



# BOSTON CITY COUNCIL

## Committee on City Services and Innovation

### Technology

Kenzie Bok, *Chair*

---

One City Hall Square ◊ 5<sup>th</sup> Floor ◊ Boston, MA 02201 ◊ Phone: (617) 635-3040 ◊ Fax: (617) 635-4203

### REPORT OF COMMITTEE CHAIR

February 15, 2023

Dear Councilors,

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

*Docket #0362, Message and order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by One Hundred Sixty Four Thousand Four Hundred Forty Eight Dollars (\$164,448.00) to provide funding for the Boston School Department for the FY23 increase contained within the collective bargaining agreement between the Boston School and the New England Police Benevolent Association, Local 160 Boston School Police Patrolmen's Association.*

*Docket #0363, Message and order approving a supplemental appropriation for the Boston School Department for the FY23 in the amount of One Hundred Sixty Four Thousand, Four Hundred Forty Eight Dollars (\$164,448.00) to cover the FY23 cost contained within the collective bargaining agreements between the Boston School and the New England Police Benevolent Association, Local 160 Boston School Police Patrolmen's Association. The terms of the contract are September 1, 2020 through August 31, 2024 The major provisions of the contracts include base wage increases of 2%, 2.5 %, 2.5% and 2.5% to be given in October of each fiscal year of the contract term.*

*Docket #0364, Message and order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by One Million Two Hundred Eighty Three Thousand, Four Hundred Eighty Six Dollars (\$1,283,486.00) to provide funding for the Boston Public Schools and the City Housing Trust Fund for the FY23 cost contained within the collective bargaining agreement between the Boston School Committee and Local 1952, Painters Allied Trades District Council No. 35 (School Custodians).*

*Docket #0365, Message and order approving a supplemental appropriation of One Million Two Hundred Eighty Three Thousand, Four Hundred Eighty Six Dollars (\$1,283,486.00) to cover the FY18 cost contained with the collective bargaining agreement between the Boston School Committee and Local 1952, Painters and Allied Trades District Council No. 35 (School Custodians). The terms of the contracts are September 1, 2020 through August 31, 2026. The major provisions of the contracts include base wage increases of 2% in September and then a base wage increase of 2.5% to be given in September of 2022, 2023 and 2024 and then a base wage of 2% to be given in September 2024 and 2025.*

These matters were sponsored by the Administration and referred to the Committee on February 1, 2023.



- **Religious Holidays** revised to be more equitable and inclusive
- **Parental Leave** applied the City's current leave policy
- **Military Leave** applied the City's current leave policy
- **Police Reform Agreement** added language from the PRA under recent reform at the State level

**Docket #0364** reduces funds from the Collective Bargaining Reserve to provide funding for the Boston Public Schools and the City Housing Trust Fund to cover the cost of the FY23 increases totaling **\$1,283,486.00** contained within the collective bargaining agreement between the Boston School Committee and Local 1952, Painters Allied Trades District Council No. 35 (**School Custodians**) and **Docket #0365** supplementally appropriates the funds. The terms of the contract agree to wage increases totaling \$10,743,343.00 over the course of a six year period beginning September 1, 2020 through August 31, 2025.

The 6 year annual wage increase pattern of this agreement is as follows, *to be paid retroactively*:

- **Year 1:** September 2020                      2%                      **FY21**
- **Year 2:** September 2021                      2.5%                      **FY22**
- **Year 3:** September 2022                      2.5%                      **FY23**
- **Year 4:** September 2023                      2.5%                      **FY24**
- **Year 5:** September 2024                      2%                      **FY25**
- **Year 6:** September 2025                      2%                      **FY26**

Additionally, the agreement provides a one time, lump sum payment of \$1,000 to be paid retroactively in FY22.

