



BOSTON CITY COUNCIL

Committee on City Services & Innovation Technology
Kenzie Bok, Chair

One City Hall Square ♦ 5th Floor ♦ Boston, MA 02201 ♦ Phone: (617) 635-3040 ♦ Fax: (617) 635-4203

REPORT OF COMMITTEE CHAIR

April 21, 2022

Dear Councilors,

The following dockets were referred to the Committee on City Services and Innovation Technology:

Docket #0402, message and order for a supplemental appropriation of Two Million Nine Hundred Fifty Four Thousand Eight Hundred and Twenty Eight Dollars (2,954,828.00) to cover the FY22 cost items contained within the collective bargaining agreement between the City of Boston and AFSCME.

Docket #0403, message and order to reduce the FY22 appropriation for the Reserve for Collective bargaining by Two Million Nine Hundred Fifty Four Thousand Eight Hundred and Twenty Eight Dollars (\$2,954,828.00) to provide funding for various departments for FY22 increases contained within collective bargaining agreement between the City of Boston and AFSCME.

These matters were sponsored by the Administration, and referred to the Committee on March 23, 2022. The Committee held a public hearing on April 19, 2022.

Summary of Legislation:

Docket #0403 transfers funds from the Collective Bargaining Reserve to various departments and Docket #0402 authorizes the funding of the collective bargaining agreement between the City of Boston and Salaried Employees of American Federation of State, County and Municipal Employees (AFSCME), AFL-CIO, Council 93. The parties reached an agreement that covers the current operating expenses of the fiscal period commencing July 1, 2021 and ending June 30, 2022, in the sum of \$2,954,828.00. The said sum, to be met from available funds and taxation pursuant to Section 23 of Chapter 59 of the General Laws, include an annual wage increase and several policy modifications.

The annual wage increase pattern of this agreement is as follows, to be applied retroactively:

- Effective October 2020 2%
- Effective October 2021 1.5%
- Effective October 2022 2%

The agreement also contains the following language changes/policy modifications:

- Addition of Juneteenth as a recognized holiday.
- Two Wellness Days, that may be used before the end of the 2022 Calendar year, will be provided to regular, full-time, active status AFSCME members hired before the agreement was signed who are or become fully vaccinated or have or receive a medical or religious accommodation from such vaccination but submit weekly COVID-19 testing result.
- In recognition for work during the COVID-19 pandemic, AFSCME members employed as of the date of the parties' agreement will receive a one-time only, non-precedent-setting, lump sum payment of \$1,000.

Information Gathered at the Hearing:

Director of the Office of Budget Management James Williamson and Senior Advisor to the Mayor Louis Mandarinini testified on behalf of the Administration.

Director Williamson explained that the two dockets ask for authorization to move money from the FY22 collective bargaining reserve to various departments, in order to fund the current recently ratified contract between the City and Salaried Employees of American Federation of State, County, and Municipal Employees (AFSCME) AFL-CIO, Council 93.

Mr. Williamson explained that there are 1040 AFSCME members across various city departments, which, through the appropriation, will be allocated the specific amounts needed to fund FY22 cost increases, and next year the cost increases will be included in the departments' budgets. He stated that during this round of bargaining the parties reached a three-year agreement from July 1, 2020 through June 30, 2023 with an estimated \$5.9 million cost over three years.

Discussed and overviewed were the contract's provisions including two wellness days and a one-time lump sum payment of \$1,000 in recognition of AFSCME frontline employees who worked through the pandemic. It was reported that city-wide, AFSCME represents approximately 1,040 members working throughout the City of Boston, particularly in the Department of Public Works, Transportation, Parks and Recreation, Police, Fire, and Inspectional Services. He stated that following approval of this appropriation, there will be approximately \$5 Million left over in the collective bargaining reserve.

Mr. Williamson stated that this contract is both fiscally responsible and responsive to the union.

Recommended Action:

The Chair of the Committee on City Services and Innovation Technology, to which the following was referred:

Docket #0402, message and order for a supplemental appropriation of Two Million Nine Hundred Fifty Four Thousand Eight Hundred and Twenty Eight Dollars (2,954,828.00) to cover the FY22 cost items contained within the collective bargaining agreement between the City of Boston and AFSCME, and

Docket #0403, message and order to reduce the FY22 appropriation for the Reserve for Collective bargaining by Two Million Nine Hundred Fifty Four Thousand Eight Hundred and Twenty Eight Dollars (\$2,954,828.00) to provide funding for various departments for FY22

increases contained within collective bargaining agreement between the City of Boston and AFSCME,

submits a report recommending that these dockets **ought to pass**.

A handwritten signature in black ink, appearing to read 'Kenzie Bok', with a horizontal line underneath.

Kenzie Bok, Chair
Committee on City Services & Innovation Technology