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; 06/06/17 10:27 AM
;
;;;Boston City Council 170606

>> TODAY IS TUESDAY JUNE 6th.
I WOULD LIKE TO REMIND FOLKS
THIS IS A PUBLIC HEARING AND IS
BEING BROADCAST LIVE AND
RECORDED ON RCN CHANNEL 82,
COMCALF CHANNEL 8 AND VERIZON
1964.
AT THE CONCLUSION OF THE
PRESENTATION WE WILL TAKE PUBLIC
TESTIMONY.
THERE IS A SIGN IN SHEET TO THE
LEFT BY THE DOOR.
WE ASK YOU STATE YOUR NAME,
ADDRESS AND ANY AFFILIATION.
I WOULD ALSO WANT TO READ THE
DOCKET INTO THE RECORD.
0750.
MESSAGE IN ORDER APPROVING A
SUPPLEMENTAL APPROPRIATION OF --
FOR VARIOUS DEPARTMENTS TO COVER
THE FY17 COST ITEMS CONTAINED
WITHIN THE COLLECTIVE BARGAINING
AGREEMENTS BETWEEN THE CITY OF
BOSTON AND THE AMERICAN
FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFLCIO
COUNCIL 93 AND LOCALS.
THE TERMS OF THE CONTRACTS ARE
JULY 1, 2016 THROUGH
JUNE 30th, 2017.
AND JULY 1st, 2017 THROUGH
JUNE 30th, 2020.
THE MAJOR PROVISIONS OF THE
CONTRACT INCLUDE BASE WAGE
INCREASE OF 2% EFFECTIVE THE
FIRST PAY PERIOD OF OCTOBER OF
EACH FISCAL YEAR.
A NEW CLOTHING ALLOWANCE
STARTING 2017, AND STEPS
BEGINNING IN OCTOBER 2018.
I AM ALSO JOINED BY MY GOOD
FRIEND AND COLLEAGUE FROM HIGH
PARK, TIM McCARTHY WITH.
THAT LET ME HAND IT OVER TO OUR
CFO AND BUDGET FOLKS.
THANK YOU FOR COMING TODAY.
>> THANK YOU, MR. CHAIRMAN.

MY NAME IS DAVID SWEENEY.
I'M THE CHIEF OF ADMINISTRATION
AND FINANCE FOR THE CITY.
IF IT'S ALRIGHT WITH YOU I WILL
WALK YOU THROUGH QUICKLY GENERAL
BASELINE INFORMATION ABOUT THE
AGREEMENT BEFORE YOU.
AS YOU KNOW WE REPRESENT ABOUT
1130 MEMBERS THROUGH VARIOUS
CITY DEPARTMENTS WITH
PARTICULARLY LIE CONCENTRATIONS
IN PUBLIC WORKS, TRANSPORTATION,
PARKS AND ISD.
THEY REPRESENT A VERY DIVERSE
MEMBERSHIP.
THE CITY'S FOURTH LARGEST UNION
REPRESENTING ALMOST 7 PERCENT OF
ALL CITY EMPLOYEES.
THE AGREEMENT REACHED BETWEEN
THE CITY AND AS ME IS
TECHNICALLY TWO AGREEMENTS ONE
IS JULY 1st, 2016 TO
JUNE 30th, 2017.
AND A THREE YEAR AGREEMENT.
JULY 1, 2017 TO JUNE 30th,
2020 FOR A TOTAL OF 4 YEARS
WITH.
AN ESTIMATED ADDITIONAL
INCREMENTAL COST OF 15.7 MILLION
OVER FOUR YEARS.
THE AGREEMENT ALSO INVOLVES
MODIFICATION TO SEVERAL LANGUAGE
ITEMS SOUGHT BY CITY AND THE
UNION.
INCLUDING CHANGES OF ON CALL
PROVISIONS FOR VARIOUS TKEPLGTS
AND THE ELIMINATION OF LANGUAGE
PROVIDING FOR OFF HOUR SERVICES.
STREAMLINING IN SEVERAL PLACES.
THE CITY WAS TO GET AN AGREEMENT
ON SICK LEAVE REDEMPTION, CAP OF
\$15,000 UPON RETIREMENT, THE
CITY AND THE UNION AGREED TO
EXTEND THE CITY'S EXEMPTION
PARENTAL LEAVE POLICY, TWO
MEMBERS OF THE UNION AS PART OF
THE AGREEMENT.
WE ALSO RECEIVED CLARIFICATION
TO THE SO-CALLED 20 YEAR RULE,
CLARIFYING THAT ONLY APPLIES TO
EMPLOYEES IN A PROMOTIONAL
SITUATION AND NOT LATERAL
TRANSFERS.
EMPLOYEES WILL MOVE TO

ELECTRONIC PAY STUBS.
MANNED STORY ELECTRONIC PAY
STUBS AS A RESULT OF THE
AGREEMENT.