The agreement modified language regarding:

- **Holidays** added Juneteenth as a holiday + changed Columbus Day to Indigenous Peoples' Day)
- **Sick Leave** adjusted allotment consistent with other CB units
- **Employee Sick Bank** established program
- **Challenge Buildings** reformed to give school leaders and facilities flexibility in assigning custodians to challenge buildings and to provide stipends to senior custodians in those buildings

**Docket #0370** reduces funds from the Collective Bargaining Reserve to provide funding for Boston Public Schools to cover the cost of the FY23 increases totaling **\$1,079,770.00** contained within the collective bargaining agreement between Boston Public Schools and the United Steelworkers Local 2936 (**Bus Monitors**) and **Docket #0371** supplementally appropriates the funds. The terms of the contract agree to wage increases totaling \$10,129,561.00 over the course of a five year period beginning July 1, 2020 through June 30, 2025.

The 4 year annual wage increase pattern of this agreement is as follows, *to be paid retroactively*:

- **Year 1:** September 2020                      2%                      **FY21**
- **Year 2:** September 2021                      1.5%                      **FY22**
- **Year 3:** September 2022                      Covid Market Adjustment                      **FY23**
- **Year 4:** September 2023                      2%                      **FY24**
- **Year 5:** September 2024                      2%                      **FY25**

The agreement modified language regarding:

- **Paid Time Off** added PTO during winter break and the choice of February or April break
- **Shifts** established a shift minimum of 1.4 hours (\$26.60 per shift)
- **Pay Conversion** agreed to convert the payment system from "run rate" to hourly pay

The Covid Market Adjustment under this agreement adjusts run rates as follows:

- Stand-by Monitor                      \$17.50/hr
- Assigned Monitor                      \$19.00/hr
- Training Rate                      \$17.50/hr

---

**Docket #0372** reduces funds from the Collective Bargaining Reserve to provide funding for Boston Public Schools to cover the cost of the FY23 increases totaling **\$703,939.00** contained within the collective bargaining agreement between the **Boston Public Schools and the Administrative Guild, SEIU Local 888** and **Docket #0373** supplementally appropriates the funds to the Boston School Department. The terms of the contract agree to wage increases totaling \$2,866,255.00 over the course of a four year period beginning September 1, 2020 through August 31, 2024.

The 4 year annual wage increase pattern of this agreement is as follows, *to be paid retroactively*:

- **Year 1:** September 2020                      2%                      **FY21**
- **Year 2:** September 2021                      2.5%                      **FY22**
- **Year 3:** September 2022                      2.5%                      **FY23**
- **Year 4:** September 2023                      2.5%                      **FY24**

Additionally, the agreement provides a one time, lump sum payment of \$1,000 to be paid retroactively in FY22.

---

**Information Gathered at the Hearing:**

The Committee held a hearing on Monday, February 13, 2023. The Chair was joined by Councilor Erin Murphy, At-Large. Testifying on behalf of the Administration included James Williamson, Office of Budget Management Director for the City of Boston; Jeremiah Hasson, Director Labor Relations for Boston Public Schools and David Bloom, Deputy Chief Financial Officer for Boston Public Schools.

The panel presented the dockets explaining the slight revisions made to each contract and how the above supplemental appropriations will affect the City's Collective Bargaining Reserve (CBR). The numbers provided reflected a reduction of 3.2M from the City's Collective Bargaining Reserve, with 36.2M remaining. The panel explained that since passing the FY22 budget with \$75.4M in reserve, the Council has passed 9 Collective Bargaining Agreements (CBAs), drawing \$36M from the CBR.

Questions for the panel sought clarification with regard to pay rate conversion referenced in the agreement with the United Steelworkers Local 2936 (**Bus Monitors**) and "Challenge Buildings" referenced in the agreement with Local 1952, Painters Allied Trades District Council No. 35 (**School Custodians**). It was explained that in efforts to create stability and improve employee recruitment and retention, during this past round of collective bargaining, the parties agreed to collaborate in converting to an hourly pay wage rather than a per-shift rate. Once converted to hourly pay, the agreement provides for a pay increase the following year. In the meantime, during the transition period, the covid market adjustment increases run rates by \$2 per shift. With regard to the Challenge Buildings provision, the panel described Challenge Buildings in the city as those with issues unique to their facility that require custodians with unique skill sets to attend to such specific facility needs.

