

MASSACHUSETTS PORT AUTHORITY
MINUTES FOR THE REMOTE MEETING
HELD ON NOVEMBER 16, 2023 AT 8:00 A.M.

The meeting of the Members of the Massachusetts Port Authority was held on November 16, 2023. The following Members participated remotely pursuant to Chapter 2 of the Acts of 2023: Chair Patricia A. Jacobs, presided, Lewis G. Evangelidis, Warren Q. Fields, John A. Nucci, Sean M. O'Brien, Laura Sen and Secretary Monica G. Tibbits-Nutt. Edward C. Freni, Interim Chief Executive Officer & Director of Aviation, Catherine McDonald, Interim Chief of Staff & Chief Legal Counsel, John P. Prankevicius, Director of Administration and Finance and Secretary-Treasurer, Hank Shaw, Chief Security Officer, Joseph Morris, Port Director, Luciana Burdi, Director Capital Programs & Environmental Affairs, Kwang Chen, Chief Information Officer, Alaina Coppola, Director, Community Relations and Government Affairs, Andrew Hargens, Chief Development Officer, Dan Gallagher, Director of Aviation Business and Finance, and Ann Buckley, Assistant Secretary-Treasurer were in attendance.

The meeting commenced at 8:02 A.M.

Public Comment

Mr. Paul Shorb and Ms. Emily Bennett, residents of neighboring communities around Hanscom Field, each stated their strong opposition and concerns regarding environmental impacts from the North Airfield hangar development at Hanscom Airfield.

Ms. Roxana Rivera, MA AFL-CIO Vice President, representing Local 32 BJ SEIU, stated that a number of Local 32 BJ SEIU members will make a public comment and thanked the Board Members for their consideration of agenda item 11 (Amendment to Minimum Wage Policy for Certain Commercial Service Operator (CSO) and Aviation Service Operator (ASO) Employees at Boston Logan International Airport).

Mr. Ibtissem Lamri and Ms. Gricerda Paulino, aviation service company employees and members of Local 32 BJ SEIU, spoke about the importance of their work for safety and security and efficiency of Logan Airport and expressed their appreciation to the Board Members for their consideration of the minimum wage increase.

Mr. Devyn Gourley, Boston Vice President for the Association of Professional Flight Attendants (APFA), spoke about the APFA's strong opposition to the Massport's suspension of permitting at Logan including American Airlines Boston-based Flight Attendants' application.

Ratification and approval of the minutes of the October 19, 2023 Board Meeting

Upon a motion duly made and seconded, it was

VOTED:

To ratify and approve the minutes of the minutes of the October 19, 2023 Board Meeting.

Members Jacobs, Sen, Nucci, O'Brien, Fields, Evangelidis and Tibbits-Nutt voted Yes.

Chairman's Comments

Report of the CEO

Mr. Freni noted the appointment of Acting Secretary of Transportation Monica Tibbits-Nutt to Secretary of Transportation. Mr. Freni presented information on John Raftery being named one of the Top Chief Marketing Officers in Boston, on frontline Massport employees ("zero-responders") receiving hands-on instruction on how to provide critical life-saving first aid, on Massport participating in the U.S. Coast Guard annual active shooter exercise, on TSA expecting record-setting travel for this Thanksgiving holiday, on the Terminal B-C Roadways project being substantially complete by Thanksgiving, on Massport launching its holiday travel outreach next week, on Logan being ranked 10th best airport by Wall Street Journal in its 2023 U.S. Airport rankings, on Massport's tenant, Atlantic Coast Seafood, adding a new fishing vessel to its fleet at the Boston Fish Pier, on financial performance for September 2023, on Logan passenger activity exceeding forecast as economy remains strong, on Massport's DE&I programming for Veterans Day featuring Joseph Albanese, Chairman and CEO of Commodore Builders, on approximately 450 children and their families attending a Wings for Autism event at Logan Airport, and on Massport sponsoring a holiday food drive to assist food pantries in the neighboring communities.

Director of Aviation Presentation

Mr. Freni presented information on Logan Airport passenger activity for October 2023, on JetBlue announcing new Dublin and Paris service from Logan for the upcoming summer season, on Worcester Regional Airport serving over 15,000 passengers in October, on Hanscom jet activity for October being up 1% compared to the prior year, and on FAA Administrator Michael Whitaker visiting Logan Airport and meeting with the Aviation Operations and Planning teams.

