

OFFERED BY COUNCILOR BREADON



CITY OF BOSTON

IN THE YEAR TWO THOUSAND TWENTY SIX

RESOLUTION IN SUPPORT OF A FAIR CONTRACT FOR MAB COMMUNITY SERVICES' GROUP HOME DIRECT SUPPORT STAFF

- WHEREAS*, Massachusetts Association for the Blind and Visually Impaired Community Services (MAB), founded in 1903, has long created opportunities and empowered people with disabilities through programs that promote independence, resilience, and community; *and*,
- WHEREAS*, MAB workers “help individuals with a range of disabilities live full and independent lives” by administering medication, assisting with personal care needs, planning outings, teaching life skills, and providing companionship to the individuals served by MAB Community Services; *and*,
- WHEREAS*, MAB is headquartered in the Brighton neighborhood of Boston and MAB workers provide services to those with disabilities in every Boston neighborhood and the greater Massachusetts community; *and*,
- WHEREAS*, The direct support professionals and assistant residential coordinators at MAB Community Services voted as of August 26, 2025 to form a union with SEIU 509, and subsequently began negotiating for a first contract; *and*,
- WHEREAS*, MAB workers seek a union contract which provides for protection from unfair discipline, improved wages and benefits, respect at the workplace, and protections for immigrant workers, consistent with standards in comparable SEIU 509 agreements; *and*,
- WHEREAS*, Across the United States care work is undervalued, as evidenced by MAB workers making as little as \$19.50 per hour despite performing complex and essential duties; *and*,
- WHEREAS*, On March 31, 2026, MAB workers presented comprehensive contract proposals based on other SEIU 509 collective bargaining agreements and MAB Community Services offered MAB workers a 2% raise which does not meet the needs of workers or reflect the importance of their work; *and*,

WHEREAS, MAB Community Services has continued to insist that most disciplinary measures—including written warnings—not be subject the just cause provision standard, a core protection found in nearly all union contracts; *and*,

WHEREAS, MAB Community Services' Group Home Program is funded primarily by the Commonwealth of Massachusetts and must serve the public interest, including by honoring its employees' choice to form a union by efficiently and fairly negotiating with SEIU 509; *and*,

WHEREAS, A fair union contract that includes good wages, strong benefits, just cause protections , guaranteed respect in the workplace, and protection for immigrants serves the interest of everyone in the Commonwealth by supporting the workers who provide essential care and facilitates individuals with disabilities living dignified lives; *NOW, THEREFORE BE IT*

RESOLVED: That the Boston City Council expresses its support for the MAB Community Service workers represented by SEIU 509, and calls upon MAB Community Services to promptly and meaningfully respond to all MAB workers' contract proposals and speedily reach a fair first contract without delay.

Filed on: July 6, 2026