



BOSTON CITY COUNCIL

Committee on Ways and Means
Brian Worrell, Chair

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REPORT OF COMMITTEE CHAIR

July 29, 2024

Dear Councilors:

The Committee on Ways & Means was referred the following dockets for consideration:

Docket #1110, Message and order for your approval, an Order to reduce the FY25 appropriation for the Reserve for Collective Bargaining by seven hundred eighty-six thousand, five hundred three dollars (\$786,503) to provide funding for a city department for the FY25 increases contained within the collective bargaining agreements between the City of Boston and Boston Public Library Professional Staff Association.

Docket #1111, Message and order for a supplemental appropriation Order for a city department for FY25 in the amount of seven hundred eighty-six thousand, five hundred three dollars (\$786,503) to cover the FY25 cost items contained within the collective bargaining agreements between the City of Boston and the Boston Public Library Professional Staff Association. The terms of the contract are July 1, 2023 through June 30, 2027. The major provision of the contract includes a base wage increase of 2% to be given in October of each fiscal year of the contract term and flat amounts of \$500, \$250, \$900, \$800 to be added to annual salaries in January of each fiscal year.

Docket #1112, Message and order for your approval, an Order to reduce the FY25 appropriation for the Reserve for Collective Bargaining by thirty-four thousand, three hundred thirty-one dollars (\$34,331) to provide funding for a city department for the FY25 increases contained within the collective bargaining agreements between the City of Boston and Teamsters Local 25.

Docket #1113, Message and order for a supplemental appropriation Order for a city department for FY25 in the amount of thirty-four thousand, three hundred thirty-one dollars (\$34,331) to cover the FY25 cost items contained within the collective bargaining agreements between the City of Boston and the Teamsters Local 25. The terms of the contract are July 1, 2023 through June 30, 2027. The major provision of the contract includes a base wage increase of 2% to be given in July of each fiscal year of the contract term and flat amounts of \$500, \$250, \$900, \$800 to be added to annual salaries in January of each fiscal year.

These matters were sponsored by Mayor Michelle Wu and referred to the Committee on July 10, 2024.

Summary of Legislation

Dockets #1110 and #1112 transfer funds from the Reserve for Collective Bargaining to provide funding for the following departments: Boston Public Library and Property Management Department. Docket #1111 authorizes the funding of a collective bargaining agreement between the City of Boston and the Boston Public Library Professional Staff Association (PSA). The terms of the contract are July 1, 2023 through June 30, 2027, with an appropriation amount of \$786,503 for FY25. Docket #1113 authorizes the funding of a collective bargaining agreement between the City of Boston and Teamsters Local 25. The terms of the contract are July 1, 2023 through June 30, 2027 with an appropriation amount of \$34,331 for FY25.

The major provisions of the PSA contract include a base wage increase of 2% to be given in October of each fiscal year of the contract term and flat amounts of \$500, \$250, \$900, \$800 to be added to annual salaries in January of each fiscal year of the contract respectively. The agreement also includes an acceptance of how new technology will be noticed to the union, a clarification of the compensation grade appeal process, and position upgrades at several branches. The estimated cost is \$4.6M over four years. The contract is structured with a three-year agreement (October 1, 2023 - September 30, 2026) and a one-year agreement (October 1, 2026 to September 30, 2027).

The major provisions of the Teamsters Local 25 contract include a base wage increase of 2% to be given in July of each fiscal year of the contract term and flat amounts of \$500, \$250, \$900, \$800 to be added to annual salaries in January of each fiscal year of the contract respectively. The agreement also includes an acceptance of how new technology will be noticed to the union, an acceptance of the citywide bereavement policy, a clarification of the compensation grade appeal process, and the removal of Step 1, and addition of Step 9 in the salary scale. The estimated cost is \$174,000 over four years. The contract is structured with a three-year agreement (July 1, 2023 to June 30, 2026) and a one-year agreement (July 1, 2026 to June 30, 2027).

Additional Related Legislation

Dockets #0908 and #0909 are related dockets that transfer funds from the Reserve for Collective Bargaining to provide funding for Boston Public Health Commission and authorize the funding of a collective bargaining agreement between the City of Boston and the American Federation of State, County and Municipal Employees, Council 93, Local 787. The terms of the contracts are October 1, 2023 through September 30, 2024 and October 1, 2024 through September 30, 2027. The major provisions of the contract include base wage increases of 2% to be given in January of each fiscal year of the contract term and flat amounts of \$500, \$250, \$900, \$800 to be added to annual salaries in January of each fiscal year of the contract respectively after the percent increase. The contract is structured with a one-year agreement (October 1, 2023 through September 30, 2024) and a three-year agreement (October 1, 2024 through September 30, 2027). The appropriation amount for FY25 is \$34,188.

Information Received at Hearing

The Committee held a public hearing on Dockets #1110-1113 on Monday, July 29, 2024. The Committee was joined by Jim Williamson, Budget Director for the City of Boston and Renee Bushey, Director of Labor Relations.

Mr. Williamson stated that the four dockets represent transfers and appropriations to fund collective bargaining contracts for PSA and Teamsters Local 25. He stated the aggregate amount of these contracts is roughly \$821,000, which will be transferred from the Reserve for Collective Bargaining from the FY25 Budget, which was approved at \$96.8M. He stated the Reserve will have \$96M after these contracts are approved.

Councilors and the panel also discussed various topics including the following:

- the effective wage increase year over year for lower wage workers when both the flat amounts and the 2% wage increase are summed together
- the issues of low morale at Boston Public Library, and possible solutions to address it, including changing step negotiations that allow children's librarians to stay in location and move up a step, without having to change branches
- the possible building of a third floor to the South End library
- the reasons for having a 3 + 1 contract model, which Admin stated allows the budget team to plan out further
- the renegotiation of steps with regards to the Teamsters Local 25 contract, which allows for one long time employee to move up in step
- the highlights of both agreements
- the total increase in salaries for the PSA workforce, which is a 12.6% increase for the lowest paid workers and a 10.3% increase for the highest paid workers (over the course of the 4 years)
- the salary scales and grades for librarians
- weighing the benefits and drawbacks of flat increases vs percentage increases in the contract
- the mechanisms for implementation of these contracts, specifically with regards to back pay
- the relationship between the contract salary plans and the amounts listed in the departmental personnel pages of the budget book
- the creation of an integrated contract document for the various unions in the city
- the internal managerial decisions regarding staff placement when libraries are closed for capital problems
- the consequences of not settling a contract, which includes union workers not receiving a raise until a new contract is negotiated
- best practices for negotiating contracts in an efficient manner
- the possibilities of negotiating for a child care stipend and tuition reimbursement for contracts in the future
- understanding how safe staffing levels are determined
- the new bike maintenance program in the PSA contract and the reasoning for the direct deposit requirement dictated in the PSA contract
- the mechanisms for determining overtime usage and funding
- the possibilities of trainings being negotiated into union contracts

The Committee was also provided public testimony from the assistant president of the PSA union, Allison Hahn. She provided testimony surrounding the negotiation process, the financial

realities of those in the union, the everyday experience of those in the union, the morale of those at the library, and the safety of those working at the libraries.

Committee Chair Recommended Action

As Chair of the Committee on Ways & Means, I recommend moving the listed dockets from the Committee to the full Council for discussion and formal action. At that time, my recommendation to the full Council will be that the matters **OUGHT TO PASS**.

Brian Worrell

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Committee on Ways & Means