AS I THINK NOTED IN THE
TRANSMITTAL THE BASIC GENERAL
WAGE INCREASE IS A INCREASE OF
2% IN EACH OF THE FOUR YEARS,
FOR THE PAY PERIOD OF EACH YEAR.
ADDITIONALLY IN THE FIRST PAY
PERIOD OF OCTOBER, 2018, A NEW
STEP TEN WILL BE CREATED FOR
ASME MEMBERS VALUED AT 1 PERCENT
ABOVE THE PREVIOUS NINTH STEP ON
THE SALARY SCALE.

ONE YEAR LATER FIRST PERIOD
OCTOBER 2019 A NEW STEP ELEVEN
WILL BE EFFECTIVE VALUED AT 1%
ABOVE THE TENTH UP IN THIS
INSTANCE.

THERE IS A STREAM LINING OF
EXISTING BOOT AND UNIFORM
ALLOWANCES, VARIED THROUGHOUT
DIFFERENT JOB TITLES AND
DEPARTMENTS IN THE PREVIOUS
AGREEMENTS.

THOSE ARE ALL ELIMINATED AND RAY
NEW 250-DOLLAR CLOTHING AND BOOT
ALLIANCE IS ESTABLISHED FOR ALL
ASME EMPLOYEES.

ADDITIONALLY THE CITY'S
CONTRIBUTION TO THE TRAINING
CAREER FUND THAT IS IN EXISTENCE
HAS BEEN INCREASED AS A RESULT
OF THIS AS WELL AS CITY'S
CONTRIBUTION TO THE ASME HOUSING
TRUST THAT PROVIDES HOUSING AND
RENTAL FOR EMERGENCY MEMBERS
LIVING IN THE CITY.

CONSISTENT WITH OTHER CITY
BARGAINING AGREEMENTS THE
CURRENT MTBA PAST REIMBURSEMENT
PROGRAM WILL BE EXPANDED TO ALL
ASME MEMBERS AND ASME PREPAID
LEGAL SERVICES FUND IS AGREED TO
TO AID AND EMPLOYEES NEEDING
LEGAL COUNCIL.

>> AT THIS.

WE HAVE BEEN JOINED BY
COUNCILLOR AT LARGE
ESSAIBI-GEORGE.

LET ME SEE.

MY FIRST QUESTION WOULD BE, THE
CHANGES TO THE TRAINING AND

CAREER FUND.

WHAT IS, WHAT IS THE PURPOSE AND
WHAT CAN YOU KIND OF DETAIL SOME
OF THE CHANGES.

>> SURE.

SO THE CHANGE FROM THE CITY'S
PERSPECTIVE IS A CHANGE IN THE
AMOUNT 69 CONTRIBUTION.

I THINK WE CURRENTLY CONTRIBUTE
\$75,000 PER YEAR TO THIS FUND.

BY THE END OF THE CONTRACT WE
WILL BE PHASED IN OVER, BY FY19
WE WILL CONTRIBUTE 125,000 PER
YEAR.

I BELIEVE A HUNDRED THOUSAND
FY18 AND 120,000 BY FY19.

>> IS THAT A MATCH OF SOME KIND?

>> IT'S WHERE MEMBERS SEEK
FUNDING FOR FURTHER THEIR
CAREERS IN TERMS OF CREDIT,
EDUCATION.

>> LIKE CEUs, CONTINUING
EDUCATION STUFF.

>> YES.

>> OKAY.

IT'S YATE WE HAVE THAT HOUSING
TRUST, ESPECIALLY NOW MORE THAN
EVER PROBABLY.

CAN YOU DETAIL SOME OF THE
INFORMATION THAT -- HOW THEY A
VAIL THEMSELVES OF THE HOUSING
TRUST AND SOME OF THE YOU KNOW
PARAMETERS, SOME OF THE BENEFITS
I GUESS.

