product of such one percent (1%) calculation added to the weekly Transitional Career Award Program benefit level in effect as of the last pay period of the immediately prior fiscal year.

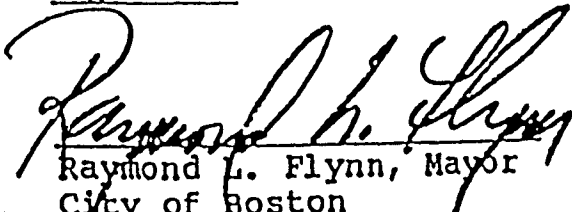
Honorable Raymond L. Flynn
December 17, 1987
page 2

The Transitional Career Award Program benefit, as calculated above, shall be paid to eligible employees, as provided above, on a weekly basis and shall be considered and calculated as part of regular compensation for computation of the overtime rate and the holiday compensation rate, for computation of compensation for purposes of sick, injured, vacation and all other authorized leave, and for computation of pension contributions.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1988-FY1990 collective bargaining agreement for all purposes of contract interpretation and enforcement.


Neal Santangelo, President
Local 718, IAFP

Agreed To:


Raymond L. Flynn, Mayor
City of Boston

12-16-87
Dated

Cynthia S. Denton 12/17/87
Cynthia S. Denton, Supervisor
Office of Labor Relations



Boston Fire Fighters Local No. 718

International Association of Firefighters

A.F.L. - C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

President

Neal Santangelo

Vice President

James Fitzgerald

Treasurer

David Johnson

Recording Secretary

Richard Kelleher

December 17, 1987

Honorable Raymond L. Flynn, Mayor
City of Boston
Boston City Hall
Boston, MA 02201

RE: FY1988-FY1990 Collective Bargaining Agreement
Local 718 IAFF and the City of Boston
Side Letter of Agreement Regarding Calculation
of the July 4th Holiday Compensation For All
Employees Covered By Said Collective
Bargaining Agreement

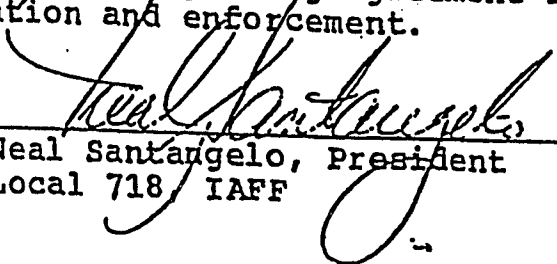
Dear Mr. Mayor:

In the negotiations resulting in the FY1988-FY1990 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached as to calculation of the July 4th Holiday compensation for all employees covered by such collective bargaining agreement as follows:

Notwithstanding the July 6, 1988 and July 5, 1989 commencement dates for the FY1989 and FY1990 respective compensation rate increments as provided in Article XVIII of the collective bargaining agreement, the Article X holiday pay calculations for the July 4, 1988 and the July 4, 1989 contractual holidays shall be based respectively upon the compensation rates in effect as of such July 6, 1988 and July 5, 1989 commencement dates.

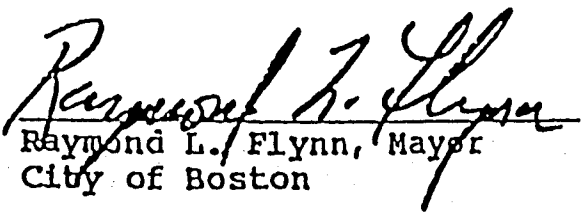
Raymond L. Flynn
December 17, 1987
page 2

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1988-FY1990 collective bargaining agreement for all purposes of contract interpretation and enforcement.



Neal Santangelo, President
Local 718, IAFF

Agreed To:



Raymond L. Flynn, Mayor
City of Boston

12-16-87
Dated

Cynthia S. Denton 12/17/87
Cynthia S. Denton, Supervisor
Office of Labor Relations



Boston Fire Fighters Local No. 718

International Association of Firefighters

A.F.L.-C.I.O.

55 HALLET STREET, BOSTON, MASS. 02124

Telephone: 288-2100

President

Neal Santangelo

Vice President

James Fitzgerald

Treasurer

David Johnson

Recording Secretary

Richard Kelleher

December 17, 1987

Honorable Raymond L. Flynn, Mayor
City of Boston
Boston City Hall
Boston, MA 02201

RE: FY1988-FY1990 Collective Bargaining Agreement
Local 718, IAFF and the City of Boston
Side Letter of Agreement
Regarding Hepatitis B Vaccination

Dear Mr. Mayor:

In the negotiations resulting in the FY1988-FY1990 collective bargaining agreement between Local 718, IAFF and the City of Boston, agreement was reached as to the City's providing Hepatitis B vaccination to employees of the bargaining units covered by said agreement in the following terms:

The City will provide to any employee in the bargaining units represented by Local 718 a hepatitis B vaccination program. The program will be administered by the Boston City hospital at no cost to participating employees. The details of the program will be discussed and agreed upon by Local 718 and the City.

This side letter of agreement memorializes the foregoing agreement and is to be regarded as incorporated into and made a part of the FY1988-FY1990 collective bargaining agreement for all purposes of contract interpretation and enforcement.

AGREED TO:



Raymond L. Flynn, Mayor


Neal Santangelo, President
Local 718 IAFF

12-16-87

DATED

A. Michael Mullane, President
Local 718, I.A.F.F.
55 Hallet Street
Dorchester, MA 02124

RE: City of Boston and Local 718
I.A.F.F. - Side Letter of
Agreement Regarding Fire-
Fighter Aides

Dear President Mullane:

The purpose of this Side Letter of Agreement negotiated by and between the City of Boston and Local 718, International Association of Firefighters, AFL-CIO, CLC, is to memorialize an agreement as to the restoration and maintenance of Firefighter Aides assigned to District Fire Chiefs.

The agreement is as follows: The City of Boston agrees to restore and maintain twenty-four (24) Firefighter-Aides to be assigned to District Fire Chiefs. The assignment of such Firefighter-Aides among the Fire Districts shall be at the discretion of the Fire Commissioner.

The City of Boston and Local 718, I.A.F.F. further agree that this Side Letter of Agreement is to be incorporated into and is to be made a part of the collective bargaining agreement between the City and Local 718 and shall be enforceable pursuant to the procedures of Article XVI, (Grievance Procedure), of said collective agreement and shall carry the same conditions of duration as set forth in Article XIX, (Duration), of said collective agreement.

S/
Kevin H. White
Mayor, City of Boston

Agreed To: S/
George H. Paul
Fire Commissioner

Dated

A. Michael Mullane
President, Local 718
I.A.F.F.

Dated

SIDE LETTER OF AGREEMENT BY AND BETWEEN
LOCALY 718, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
AND
THE CITY OF BOSTON

Local 718, I.A.F.F. and the City of Boston agree that the unit employee incumbent of the Office of District Vice President, International Association of Firefighters, will be granted leave, with full direct and fringe benefit compensation, full seniority accumulation and full contract coverage as is required by the employee for performance of the duties and functions of that office.

This side letter of agreement is to be incorporated into and to be made a part of the Local 718 - City of Boston collective bargaining agreement for purposes of contract enforcement.

CITY OF BOSTON

RAYMOND L. FLYNN, MAYOR

LOCAL 718, I.A.F.F.

NEAL SANTANGELO, PRESIDENT

DATED: 9-17-86