

**Article 26
Compensation**

B. Wages

[. . .]

4. Reopener Bargaining – FY 2023/24

a. Effective within 30 days following the date of ratification of this reopener agreement, MASS MoCA shall implement the higher of either:

i. a 3.5% (three and one-half percent) across-the-board increase to employees' base rate of pay;

ii. market equities as listed in Appendix F – Equity Increases (unpublished); or

iii. increase to \$18 per hour for non-exempt staff

b. Lump Sum in Lieu of Retroactivity

No later than 45 (forty-five) calendar days following the date of ratification, eligible employees shall receive a one-time, non-base building lump sum based on the increases outlined above in Sections B.4.a.i-iii., for any hours worked on or after January 1, 2024, and immediately before the increases referenced above in Sections B.4.a.i-iii., are finally implemented. The in-bargaining unit earnings for the period on or following January 1, 2024, but before the increases are finally implemented will be multiplied by the percentage increases needed to bring the employee up to the amount indicated in Section B.4.a.1.-iii., above.

i. To be eligible for the Lump Sum payment discussed immediately above, the employee must meet all the following criteria:

- a) be in a UAW represented classification the date the lump sum is paid (not effective date); and
- b) have actual earnings in a UAW represented classification during the relevant period outlined in Section B.4.b., above.
- ii. Legally required deductions will be made against the lump sum issued pursuant to Section B.4.b., above.
- c. Effective on the date of ratification, the minimum rate of pay for all bargaining unit classifications shall be \$18 per hour.

5. Reopener Bargaining – FY 2024/25

Effective January 1, 2025, MASS MoCA shall implement a 3.5% across-the-board increase to employees' base rate of pay.

[...]

Article xx:
Holidays

A. **Straight Time Holiday Pay for Christmas and Thanksgiving Days**

1. **Eligibility:** Employees who have hours worked at MASS MoCA over the course of the 30 days preceding the holiday are eligible to receive straight time pay for Christmas Day and Thanksgiving Day, regardless of whether the holiday was worked or not.
2. **Methodology:** The amount of straight time pay each employee receives shall be based on the average hours worked per shift in the four (4) weeks preceding the holiday. For example, if an employee works an average of four (4) hours per shift

in the four (4) weeks preceding the holiday, then the employee will receive four (4) hours of straight time pay for the applicable holiday.

3. Holiday pay under this section is not counted to determine whether you have worked overtime hours or to calculate your overtime pay rate, although any hours worked on the holiday will be used for overtime purposes.

B. Beginning in Calendar Year 2025 - Premium Pay for Holiday Worked

Employees who are scheduled to work on any of the following designated holidays shall receive premium pay at the rate of one and one-half times (1.5x) their base rate of pay:

- a. New Year's Day (starting in 2025)
- b. 4th of July (starting in 2025)
- c. Labor Day (starting 2025)

Article xx
Premium Pay for Hours Worked over 10 in a Day

A. Non-Exempt Employees: Assignment of Daily Overtime

Employees must obtain permission from their immediate supervisor to work beyond their scheduled shift if not otherwise scheduled to do so.

B. Premium Pay

Nonexempt employees shall receive one and one-half (1½) times their regular rate of pay for hours actually worked that exceed ten (10) hours in a day.



3/24/2024