**Recommended Action:**

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

***Docket #0362, Message and order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by One Hundred Sixty Four Thousand Four Hundred Forty Eight Dollars (\$164,448.00) to provide funding for the Boston School Department for the FY23 increase contained within the collective bargaining agreement between the Boston School and the New England Police Benevolent Association, Local 160 Boston School Police Patrolmen's Association,***

***Docket #0363, Message and order approving a supplemental appropriation for the Boston School Department for the FY23 in the amount of One Hundred Sixty Four Thousand, Four Hundred Forty***

*Eight Dollars (\$164,448.00) to cover the FY23 cost contained within the collective bargaining agreements between the Boston School and the New England Police Benevolent Association, Local 160 Boston School Police Patrolmen's Association. The terms of the contract are September 1, 2020 through August 31, 2024. The major provisions of the contracts include base wage increases of 2%, 2.5%, 2.5% and 2.5% to be given in October of each fiscal year of the contract term,*

*Docket #0364, Message and order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by One Million Two Hundred Eighty Three Thousand, Four Hundred Eighty Six Dollars (\$1,283,486.00) to provide funding for the Boston Public Schools and the City Housing Trust Fund for the FY23 cost contained within the collective bargaining agreement between the Boston School Committee and Local 1952, Painters Allied Trades District Council No. 35 (School Custodians),*

*Docket #0365, Message and order approving a supplemental appropriation of One Million Two Hundred Eighty Three Thousand, Four Hundred Eighty Six Dollars (\$1,283,486.00) to cover the FY18 cost contained within the collective bargaining agreement between the Boston School Committee and Local 1952, Painters and Allied Trades District Council No. 35 (School Custodians). The terms of the contracts are September 1, 2020 through August 31, 2026. The major provisions of the contracts include base wage increases of 2% in September and then a base wage increase of 2.5% to be given in September of 2022, 2023 and 2024 and then a base wage of 2% to be given in September 2024 and 2025,*

*Docket #0370, Message and order for your approval an Order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by One Million Seventy Nine Thousand Seven Hundred Seventy Dollars (\$1,079,770.00) to provide funding for the Boston Public School for the FY23 increases contained within the collective bargaining agreements between the Boston Public Schools and the United Steelworkers Local 2936 (Bus Monitors),*

*Docket #0371, Message and order for a supplemental appropriation Order for the Boston Public School Department for FY23 in the amount of One Million Seventy Nine Thousand Seven Hundred Seventy Dollars (\$1,079,770.00) to cover the FY23 cost contained within the collective bargaining agreements between the Boston Public Schools and the United Steelworkers Local 2936 (Bus Monitors). The terms of the contract are July 1, 2020 through June 30, 2025, a base wage increases of 1.5% in September 2021, and rate adjustments in September 2022, and then a base wage of 2% to be given in September 2023 and 2024,*

*Docket #0372, Message and order for your approval an Order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by Seven Hundred Three Thousand Nine Hundred Thirty Nine Dollars (703,939.00) to provide funding for the Boston Public Schools for the FY23 increases contained within the collective bargaining agreements between the Boston Public and the Administrative Guild, SEIU Local 888, and*

*Docket #0373, Message and order for a supplemental appropriation Order for the Boston Public Schools Department for FY23 in the amount of Seven Hundred Three Thousand Nine Hundred Thirty Nine Dollars (\$703,939.00) to cover the FY23 cost items contained within the collective bargaining agreements between the Boston Public Schools and the Administrative Guild, SEIU Local 888. The terms of the contract are September 1, 2020 through August 31, 2024. The major provisions of the*

*contracts include based wage increases of 2%, 2.5%, 2.5%, and 2.5% to be given in September of each fiscal year of the contract term,*

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 and Innovation Technology