

Offered by City Councilors Julia Mejia, Arroyo, Bok, Coletta, Fernandes Anderson, Lara, Flaherty, Murphy, Worrell, Flynn and Louijeune



**CITY OF BOSTON
IN CITY COUNCIL**

**ORDER FOR A HEARING ON CONTRACT AND PAYROLL
IMPLEMENTATION FOR UNIONS IN BOSTON PUBLIC SCHOOLS**

WHEREAS,

The Boston City Council has voted previously to approve appropriations for Boston Public Schools to fulfill collective bargaining agreements with 11 public sector unions, which represent over 9,000 City of Boston employees. These include the Boston Teachers Union, Administrative Guild SEIU Local 888, Custodians' Association Local 1952 IUPAT DC 35, Cafeteria Workers AFSCME Local 230, Planning & Engineering SEIU Local 888, Storekeepers AFSCME Local 2814, Boston Association of School Administrators and Supervisors, Lunch Hour Monitors, Plant Administrators Association, School Police Patrolmen's Association, School Bus Monitors (United Steelworkers), Boston School Police Superior Officers Federation; *and*

WHEREAS,

Members of the Boston Teachers Union had been working without a contract from September 1, 2021 until ratification of the current contract, which covers the three year period from September 1, 2021 through August 31, 2024. The City of Boston owes retroactive pay to over 700 Boston Teachers Union members, which represents nearly 10% of Boston Teachers Union members who work in Boston Public Schools. There are still over 10 outstanding items in the Boston Teachers Union Collective Bargaining Agreement that have yet to be implemented since it was ratified in September of 2022; *and*

WHEREAS,

Boston Public Schools promised the Administrative Guild that if they ratified the proposal that was ultimately ratified by Guild membership on December 9, 2022, all members would receive a one-time \$5,000 bonus on their December 23, 2022 paycheck. None of the 228 Administrative Guild members received the \$5,000 bonus until January 6, 2023, and many made financial decisions based on the expectation that they would receive it, including one member who was left temporarily homeless because they could not afford to pay first and last month of rent plus security deposit on a new apartment they were moving into. The City of

Boston owes retroactive pay to all 228 Administrative Guild members for their latest contract; *and*

WHEREAS, The City of Boston owes retroactive pay to all 500+ members of the Boston Public Schools Custodians' Association for their latest contract, ratified on December 6, 2022. Members of the Boston Public Schools Custodians' Association often experience delays in having out-of-grade differentials and stipends, step raises, and longevity bonuses reflected on their paychecks. Members of the Boston Public Schools Custodians' Association who retire often have particularly challenging experiences in receiving retroactive pay, sick time, and other compensation due upon retirement; *and*

WHEREAS, Other Boston Public Schools unions also experience various payroll difficulties and other issues when implementing new contracts; and

WHEREAS, The Boston Public Schools Office of Human Capital has been unresponsive to workers' concerns and demonstrated poor communication with employees; *and*

WHEREAS, The proper functioning of the City of Boston Human Resources department and Boston Public Schools Office of Human Capital ensures that Boston Public Schools can hire and retain the people who keep our schools in operation, providing the opportunities that shape the lives of students and the future of our City and Commonwealth; *and*

WHEREAS, The Boston City Council must ensure that collective bargaining agreements are being honored and implemented properly through the allocation of funds it has duly appropriated; ***NOW THEREFORE BE IT***

ORDERED: That the appropriate committee of the Boston City Council hold a hearing to address the above mentioned challenges in collective bargaining contract implementation. Representatives from the administration, including the City of Boston Human Resources and Boston Public Schools Office of Human Capital. Elected leaders and members of these unions, and members of the public are also encouraged to testify.

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