Director of Maritime Presentation

Mr. Morris presented information on Massport continuing to engage with ocean carriers, shippers, global freight forwarders, and other industry stakeholders to communicate Conley's value proposition, on high inventory levels and reduced consumer spending expecting to negatively impact the container industry in 2024, on Conley Terminal servicing over 10,000 containers in October on 18 vessels, and on Flynn Cruiseport Boston ending the 2023 season with 370,000+ passengers on 148 vessels.

STRATEGIC PLAN

Website Preview

Mr. Chen and Mr. Raftery presented on the Massport website redesign.

SAFETY AND SECURITY/COMMITTEE CHAIR O'BRIEN

REAL ESTATE AND STRATEGIC INITIATIVES/COMMITTEE CHAIR FIELDS

88 Black Falcon Update

Mr. Hargens presented information on the project permitting for the 88 Black Falcon redevelopment project being essentially complete, and on The Davis Companies pursuing flexibility to develop the project in two phases in response to weakened market conditions.

HUMAN RESOURCES, DIVERSITY, AND COMPENSATION/COMMITTEE CHAIR JACOBS

COMMUNITY OUTREACH/COMMITTEE CHAIR NUCCI

FACILITIES AND CONSTRUCTION/COMMITTEE CHAIR EVANGELIDIS

MPA M705 – Maritime Roof Replacement Program, Multiple Maritime Properties, South Boston, MA, Partial Project Budget

Ms. Burdi presented information on roof repairs/replacements being prioritized by condition severity to address roof and building envelope needs.

Upon a motion duly made and seconded, it was

VOTED:

To authorize the Chief Executive Officer and Executive Director (or any officer authorized to serve in an "interim" capacity), Director of Administration & Finance and Secretary-Treasurer, or Assistant Secretary-Treasurer, each acting singly (each, an "Authorized Officer"), to take all actions necessary or desirable and to execute all agreements necessary or desirable in order to continue with and complete the Authority's Capital Project known as the M705 Maritime Roof Replacement Program (MPA M705) subject to the following conditions: funds expended for the M705 Maritime Roof Replacement Program Capital Project shall not exceed \$18,000,000.00 (the "Approved Partial Project Budget"), the Director of Capital Programs and Environmental Affairs shall report back to the Board if, at any time during the life of the Project, it appears likely that the Project will exceed the Approved Partial Project Budget; and the Director of Capital Programs and Environmental Affairs also shall report any material changes to

the scope of the work for this Capital Project as described in the backup materials presented at the Board Meeting on November 16, 2023. The Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity) shall obtain all necessary permits and approvals and shall conduct all required environmental reviews prior to the execution of any agreement or to the commencement of any action all as may be required by law. Any agreement arising out of this vote shall contain such other terms and conditions as the Authorized Officer executing such agreement in accordance with this vote deems necessary or desirable.

Members Jacobs, Sen, Nucci, O’Brien, Fields, Evangelidis and Tibbits-Nutt voted Yes.

AUDIT AND FINANCE/COMMITTEE CHAIR SEN

Oracle Fusion Cloud Implementation Services Contract

Mr. Chen presented information on contract award and approval for Oracle Fusion Implementation project for HR and financials, on Oracle Fusion benefits, on Oracle Fusion metrics for success, and on the selected implementation team of RSM US LLP (“RSM”) and Axia Consulting.

Upon a motion duly made and seconded, it was

VOTED:

To authorize the Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity), the Director Administration & Finance and Secretary-Treasurer, or Assistant Secretary-Treasurer, each acting singly (each, an “Authorized Officer”), to negotiate, execute, and deliver on behalf of the Authority an agreement with RSM US LLP (“RSM”), in the not-to-exceed amount of \$14,290,000, for implementation and support of the Oracle Fusion cloud environment. The agreement shall be for a five (5) year period and shall contain such other terms and conditions, not inconsistent with this vote, as the Authorized Officer executing such agreement deems necessary or desirable.

Members Jacobs, Sen, Nucci, O’Brien, Fields, Evangelidis and Tibbits-Nutt voted Yes.