>> YES.

WE'RE NOT INTIMATELY INVOLVED IN
THAT.

ESSENTIALLY --

>> RUN BY THE UNION ITSELF?

>> I BELIEVE THERE IS AN
APPOINTEE OF THE MAYOR AND AN
APPOINTEE OF THE UNION.

THERE ARE WRITTEN GUIDELINES
AVAILABLE ON-LINE FOR THOSE
SEEKING ADDITIONAL INFORMATION.
IN A GENERAL SENSE I THINK THERE
ARE THREE BASIC PROGRAMS.

ONE IS A HOME BUYER'S ASSISTANCE
AIMED AT LOWER EARNING
EMPLOYEES, FOR ASSISTANCE WITH
CLOSING COSTS, REDUCING MORTGAGE
RATES AND THINGS LIKE THAT.

THERE IS ALSO A RENTAL
ASSISTANCE PROVISION FOR RENTERS

AND I BELIEVE AN EMERGENCY ASSISTANCE PROVISION AS WELL. THEY HAVE DOCUMENTED POLICIES AND PROCEDURES THAT REQUIRE VOTES FOR THE DISBURSEMENT OF FUNDS.

IN THIS CONTRACT THE CITY'S CONTRIBUTION IS INCREASING FROM 5 CENTS TO EMPLOYEE TO TEN CENTS PER EMPLOYEE.

A DOUBLING OF COULD BE TRI PWAOUGS.

>> GREAT.

I'M HAPPY TO HEAR WE'RE EXPANDING OR GIVING THEM THE ABILITY TO TAKE THE PAID PARENTAL LEAVE.

WE NEED TO KEEP THAT GOING WITH OTHER UNIONS.

THAT'S A GREAT STEP FOR THOSE FOLKS.

>> CRAZY THOUGH, YOU HAD TO ACTUALLY NEGOTIATE ELECTRONIC PAY STUBS.

SORRY.

YA, WE SHOULD BE DOING THAT ANYWAYS.

COUNCILLOR O'MALLEY WILL BE VERY PLEASED.

WE ACTUALLY SPONSORED A RESOLUTION WE SHOULD BE MOVING MORE PEOPLE TO THE ELECTRONIC VERSION.

LET ME RECOGNIZE COUNCILLOR TIM McKARGTY .

>> THANK YOU, MR. CHAIR.

WELCOME, EVERYBODY.

CONGRATULATIONS, A NEW DAD.

>> THAT'S RIGHT.

CONGRATULATIONS.

>> THANK YOU.

>> YOU WILL BE BUSY, TRUST ME.

MARK ASKED THE QUESTIONS I WANTED TO.

I'M HAPPY WE HAVE THIS COLLECTIVE BARGAINING AGREEMENT AT THE TABLE AND NOT GOINGS THROUGH THE NONSENSE OF THE PAST.

I'M GLAD THE ASME GROUP WORKED VERY HARD WITH YOU GUYS.

MY QUESTION IS, THE SAYS, THE NEW STEPS CREATED TEN AND STEP ELEVEN.

ARE THOSE THREE PERCENT RAISES
THEN.
IS THAT ONE PERCENT ON THE TWO
PERCENT OR JUST ONE PERCENT --
>> SO, I GUESS THE TWO PERCENT,
THE TWO PERCENT SORT OF GOES
INTO EFFECT FIRST INDEPENDENTLY.
THEN THE NEW SCALE IS ONE
PERCENT ABOVE THE SCALE IN PLACE
AT TIMES.

FOR -- YES FOR AN EMPLOYEE WHO
REACHES THE TENTH STEP SO, TO
SPEAK, THEY EXPERIENCE THE
GENERAL WAGE INCREASE AND THEN
THE NEW STEP ALSO.

FOR THIS UNIT IT'S ABOUT A
TWO-THIRDS OF THE MEMBERS OR TOP
STEPS.

IT IMPACTS A SIGNIFICANT.

>> I CAN SEE THAT.

AS A FORMER -- MEMBER GETTING TO
THE STOP STEP ALTHOUGH THE JOB
DESCRIPTION MAY CHANGE, YOU TAKE
ON MORE AND MORE DUTIES WHEN
YOU'RE AT THE TOP STEP THAT'S
IT.

IT'S WHERE YOU'RE AT.

