



# BOSTON CITY COUNCIL

Committee on Ways and Means  
Brian Worrell, Chair

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One City Hall Square 5<sup>th</sup> Floor, Boston, MA 02201 ◊ Phone: (617) 635-3040 ◊ [city.council@boston.gov](mailto:city.council@boston.gov)

## REPORT OF COMMITTEE CHAIR

November 18, 2024

Dear Councilors,

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

*Docket #1613, Message and order for your approval an Order to reduce the FY25 appropriation for the Reserve for Collective Bargaining by Eight Hundred Eighty-One Thousand Four Hundred Seventy-Nine Dollars (\$881,479.00) to provide funding for the Boston Public Schools (BPS) for the FY25 increases contained within the collective bargaining agreement between the Boston Public School Committee and AFSCME, Council 93 and Affiliate Local 230 (Cafeteria Workers).*

*Docket #1614, Message and order for a supplemental appropriation Order for the Boston Public Schools for FY25 in the amount of Eight Hundred Eighty-One Thousand Four Hundred Seventy-Nine Dollars (\$881,479.00) to cover the FY25 cost items contained within the collective bargaining agreement between the Boston School Committee and the AFSCME, Council 93 and Affiliate Local 230 (Cafeteria Workers). The term of the contract is September 1, 2023, through August 31, 2027. The major provisions of the contract include base wage increases of 2% in September of 2023, 2024, 2025, and 2026; with additional annual wage increases of \$500, \$250, \$900, and \$800 per employee in September of 2023, 2024, 2025, and 2026. Filed in the Office of the City Clerk on October 28, 2024.*

*Docket #1615, Message and order for your approval an Order to reduce the FY25 appropriation for the Reserve for Collective Bargaining by Four Hundred Fifty-Seven Thousand Eight Hundred Eighty Eight Hundred Eighty-Six Dollars (\$457,886.00) to provide funding for the Boston Public Schools (BPS) for the FY25 increases contained within the collective bargaining agreement between the Boston School Committee and the Lunch Monitors, AFSCME, Council 93.*

*Docket #1616, Message and order for a supplemental appropriation Order for the Boston Public Schools for FY25 in the amount of Four Hundred Fifty-Seven Thousand Eight Hundred Eighty Eight Hundred Eighty-Six Dollars (\$457,886.00) to cover the FY25 cost item contained within the collective bargaining agreement between the Boston School Committee and the Lunch Monitors, AFSCME, Council 93. The term of the contract is September 1, 2024, through August 31, 2027. The major provisions of the contract include Step changes in September 2023; base wage increases of 2% in September of 2024, 2025, and 2026; and increases of \$0.15, \$0.60, and \$0.56 to be added to hourly wages in September 2024, 2025, and 2026. Filed in the Office of the City Clerk on October 28, 2024.*

*Docket #1617, Message and order for your approval an Order to reduce the FY25 appropriation for the Reserve for Collective Bargaining by Forty Thousand Eight Hundred Thirty-Eight Dollars (\$40,838.00) to provide funding for the Boston Public Health Commission (BPHC) for the FY25 increases contained within the collective bargaining agreements between Boston Public Health Commission and SEIU Local 888, Coordinators Unit.*



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*Docket #1618, Message and order for a supplemental appropriation Order for the Boston Public Health Commission for FY25 in the amount of Forty Thousand Eight Hundred Thirty-Eight Dollars (\$40,838.00) to cover the FY25 cost items contained within the collective bargaining agreement between the Boston Public Health Commission and the SEIU Local 888, Coordinators Unit. The terms of the contracts are July 1, 2023 through June 30, 2024 and July 1, 2024 through June 30, 2027. The major provisions of the contracts including base wage increases of 2% in October 2023, 2024, 2025, and 2026; and flat amount additions of \$500.00, \$250.00, \$900.00, and \$800.00 to be added in January of 2024, 2025, 2026, and 2027. Filed in the Office of the City Clerk on October 28, 2024.*

*Docket #1640, Message and order for your approval an Order to reduce the FY25 appropriation for the Reserve for Collective Bargaining by Three Million Eight Hundred Six Thousand Three Hundred Sixty-Seven Dollars (\$3,806,367.00) to provide funding for various departments for the FY25 increases contained within the collective bargaining agreement between the City of Boston and the Salaried Employees of North America (SENA).*

*Docket #1641, Message and order for a supplemental appropriation Order for various City Departments for FY25 in the amount of Three Million Eight Hundred Six Thousand Three Hundred Sixty-Seven Dollars (\$3,806,367.00) to cover the FY25 cost items contained within the collective bargaining agreement between the City of Boston and the Salaried Employees of North America (SENA). The terms of the contract are October 1, 2023 through September 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 \$500.00, \$250.00, \$900.00, and \$750.00 to be added to annual salaries in January of each fiscal year, as well as a new pre-paid legal benefit. Filed in the Office of the City Clerk on November 4, 2024.*

These matters were sponsored by Mayor Michelle Wu and were referred to the Committee on October 30, 2024 (Dockets #1613-1618) and November 6, 2024 (Dockets #1640-1641).

## ***Summary of Legislation***

*Dockets #1613-1614* reduce the Reserve for Collective Bargaining by eight hundred eighty-one thousand, four hundred seventy-nine dollars (\$881,479) to provide funding to Boston Public Schools (BPS), to fund the FY25 increases contained within the collective bargaining agreement between the Boston School Committee and AFSCME, Council 93 and Affiliate Local 230 (Cafeteria Workers). The expected term of the contract is September 1, 2023 - August 31, 2027. The major provisions of the contract include base wage increases of 2% in September of 2023, 2024, 2025, and 2026; with an additional wage increase of \$500, \$250, \$900, and \$800 per employee in September of 2023, 2024, 2025, and 2026. The additional dollar amounts for each year will be spread throughout the year via increases to weekly or hourly rates depending on whether the employee is full or part-time. This contract will cover approximately 365 full and part-time cafeteria workers, who are responsible for preparing and serving food to BPS students.