Wholesale Electric Power Purchase

Ms. Tenaglia presented information on electricity procurement contracts, on natural gas prices being attractive relative to 2022, on the summary of current power supply transactions, on

incorporating renewable energy, and on the electricity procurement program stabilizing costs and generating \$2.2 million in savings over the past five years.

Upon a motion duly made and seconded, it was

VOTED:

WHEREAS, Massport has been a Federal Energy Regulatory Commission (“FERC”) licensed wholesale purchaser of power since 1996 and may purchase bulk electricity supply from any supplier licensed to do business in the Commonwealth; and

WHEREAS, Independent System Operator New England (“ISO New England”) is the regional transmission organization (“RTO”) recognized by FERC, serving Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont, and its responsibilities include: (1) reliable operation of New England’s bulk electric power system; (2) development, oversight and fair administration of New England’s wholesale electricity marketplace; and (3) management of the comprehensive bulk electric power system and wholesale markets’ planning processes intended to address New England’s electricity needs in the future; and

WHEREAS, the Authority became a member of ISO New England in 2005, and as a member, has purchased necessary ancillary services and a portion of its energy requirements on the spot market; and

WHEREAS, in May 2015, the Board authorized the Authority to: (i) enter into Master Power Supply Agreements (the “MSAs”) for wholesale electric power with one (1) or more suppliers, each with a term of six (6) years and (ii) enter into one (1) or more power supply transaction agreements pursuant to those MSAs for a term of three (3) years; and

WHEREAS, the Authority entered into MSAs with five (5) suppliers (Shell Energy North America (US), L.P., NextEra Energy Power Marketing, LLC, Exelon Generation Company LLC, EDF Trading North America, LLC, and BP Energy Company) in May 2015 and, based on bids received from those suppliers for heat rate energy blocks, entered into two (2) separate power supply transaction agreements with BP Energy Company and Shell Energy North America (US), L.P. in June 2015; and

WHEREAS, in October 2017, the Board authorized the Authority to enter into additional power supply transaction agreements for the period from January 1, 2019, through December 31, 2021, and, based on bids received from those suppliers for heat rate energy blocks, entered into two (2) separate power supply transaction agreements with BP Energy Company and Shell Energy North America (US), L.P.; and

WHEREAS, in February 2020, the Board authorized the Authority to enter into (i) amendments to the existing MSAs for a three (3) year extension of the term to December 31, 2024; (ii) one (1) or more new MSAs with additional wholesale suppliers for a term

ending December 31, 2024; and (iii) one (1) or more power supply transaction agreements pursuant to those MSAs for a term of three (3) years ending December 31, 2024 and, based on bids received from those suppliers for fixed price blocks and heat rate index priced contracts, entered into two (2) separate power supply transaction agreements with Shell Energy North America (US), L.P. and NextEra Power Marketing, LLC in June 2020; and

WHEREAS, the MSAs, and the power supply transaction agreements executed pursuant to those MSAs, will expire on December 31, 2024; and

WHEREAS, the Authority intends to conduct a competitive procurement for wholesale electric power purchases and issue (a) a Request for Qualifications (“RFQ”) for additional suppliers, with the expectation of adding to the pool of prequalified suppliers, thereby enhancing competition for electric supply and (b) a Request for Bids (“RFB”) for various electricity products including fuel indexed heat rate products, power forward indexed products, fixed priced blocks of electricity, load following fixed price products and pricing opportunities for renewable energy credits (RECs) and carbon offsets; and

WHEREAS, as a result of this competitive procurement process, the Authority intends to negotiate and execute (i) six (6) year extensions of the existing MSAs, or enter into new MSAs, with the current wholesale electric suppliers, from January 1, 2025 through December 31, 2030; (ii) one (1) or more MSAs with additional wholesale suppliers, with a term ending December 31, 2030; and (iii) one (1) or more power supply transaction agreements for a three (3) year term from January 1, 2025 through December 31, 2027, for a total not to exceed amount of \$86.3 million, in order to be able to continue to lock in favorable electricity prices in the futures market in accordance with the Authority’s Energy Hedge Policy.