I'M GLAD THEY ADDED THAT.

I HAVE NO FURTHER QUESTIONS.
THE SUMMARY WAS EXCELLENT AS
USUAL.

THANK YOU.

>> THANK YOU.

>> THANK YOU.

COUNCILLOR ESSAIBI-GEORGE.

>> THANK YOU.

THANK YOU CHAIRMAN AND FOR BEING
HERE CAN.

YOU TALK A BIT ABOUT THE 20-YEAR
RULE.

I WOULD LOVE AN EXPLANATION,
THANK YOU.

>> SURE.

IN THE GENERAL SENSE IT'S BEEN
INCONSISTENTLY APPLIED.

WE WANTED CLARIFICATION FOR
THAT.

FOR 20 YEAR EMPLOYEES OR 20 YEAR
PLUS EMPLOYEES SOME DEPARTMENTS
MAY OF BEEN INTERPRETING IT IF A
20 YEAR EMPLOYEE MOVES TO A
DIFFERENT POSITION THEY
AUTOMATICALLY MOVE TO THE TOP
STEP OF THE POSITION.

THERE COULD OF BEEN A
SIGNIFICANT SALARY INCREASE.
THE CLARIFICATION OF THE 20 YEAR
RULE WHICH HAS BEEN IN EXISTENCE
FOR DECADES BEFORE ANY OF US
WERE IN THE BUILDING IS TO
CLARIFY THAT A 20 YEAR EMPLOYEE
RECEIVING A PROMOTION WILL GO NO
THE TOP STEP UPON A MOVE.
IT'S NOT A LATERAL MOVE.
IT'S NOT JUST AN AUTOMATIC
YOU'RE AT YOUR 20 YEARS, GOING
TO THE TOP STEP.
IT'S A CLAYIFICATION OF THE
PRACTICE OF HOW THE CITY INTEND
IT DID TO BE.
>> THE INTENTION IS TO GO TO THE
TOP STEP WITH.
THAT.
>> IF AOU PROMOSSED.
PROMOTE TODAY POSITION, YES.
>> THAT WAS MY ONLY QUESTION.
THE SHEET IS PRETTY GOOD.
>> THANK YOU.
TO CLARIFY, THIS IS A
SUPPLEMENTAL APPROPRIATION
RATHER THAN A COLLECTIVE
BARGAINING.
WHERE ARE THE FUNDS COMING FROM,
I GUESS?
>> OKAY.
>> COUNCILLOR, SORRY.
JUST IN OBVIOUSLY WE'RE IN THE
MIDDLE OF FY18 DELIBERATIONS
WITH THE BODY AS WELL.
WE AN ADVERTISE MATE MAKING
ADJUSTMENTS IF A RESUBMITTED
BUDGET IS NEEDED TO ALLOCATE
FUNDS TO THE APPROPRIATE
DEPARTMENT AS WELL.
>> GOT YOU.
AND FINALLY COULD YOU GET ME THE
COLLECTIVE BARGAINING RESERVE, I
THINK IT'S JUST FOR 17 NOW.
>> YES, THE COLLECTIVE
BARGAINING FOR 17 IS
13.3 MILLION.
>> THAT'S THE BALANCE NOW.
>> THE BALANCE.
>> --
>> IT'S NOT CHANGING.
>> OKAY, GREAT.
GREAT.
THAT CONCLUDES TODAY'S HEARING.

IS THERE ANYBODY WISHING TO DO
PUBLIC TESTIMONY?

SAM TYLER, COME ON DOWN.

>> THANK YOU.

>> I DID SIGN UP, MR. CHAIRMAN.

>> I'M SURE YOU DID.

>> ALRIGHT.

FOR THE RECORD MY NAME IS SAM
TYLER, PRESIDENT OF THE BOSTON
MUNICIPAL RESEARCH BUREAU.
FIRST I WANT TO CONGRATULATE THE
ADMINISTRATION ON FINALLY
NEGOTIATING THIS ASME CONTRACT.

I THINK THERE ARE ABOUT 38
CONTRACTS THAT HAVE EXPIRED JUNE 30th, 2016.
SO THIS IS GOOD ONE OF THE
LARGER UNIONS HAS SETTLED TH +*
CONTRACT.

