
MEMORANDUM OF UNDERSTANDING

between

THE MASSACHUSETTS DEPARTMENT OF TRANSPORTATION

And

THE COALITION OF MASSDOT UNIONS FOR BARGAINING UNIT B

MAINTENANCE OF REQUIRED LICENSES

The Parties agree as follows:

A. Every employee is responsible for maintaining all licenses and certifications required as part of his/ her job duties.

B. The following procedure shall be applicable to all employees for whom the ability to operate a motor vehicle is an essential function of their job duties.

1. If an employee's Massachusetts Driver's license is suspended or revoked for a period of one hundred and twenty (120) days or less, and that loss or revocation did not occur during the course of employment, the employee will be suspended without pay for the duration of the license suspension.
- 2.If an employee's Massachusetts Driver's license is suspended or revoked for a second time for a period of one hundred and twenty (120) days or less and that loss or revocation did not occur during the course of employment, he/she will be terminated from employment.
- 3.If an employee's Massachusetts Driver's license is suspended or revoked for a period of more than one hundred and twenty (120) days, he/she will be terminated from employment.

C. The following shall be applicable to all employees for whom the ability to operate a commercial motor vehicle is an essential function of their job duties.

1. If an employee's Commercial Driver's License is suspended or revoked for a period of one (1) year or less, and that loss or revocation did not occur during the course of employment, and if the employee has a Massachusetts's driver's license that allows the employee to operate non-commercial motor vehicles, the employee may be demoted (with loss of pay) to Laborer (or Highway Maintenance Worker I) for the duration of the CDL suspension.
2. If an employee's Commercial Driver's License is suspended or revoked for a second time for a period of one (1) year or less, or if the employee's Commercial Driver's License

is suspended for a period of more than one (1) year, he/she will be terminated from employment.

D. Employees shall bear the initial cost of obtaining any license or certification required for their titles. MassDOT however will reimburse employees for the costs incurred by them for renewing a required license or recertification or for the cost of any new license or certification required for their titles.

Massachusetts Department of Transportation

Coalition of MassDOT Union for Unit B

By: _____
Boris Lazic, Assistant Secretary and Chief
Human Resources Officer

By: _____
George McGilloway, Secretary-
Treasurer/Principal Executive Officer,
Teamsters Local 127 and Chairperson of
the CMU for Unit B

By: _____
Maria C. Rota, Senior Lead Counsel
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By: _____
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AFSCME Council 93, Local 2948

By: _____
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SEIU Local 888

By: _____
Karen Bartholomew, President
USW Local 5696

Entered this _____ day of January 2020.