NOW, THEREFORE, BE IT RESOLVED AND VOTED THAT:

The Director of Administration & Finance and Secretary-Treasurer and the Chief Legal Counsel, or their respective designees, each acting singly, are each hereby authorized to negotiate on behalf of the Authority, and the Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity), Director of Administration & Finance and Secretary-Treasurer, or Assistant Secretary-Treasurer, each acting singly (each, an “Authorized Officer”), are each hereby authorized to execute and deliver on behalf of the Authority: (i) amendments to the existing MSAs, or new MSAs, with the current wholesale electric suppliers for a six (6) year period from January 1, 2025 through December 31, 2030; (ii) one or more new MSAs with additional wholesale suppliers, with a term ending December 31, 2030; and (iii) one or more power supply transaction agreements for a term of three (3) years, from January 1, 2025 through December 31, 2027, each containing such terms and conditions not inconsistent with this Vote as the Authorized Officer may determine are necessary or desirable; provided that the total expenditures, including ancillary energy costs, ISO-NE expenses, and electric

transmission and distribution expenses made pursuant to such power supply transaction agreements, shall not exceed \$86,300,000.

The Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity) or the Director of Administration & Finance and Secretary-Treasurer or the Deputy Director of Administration & Finance will report the result of the procurement at the next meeting of the Members of the Authority following the completion of the procurement process and the execution of the power supply transaction agreements authorized by this Vote.

Members Jacobs, Sen, Evangelidis, O’Brien, Nucci, Fields and Tibbits-Nutt voted Yes.

Logan Airport JetBlue Hangar 8 Lease Amendment

Mr. Gallagher presented information on the Hangar 8 location and background.

Upon a motion duly made and seconded, it was

VOTED:

WHEREAS, on January 19, 2023, the Board voted to authorize a lease agreement (the “Lease”) with JetBlue Airways Corporation (“JetBlue”) for certain premises (“Premises”) at Hangar 8 at Boston-Logan International Airport; and

WHEREAS, the Authority and JetBlue entered into the Lease effective as of February 1, 2023 with an initial term of five (5) years with one five (5) year option term; and

WHEREAS, the Authority and JetBlue desire to amend the Lease to add to the Premises approximately 9,376 square feet of additional mezzanine shell space (“Additional Mezzanine Space”); and

WHEREAS, JetBlue shall pay the Authority \$9.83 per square foot per year, effective as of December 1, 2023, to rent the Additional Mezzanine Space, and said rate shall adjust annually each July 1st in an amount equal to the greater of (i) 100% of CPI adjustment or (ii) three percent (3%); and

WHEREAS, JetBlue shall invest approximately \$100,000 in capital improvements to build out the Additional Mezzanine Space.

NOW, THEREFORE, BE IT RESOLVED AND VOTED:

To authorize the Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity), the Director of Administration & Finance and Secretary-Treasurer, or Assistant Secretary-Treasurer, each acting singly

(each, an “Authorized Officer”), to negotiate, execute, and deliver, on behalf of the Authority, an amendment to the Hangar 8 Lease with JetBlue which shall: (a) increase the Premises by adding approximately 9,376 square feet of Additional Mezzanine Space; (b) establish a rent rate for the Additional Mezzanine Space of \$9.83 per square foot per year, effective as of December 1, 2023, which shall adjust annually each July 1st in an amount equal to the greater of (i) 100% of CPI adjustment or (ii) three percent (3%); and (c) obligate JetBlue to invest approximately \$100,000 in capital improvements to build out the Additional Mezzanine Space.

The terms of the amendment shall contain such other terms and conditions, not inconsistent with this vote, as the Authorized Officer executing such amendment deems necessary or desirable.

Members Jacobs, Sen, Evangelidis, O’Brien, Nucci, Fields and Tibbits-Nutt voted Yes.

Logan Airport Terminals Cleaning Services Contract

Mr. Gallagher presented information on the Terminal Cleaning Services Contract procurement schedule, on selection committee process, on selection committee recommendation, and on performance-based contract & M/WBE requirements.

