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**MEMORANDUM OF UNDERSTANDING**

**between**

**THE MASSACHUSETTS DEPARTMENT OF TRANSPORTATION**

**And**

**THE COALITION OF MASSDOT UNIONS FOR BARGAINING UNIT B**

**MAINTENANCE OF REQUIRED LICENSES**

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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



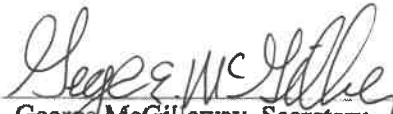
is suspended for a period of more than one (1) year, he/she will be terminated from employment.


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.

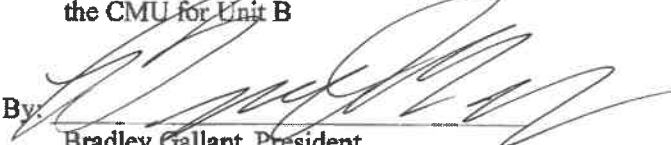
Massachusetts Department of Transportation

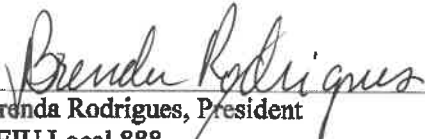
Coalition of MassDOT Union for Unit B


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Entered this 27 day of February 2020.

  
ATM  
7/3/20