



BOSTON CITY COUNCIL

Committee on City Services and Innovation Technology
Kenzie Bok, Chair

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REPORT OF COMMITTEE CHAIR

December 9, 2022

Dear Councilors:

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

Docket #1516, Message and order for your approval an Order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by Two Million Seventy Two Thousand, Two Hundred Sixteen Dollars (\$2,072,216.00) to provide funding for various departments for the FY23 increases contained within the collective bargaining agreements between the City of Boston and SEIU Local 888 Citywide.

Docket #1517, Message and order for a supplemental appropriation Order for various departments for FY23 in the amount of Two Million Seventy Two Thousand, Two Hundred Sixteen Dollars (\$2,072,216.00) to cover the FY23 cost items contained within the collective bargaining agreements between the City of Boston and SEIU, Local 888, Citywide. The terms of the contract are October 1, 2020 through June 30, 2023 the major provisions of the contract include base wage increases of 2%, 1.5% and 2% effective the first pay period of January of each fiscal year.

Docket #1518, Message and order for your approval an Order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by Three Hundred Sixty Thousand, Three Hundred Sixty Dollars (360,360.00) to provide funding for various departments for the FY23 increases contained within the collective bargaining agreement between the City of Boston and SEIU Local 888 Mayor's Office of Housing.

Docket #1519, Message and order for a supplemental appropriation for various departments for FY23 in the amount of Three Hundred Sixty Thousand, Three Hundred Sixty Dollars (\$360,360.00) to cover the FY23 cost contained within the collective bargaining agreements between the City of Boston and SEIU, Local 888 Mayor's Office of Housing. The terms of the contracts are October 1, 2020 through September 30, 2023. The major provisions of the contracts include base wage increases of 2%, 1.5% and 2% effective the first pay period of January of each fiscal year.

These matters were sponsored by Mayor Michelle Wu and were referred to the Committee on December 7, 2022.

Summary of Legislation

Docket #1516 transfers funds from the Reserve for Collective Bargaining to various City departments, and Docket #1517 authorizes the funding of the collective bargaining agreement between these departments and SEIU Local 888. During this round of bargaining, the parties reached a three-year agreement (October 1, 2020 – June 30, 2023) with an estimated \$3.8 million cost over three years.

The annual wage increase pattern of this agreement is consistent with other collective bargaining agreements passed by the Council and is as follows, to be applied retroactively:

- Effective FPP January 2021 – 2%
- Effective FPP January 2022 – 1.5%
- Effective FPP January 2023 – 2%

Other compensation and benefits include:

- In recognition for work during the COVID-19 pandemic, SEIU members employed as of June 30, 2022 will receive a one-time only, non-precedent setting lump sum payment of \$1000.
- All full-time benefits-eligible and part-time benefits-eligible employees covered by this agreement are entitled to a pre-tax subsidy of 65% on monthly MBTA pass up to a pre-tax value of \$232 and a Bluebikes Membership at no cost to the employee.
- Full-time benefits-eligible employees are eligible for up to \$200 in bike maintenance and repair services redeemable exclusively at City-run bike maintenance and repair events.

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

- Juneteenth is added to the contract as a recognized holiday.
- Columbus Day is being replaced with Indigenous People's Day.
- Two Wellness Days, that may be used during the 2022 or 2023 Calendar year, will be provided to regular, full-time, active-status SEIU members hired before the execution this agreement
- Included veteran status, gender, gender identity, gender expression and ethnicity in non-discrimination article.

Docket #1518 transfers funds from the Reserve for Collective Bargaining to the Mayor's Office of Housing, and Docket #1519 authorizes the funding of the collective bargaining agreement between the Mayor's Office of Housing (MOH) and SEIU Local 888. During this round of bargaining, the parties reached a three-year agreement (October 1, 2020 – September 30, 2023) with an estimated \$768 thousand cost over three years.

The annual wage increase pattern of this agreement is consistent with other collective bargaining agreements passed by the Council and is as follows, to be applied retroactively:

- Effective FPP January 2021 – 2%
- Effective FPP January 2022 – 1.5%
- Effective FPP January 2023 – 2%

Other compensation and benefits include:

- In recognition for work during the COVID-19 pandemic, SEIU (MOH) members employed as of June 30, 2022 will receive a one-time only, non-precedent setting lump sum payment of \$1000.
- All full-time benefits-eligible and part-time benefits-eligible employees covered by this Agreement are entitled to a pre-tax subsidy of 65% on monthly MBTA pass up to a pre-tax value of \$232 and a Bluebikes Membership at no cost to the employee.
- Additionally, full-time benefits-eligible employees are eligible for up to \$200 in bike maintenance and repair services redeemable exclusively at City-run bike maintenance and repair events.

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

- Juneteenth is added to the contract as a recognized holiday.
- Columbus Day is being replaced with Indigenous People's Day.
- Two Wellness Days, that may be used during the 2022 or 2023 Calendar year, will be provided to regular, full-time, active-status SEIU (MOH) members hired before the execution of this agreement.
- SEIU (MOH) is recognized as a separate unit for collective bargaining.

Information Received at Hearing

A public hearing was held on these dockets on Friday, December 9, 2022. Renee Bushy, Director of Labor Relations at the Office of Labor Relations, and Jim Williamson, Budget Director at the Office of Budget Management testified on behalf of the Administration.

Mr. Williamson stated that Docket #1516 reduces the Reserve for Collective Bargaining by approximately \$2.07 million, and Docket #1517 authorizes a \$2.07 million increase for the FY23 appropriations for 24 City departments as agreed to by these departments and SEIU Local 888. Docket #1518 reduces the Reserve for Collective Bargaining by \$360,360, and Docket #1519 authorizes a \$360,360 increase for the FY23 appropriation for MOH as agreed to by this department and SEIU Local 888.

Mr. Williamson stated that the FY23 budget was passed by the City Council in June of 2021 and included a budget of \$75.4 million to cover the collective bargaining reserves. Since July, the City Council has passed five collective bargaining agreements for a total of \$32.7 million. With this total reduction of \$2.4 million for both SEIU and SEIU (MOH) the new balance for the FY23 Reserve of Collective Bargaining will be about \$40.2 million.

Ms. Bushey stated that these two contracts expired in January 2020. After several rounds of negotiations, these new contracts include wage increases, a \$1000 bonus for employees, and an MBTA pass subsidy. Language changes and policy modifications include adding Juneteenth to the contracts as a recognized holiday, Columbus Day will be replaced with Indigenous People's Day, and two wellness days that may be used during the 2022 or 2023 calendar year. She added that the City plans to continue more substantive negotiations in 2023 regarding these contracts moving into future years.

Ms. Bushey urged the Committee to pass these dockets in order to implement these current new benefits to City workers by the end of the year.

The Councilors present discussed their hope that the next round of contracts would provide greater wage increases for city workers paired with more substantive contract reforms.

Committee Chair Recommended Action

As Chair of the Committee on City Services and Innovation Technology, 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**.

A handwritten signature in black ink, appearing to read 'Kenzie Bok', with a stylized, sweeping flourish at the end.

Kenzie Bok, Chair
Committee on City Services and Innovation Technology