Upon a motion duly made and seconded, it was

VOTED:

To authorize the Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity), the Director of Administration & Finance and Secretary-Treasurer, or Assistant Secretary-Treasurer, each acting singly (each, an “Authorized Officer”), to negotiate, execute, and deliver on behalf of the Authority an agreement with ABM Aviation, Inc., a subsidiary of ABM Industries Incorporated, for janitorial services for Boston Logan International Airport terminals in the not-to-exceed amount of \$77,638,762 for a three year period, with two one-year options to renew, subject to Board authorization. The agreement shall contain such other terms and conditions, not inconsistent with this vote, as the Authorized Officer executing such agreement deems necessary or desirable.

Members Jacobs, Sen, Evangelidis, O’Brien, Fields and Tibbits-Nutt voted Yes.

Member Nucci voted No.

International Air Service Incentive Program Extension

Mr. Gallagher presented information on the Boston Logan International Air Service Incentive Program.

Upon a motion duly made and seconded, it was

VOTED:

WHEREAS, the Authority adopted an International Air Service Incentive Program (the "Program") in 2008 restricted to new international service from Boston Logan International Airport ("Logan Airport") to Asia, Latin America, Africa and the Middle East; and

WHEREAS, under the terms of the Program, air carriers who offer year-round, scheduled, nonstop service to a new destination in Asia, Latin America, Africa or the Middle East, at least three times per week, are eligible for landing fee credits over a two year period and marketing support for a one year period; and

WHEREAS, the Program is designed to help minimize an air carrier's initial business risk in offering a new international route from Logan Airport; and

WHEREAS, the Program's current term expires on December 31, 2023; and

WHEREAS, staff is recommending a two (2) year extension of the Program.

NOW, THEREFORE, BE IT RESOLVED AND VOTED:

To authorize an extension of the International Air Service Incentive Program, effective January 1, 2024 through December 31, 2025, consistent with and containing substantially similar terms and conditions as those described in **Attachment A** to this vote, entitled Boston Logan International Airport International Air Service Incentive Program.

Members Jacobs, Sen, Evangelidis, O'Brien, Nucci, Fields and Tibbits-Nutt voted Yes.



ATTACHMENT A

Boston Logan International Airport
International Air Service Incentive Program

Program Qualifications:

- Program is effective January 1, 2024 – December 31, 2025.
- Air carrier must provide year-round, scheduled, nonstop, roundtrip service to a new destination in Asia (including India, Mideast), Africa, Central America, South America, or Mexico.
 - o A “new” destination above is defined as a city that does not have any scheduled nonstop roundtrip service to/from Boston Logan as of the effective date of the program.
 - o Air carrier must become a signatory tenant at Boston Logan.
- Minimum 1 year continuous service commitment.
- Minimum 3 times per week scheduled nonstop roundtrips.

Program Structure:

- Landing Fee Credit
 - o Credit of 100% of landing fees for year 1, 50% of landing fees for year 2.
 - Credit applies to service to the new international destination only.
 - Funds would be credited quarterly against future landing fees over 2 years.
 - For example, based on daily, year-round service using a B787-8, the value of the landing fee credit is:
 - o Year 1: $\$6.19 \times 365 \times 380,000 / 1,000 \times 100\% = \$ 858,553$
 - o Year 2: $\$6.19 \times 365 \times 380,000 / 1,000 \times 50\% = \$ 429,277$
 - o Total: $\$1,287,830$
- Marketing Support
 - o Provide cooperative advertising campaign to market the new international destination and the carrier which may include but is not limited to: (1) representation at domestic and international trade shows to promote Boston Logan, the new destination and the carrier’s air service thereto; (2) on-airport advertising including Logan shuttle buses, Logan Express buses, terminal curbside displays, art exhibitions and events; and (3) off-airport advertising including radio, print, online/digital, local public transportation, and billboard(s). Campaign to last 1 year, at no cost to the carrier.
 - Qualifying new international service using narrowbody aircraft would receive \$200,000 in support.
 - Qualifying new international service using widebody aircraft would receive \$350,000 in support. A higher benefit is given to widebody aircraft service due to the ability to carry belly container cargo and more passengers, thereby providing higher economic benefit to the New England region and revenue to Massport.

General:

- International Air Service Incentive Program will be funded from Massport's Non-Aeronautical revenues.
 - o Forgone landing fees will be credited from this source.
- Massport reserves the right to determine eligibility of the air carrier and destination against qualification criteria.
 - o Massport will provide the air carrier with an acceptance letter if proposed new service meets the criteria.

