

**Memorandum of Understanding  
Between the  
Commonwealth of Massachusetts  
and the  
SEIU Local 509**

**Regarding DCF Promotions**

In the course of bargaining for a successor agreement, the parties have acknowledged a shared interest in discussing increased career ladder opportunities at DCF through the promotional process. The parties have also recognized that extremely difficult fiscal circumstances preclude any such discussion at this time.

In this light, the parties agree to reopen discussion concerning this matter on or after January 1, 2010. Such discussions will focus solely upon how best to accomplish the goal set forth in paragraph one above. Such discussions shall be undertaken by the DCF Labor Management Committee or upon request of the Union, by the Statewide Labor Management Committee.

\_\_\_\_\_  
For the Union

\_\_\_\_\_  
For the Commonwealth

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date