During this round of bargaining, the parties reached two agreements that cover the aforementioned term with an estimated cost of \$5,288,916 over four years.



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**Dockets #1615-1616** reduce the Reserve for Collective Bargaining by four hundred fifty-seven thousand, eight hundred eighty-six dollars (\$457,886) to provide funding to Boston Public Schools, to fund the FY25 increases contained within the collective bargaining agreement between the Boston School Committee and the AFSCME, Council 93. The term of the contract is September 1, 2024 - August 31, 2027. The major provisions of the contract include Step changes in September 2023; base wage increases of 2% in September of 2024, 2025, and 2026; and increases of \$0.15, \$0.60, and \$0.56 to be added to hourly wages in September of 2024, 2025, and 2026 (in addition to the aforementioned 2% wage increases). The following are the new rates in Year 1 (FY24, to be applied retroactively where applicable): \$16.81 (Step 1), \$17.84 (Step 2), \$18.19 (Step 3). Years 2-4 will see a 2% base wage increase every year plus 15 cents per hour in Year 2, 60 cents per hour in Year 3, and 56 cents per hour in Year 4. The contract will cover approximately 320 BPS lunch monitors.

During this round of bargaining, the parties reached two agreements that cover the aforementioned term with an estimated cost of \$2,343,231 over four years.

**Dockets #1617-1618** reduce the Reserve for Collective Bargaining by forty thousand, eight hundred thirty-eight dollars (\$40,838) to provide funding to the Boston Public Health Commission (BPHC), to fund the FY25 increases contained within the collective bargaining agreements between BPHC and SEIU Local 888, Coordinators Unit. The terms of the contracts are July 1, 2023 - June 30, 2024 and July 1, 2024 - June 30, 2027. The major provisions of the contracts include base wage increases of 2% in October of 2023, 2024, 2025, and 2026, with an additional \$500, \$250, \$900, and \$800 annually in January of 2024, 2025, 2026, and 2027. The flat amount additions will be meted out on a weekly basis at the following amounts: \$9.61 (2024), \$4.80 (2025), \$17.30 (2026), and \$15.38 (2027). Other compensatory changes include the elimination of Step 1 for the lowest-paid classification (Assistant Coordinator), a change in holiday compensation for employees who work on certain holidays (from time off to pay), and an amendment to the longevity/career awards program – effective January 2025 – that creates an award for employees with 5-10 years of service (at \$300 annually) with the award amount adjusted for higher service intervals. Non-compensatory changes include an agreement between parties to allow BPHC to implement a new digital performance evaluation system without further bargaining and an agreement that allows new hires paid bereavement leave (under the same terms as employees who have left their probationary period) and the usage of accrued sick and vacation leave during their probationary period (subject to existing notice and approval rules). This contract will cover approximately 80 BPHC employees – including supervisors – who operate and provide services in the BPHC's Homeless Services Bureau and Transitions Recovery Center.

The former CBA for this unit expired June 30, 2023; these agreements are successor agreements with an estimated cost of \$228,000 over the aforementioned terms of the contracts.

**Dockets #1640-1641** reduce the Reserve for Collective Bargaining by three million, eight hundred six thousand, three hundred sixty-seven dollars (\$3,806,367) to provide funding to various City departments to fund the FY25 increases contained within the collective bargaining agreement between the City of Boston and the Salaried Employees of North America (SENA). The expected term of the contract is October 1, 2023 - September 30, 2027. The major provisions of the contract include a base wage increase of 2% to be given in October of each fiscal year of the contract term, with additional flat amounts of \$500, \$250, \$900, and \$750 to be added to annual salaries in January of each fiscal year (of the contract



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term). Other compensatory changes include an increase in funds available for employee development by \$10,000 – making a total of \$35,000 available to employees each year – and a new pre-paid legal benefit where the City will pay \$30.33 monthly for each employee. Non compensatory changes include new language for authorized absences in accordance with the City's existing policies, the addition of certain employees in the Office of Youth Employment and Opportunity, Environment, and Office of Historic Preservation, an acceptance of how new technology will be noticed to the union, clarification of the Compensation Grade Appeal process, and union agreement that the City has satisfied all bargaining obligations pursuant to the Hybrid Work Policy. This contract will cover approximately 685 employees across several City departments.

During this round of bargaining, the parties reached a four year agreement with an estimated cost of \$22.1M over four years.

### *Information Received at Hearing*

The Committee held a hearing on November 18, 2024 to discuss Dockets #1613-1618, and #1640-1641. Jeremiah Hasson, Director of the Office of Labor Relations, Boston Public Schools, David Susich, Chief Labor and Employment Counsel, Boston Public Health Commission, Renee Bushey, Director of Labor Relations, Office of Labor Relations, James Williamson, Director, Office of Budget Management, Michelle Bouchard, Attorney, Office of Labor Relations (BPS) testified on behalf of the administration.

Representatives discussed specificities of the contracts, the distribution of wages across employees within the same unit, benefits available to lunch monitors, the Hybrid Work Policy provision in the SENA contract, the ability to access the longevity bonus at 5 years (5 years earlier than previously) in the BPHC contract, average hours worked by cafeteria workers, and the employee development provision in the SENA contract.

### *Committee Chair Recommended Action*

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

*Brian Worrell*

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Committee on Ways and Means