Massport must approve of proposed joint marketing/advertising programs to support new international service; joint marketing/advertising must prominently feature Boston Logan.

- Massport reserves the right to terminate or temporarily suspend the program before the program end date.
 - o Program benefits would be maintained for those qualifying new services which have begun.
- The Program is intended to comply with the FAA's Policy and Procedures Concerning the Use of Airport Revenue (64 Fed. Reg 7696, February 16, 1999).

Chassis and Container Service Provider Agreement

Mr. Morris presented information on staff recommending entering into a new agreement with Columbia Intermodal, LLC for chassis and container services.

Upon a motion duly made and seconded, it was

VOTED:

The Port Director and the Chief Legal Counsel, or their respective designees, are hereby authorized to negotiate, and the Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity), Director of Administration & Finance and Secretary-Treasurer or Assistant Secretary-Treasurer, each acting singly (each, an “Authorized Officer”) are hereby authorized to execute and deliver, on behalf of the Authority, a chassis and container service provider agreement (the “Agreement”) with Columbia Intermodal, LLC, a Delaware limited liability company (“Columbia”), pursuant to which Columbia will provide (a) chassis rental, inspection, maintenance, repair and storage services at the Fargo Street Terminal; (b) day-to-day operation and management of the Fargo Street Terminal; and (c) container inspection, maintenance and repair services, and minor chassis repairs at Conley Terminal.

The Agreement will be for an initial seven (7) year term commencing on January 1, 2024 in the not-to exceed amount of \$5,413,484, and for three (3) additional one-year option terms thereafter in the not-to exceed amount of \$2,685,680, resulting in a total not-to-exceed amount of \$8,099,164 for the entire ten (10) year period. The Agreement and any other related documents, certificates or instruments executed in connection therewith, shall contain such other terms and conditions as are not inconsistent with this Vote and as are deemed necessary or desirable by the Authorized Officer executing the same.

Each Authorized Officer is further authorized to execute on behalf of the Authority any and all other documents, certificates or instruments, and to take any other actions deemed necessary or desirable to effectuate this Vote, provided all such documents, certificates, instruments or actions are substantially consistent with this Vote.

Members Jacobs, Sen, Evangelidis, O’Brien, Nucci, Fields and Tibbits-Nutt voted
Yes.

Conley Terminal Pay Agent Agreement

Mr. Morris presented information on staff recommending entering into a new agreement with Columbia Intermodal, LLC to act as Massport's Pay Agent with the International Longshoremen's Association (ILA).

Upon a motion duly made and seconded, it was

VOTED:

The Port Director and the Chief Legal Counsel, or their respective designees, are hereby authorized to negotiate, and the Chief Executive Officer and Executive Director (or any officer authorized to serve in an "interim" capacity), Director of Administration & Finance and Secretary-Treasurer or Assistant Secretary-Treasurer, each acting singly (each, an "Authorized Officer") are hereby authorized to execute and deliver, on behalf of the Authority, an agreement (the "Agreement") with Columbia Intermodal, LLC, a Delaware limited liability company, to provide pay agent services for the International Longshoremen's Association laborers employed at Conley Terminal, for an initial seven (7) year term commencing on January 1, 2024 in the not-to exceed amount of \$3,416,079, and for three (3) additional one-year option terms thereafter in the not-to exceed amount of \$1,664,910, resulting in a total not-to-exceed amount of \$5,080,989 for the entire ten (10) year period. The Agreement and any other related documents, certificates or instruments executed in connection therewith, shall contain such other terms and conditions as are not inconsistent with this Vote and as are deemed necessary or desirable by the Authorized Officer executing the same.

Each Authorized Officer is further authorized to execute on behalf of the Authority any and all other documents, certificates or instruments, and to take any other actions deemed necessary or desirable to effectuate this Vote, provided all such documents, certificates, instruments or actions are substantially consistent with this Vote.

Members Jacobs, Sen, Evangelidis, O'Brien, Nucci, Fields and Tibbits-Nutt voted Yes.

Amendment to Minimum Wage Policy for Certain Commercial Service Operator (CSO) and Aviation Service Operator (ASO) Employees at Boston Logan International Airport

Mr. Freni presented information on Massport recommending a \$1 increase to the minimum wage policy for Commercial Service Operator (CSO) and Aviation Service Operator (ASO) Agreements.

