

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
COMMONWEALTH OF MASSACHUSETTS  
MASSACHUSETTS DEPARTMENT OF TRANSPORTATION  
AND THE  
NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES  
Local R1-292, UNIT A**

Whereas the Registry of Motor Vehicles ("RMV") has a business need to reduce wait times to the public; and

Whereas the RMV believes that adjustments to lunch and break schedules would result in reduced wait times to the public; and

Whereas this adjustment would require a change to the lunch and break schedules of employees represented by the National Association of Government Employees Local R1-292, Unit A ("NAGE"); and

Whereas, in an effort to maintain harmonious labor-management relations, the RMV and NAGE hereby execute the following Memorandum of Agreement:

1. The RMV shall create and implement a voluntary program for all bargaining unit A personnel employed in the Registry of Motor Vehicles Division whereby the following changes shall be made to the lunch and break schedules of program participants:
  - a. the unpaid lunch break shall be reduced from one hour to 45 minutes and the participating employees shall have their work-day reduced by 15 minutes, or
  - b. the unpaid lunch break shall be reduced from one hour to 30 minutes and the participating employees shall have their work-day reduce by 30 minutes.
2. The program shall consist of the following parameters:
  - a. participation in the program shall be voluntary;
  - b. employees must participate for a minimum of 30 days, after which they may opt out of the program with one week advance notice to their supervisor and the Branch Manager or Director;
  - c. employees may opt into the program by requesting to volunteer, but the scheduled start for an employee opting in will be subject to scheduling and may be delayed for up to one week;
  - d. if an employee is required to stay beyond the end of their scheduled shift, the employee shall be compensated at his/her overtime rate of pay for the duration of the required stay;

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- e. if two (2) employees who are required to work a late shift volunteer to participate in the program, the senior employee shall be selected for participation, unless both employees agree to alternate the schedule so that both employees may participate. For purposes of this section, seniority shall mean length of continuous service with the Registry of Motor Vehicles Division;
- f. in the event schedule changes are necessary, the impacted employees agree to waive any contractual notice required for such changes;
- g. Branch Managers may allow employees not participating in the voluntary program to curtail their lunch period to 30 minutes and receive compensatory time for the additional time worked provided that:
  - i) The employee is informed in advance that compensatory time at time and one half will be provided in lieu of cash overtime;
  - ii) The employee volunteers to work the additional 30 minutes;
  - iii) All employees must be given a minimum thirty minute meal break; and
  - iv) Employees may not be required to reduce their lunch break to 30 minutes.

3. The parties shall meet 90 days after the effective date of the program to review its success.

The terms of this agreement may be modified at any time by mutual consent of both parties.

National Association of Government  
Employees

By: John G. Mann  
John Mann  
President

Date: 11/23/11

Massachusetts Department of  
Transportation

By: Michael J. Lee  
Michael J. Lee  
Acting Chief Administrative Officer

Date: 11/23/11