

ARTICLE XX.
PARKING AND TRANSIT

Section A: Travel Benefits. All Employees shall receive a choice of one of the two below options:

1. Parking

- a. \$1080 yearly University Parking Subsidy distributed to employees on a semesterly basis.

2. Public Transit

- a. The Corporation will provide fully subsidized MBTA passes that cover Local Bus and Subway lines (equivalent to the Monthly LinkPass as of March 31, 2026) to all Employees.
- b. Upon request, the Corporation will provide fully subsidized MBTA passes that additionally provide use of the Commuter Rail to the Zone requested by the Employee.

Section B: Bicycle Benefit. Employees are eligible for reimbursement of up to \$30/month at a maximum of \$360/year for the costs associated with bicycle purchase, improvement, repair, and storage relating to their bicycle commute. Eligible purchases include:

1. Bicycle Purchase

- a. New or used bicycles purchased from a store or a private party, including electric bikes.

2. Maintenance, Improvements, Accessories

- a. Purchasing parts and/or the service used to improve a bicycle as well as tools and on-bike accessories such as on-bike racks, locks, panniers, and trailers for kids.
- b. Repair or roadside assistance subscription services such as Nemo are covered.
- c. Bike-specific apparel such as reflective apparel, cycling gloves, biking shoes, and biking shorts are eligible for reimbursement. Non-biking-specific items such as coats or backpacks, although they may be used for your bike commute, are not eligible for reimbursement.

3. Parking & Storage

- a. The costs associated with fees for parking or storing a bicycle for any period of time. Items such as ground or car racks or other storage solutions are not eligible.

4. Safety Gear

- a. Helmets, lights, bells, and reflectors.

5. Bluebikes Membership

- a. Daily, monthly, and annual Bluebikes memberships are eligible for the bike benefit. Bluebikes e-bike expenses are also covered by the benefit. Bike share memberships from other cities are not covered by the program.

Section C. General Provisions. The Corporation shall provide reasonable and safe accommodations for bicycle parking within convenient proximity to Employee workplaces.