Upon a motion duly made and seconded, it was

VOTED:

WHEREAS, the Massachusetts Legislature (per votes in 2014 and 2018) adopted annual increases to the Commonwealth's minimum wage from 2015 through 2023, effective January 1, 2023 it is set at \$15.00 per hour; and

WHEREAS, in 2014 the Authority's Board adopted a minimum wage policy for Commercial Service Operator (CSO) and Aviation Service Operator (ASO) employees at Boston Logan International Airport ("Airport") who perform certain covered services ("Covered Employees") in support of its priorities of safe, secure and efficient operations; and

WHEREAS, in 2019 the Authority's Board voted to accelerate the Commonwealth's minimum wage for Covered Employees at the Airport to \$15.00 per hour effective January 1, 2020; and

WHEREAS, in 2022 the Authority amended Massport's minimum wage policy to \$16.00 per hour effective July 1, 2022 and \$17.00 per hour effective January 1, 2023; and

WHEREAS, the Authority desires to amend the minimum wage policy to \$18.00 per hour effective January 1, 2024.

NOW, THEREFORE, BE IT RESOLVED:

The Board hereby amends the Authority's minimum wage policy for Covered Employees to \$18.00 per hour, effective January 1, 2024.

In all other respects the 2014, 2016, 2017, 2018, 2019 and 2022 Votes are hereby ratified and affirmed.

The Chief Executive Officer & Executive Director (or any officer authorized to serve in an "interim" capacity), the Director of Administration & Finance and Secretary-Treasurer, the Assistant Secretary-Treasurer, the Director of Aviation, and the Chief Legal Counsel each acting singly or their designees, are hereby authorized and directed to do all acts and things and to negotiate, execute and deliver any and all agreements, documents, certificates and other instruments, not inconsistent with this

Vote, necessary or desirable to effectuate the policy amendment contemplated by this Vote.

Members Jacobs, Sen, Evangelidis, O'Brien, Nucci, Fields and Tibbits-Nutt voted Yes.

ASSENT AGENDA

MPA L1740 – Computer Room HVAC Improvements, Logan International Airport, East Boston, MA, Full Project Budget

Upon a motion duly made and seconded, it was

VOTED:

To authorize the Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity), Director of Administration & Finance and Secretary-Treasurer, or Assistant Secretary-Treasurer, each acting singly (each, an “Authorized Officer”), to take all actions necessary or desirable and to execute all agreements necessary or desirable in order to continue with and complete the Authority’s Capital Project known as the L1740 Computer Room HVAC Improvements (MPA L1740) subject to the following conditions: funds expended for the L1740 Computer Room HVAC Improvements Capital Project shall not exceed \$7,500,000.00 (the “Approved Full Project Budget”), the Director of Capital Programs and Environmental Affairs shall report back to the Board if, at any time during the life of the Project, it appears likely that the Project will exceed the Approved Full Project Budget; and the Director of Capital Programs and Environmental Affairs also shall report any material changes to the scope of the work for this Capital Project as described in the backup materials presented at the Board Meeting on November 16, 2023. The Chief Executive Officer and Executive Director (or any officer authorized to serve in an “interim” capacity) shall obtain all necessary permits and approvals and shall conduct all required environmental reviews prior to the execution of any agreement or to the commencement of any action all as may be required by law. Any agreement arising out of this vote shall contain such other terms and conditions as the Authorized Officer executing such agreement in accordance with this vote deems necessary or desirable.

Members Jacobs, Sen, Evangelidis, O'Brien, Nucci, Fields and Tibbits-Nutt voted Yes.

Motion to Enter Executive Session

Upon a motion duly made and seconded, it was

VOTED:

That the Authority enter executive session to discuss strategy related to the deployment of security personnel or devices and real estate.

Members Jacobs, Sen, Evangelidis, O'Brien, Nucci, Fields and Tibbits-Nutt voted Yes.

The public session adjourned at 9:39 A.M.

Ann Buckley
Assistant Secretary-Treasurer

List of Documents and Other Exhibits Used in Public Session

1. Board Book
2. PowerPoint Presentation Slides