WHICH FOLLOWS THE PATROL MANS
ASSOCIATION WHICH ALSO
NEGOTIATED A CONTRACT.
BOTH AGREED TO THE 2 PERCENT FOR
EACH YEAR OVER 4 YEARS.

THAT SEEMS TONIGHT STANDARD
APPROACH IF TWO MAJOR UNIONS
HAVE ACCEPTED THAT.

ALTHOUGH WE FOUND WITH THE LAST
ROUND OF NEGOTIATIONS THERE
MAYBE SOME UNIONS IN THE PUBLIC
SAFETY, I GUESS POLICE BECAUSE
FIRE FIGHTERS THEIR CONTRACT IS
NOT EXPIRED.

HAD SORT OF A THINKING THEY
COULD DO BETTER IN BINDING
ARBITRATION.

HOPEFULLY THAT'S NOT THE CASE
THIS YEAR.

IT'S POSITIVE IN TERMS OF TWO
MAJOR UNIONS A YOKING TO THE
BASE AGREEMENT WHICH IS THE
2 PERCENT EACH YEAR, WHICH
CLEARLY I THINK IS REASONABLE.
THE REASON FOR MY BEING HERE, I
THINK, IT'S TO RAISE SOME
CONCERN WHAT I WOULD CALL
CONCENTRATION CREEP.

THE 2% FOR THE FOUR YEARS
REPRESENTS ABOUT 70% OF THE
TOTAL COST OF THE \$15.7 MILLION.
THERE IS ANOTHER PO PERCENT
BUILT INTO THE CONTRACT.

-- 30% BUILT NO THE CONTRACT.
WE HAVE HEARD PART OF WHAT THAT
IS.

THE 1 PERCENT STEP IN INCREASE
IN 2018.
AND THE 1 PERCENT STEP INCREASE
IN 2019.

I GUESS FOR THE PATROL MAN'S
CONTRACT THERE ARE SIMILAR
INCREASES BEYOND JUST THE
STRAIGHT 2 PERCENT.

THIS IS ALSO PERHAPS A PATTERN.
I THINK THAT THE SICK LEAVE
REDEMPTION, I TKPWOES IT'S
POSITIVE CAPPING IT AT 15,000.

>> IF I READ THE PAST MEMBER
RANDMENTS AH AGREEMENTS
CORRECTLY IT'S INCREASING
30 PERCENT OF ACCUMULATED DAYS
UP FROM 25 PERCENT.

I'M NOT SURE WHAT THE 15,000 --
THE FULL BENEFIT OF 15,000.

THE PREPAID GROUP LEGAL SERVICE
I THINK IS NEW.

IT SORT OF MAKES ME THINK OF THE
BOSTON TEACHER UNION HEALTH AND
WELFARE FUND.

ALSO AN AGREEMENT THAT PROVIDES
FOR BENEFITS BEYOND WHAT THE
CITY STANDARD BENEFIT IS FOR
LEGAL, OPTICAL, GOER KWRAT RICK GERIATRIC AND
WHETHER THIS IS THE SEEING OF IT
ON THE CIVILIAN SIDE.

THE HEALTH AND WELFARE FUND IS
UP TO ABOUT TEN MILLION DOLLARS
A YEAR.

GRADUALLY THESE ARE COSTS THAT
CAN CONTINUE TO INCREASE.
THE SPECIALTY DIFFERENTIALS THAT
ARE NOW GOING TO BE ADDED TO 17
TITLES.

THAT'S ALSO ADDITIONAL FUNDING.
NOT THAT IT'S NECESSARILY A
LARGE AMOUNT.

YOU KNOW THAT'S JUST -- WILL
THAT CONTINUE.

I THINK THAT'S JUST THE GENERAL
CONCERN ABOUT OTHER FEATURES OF
THE CONTRACT THAT ADD TO, YOU
KNOW, IN THIS CASE 30 PERCENT OF
THE TOTAL COST.

YOU KNOW, IT'S -- WE ARE ALREADY
SEEING THE PERSONAL SPENDING AS
INCREASES AND TO A POINT YOU
KNOW IT'S GOOD THE CITY HAS SUCH
AN ALLIANCE ON THE PROPERTY TAX.
-- CAN AFFORD IT I THINK THERE

NEEDS TO BE SOME CONCERN TO THE
EXTENT THAT THE ADDITIONAL
FACTORS ADD AND WHAT IT MEANS
OVER ALL CITY WIDE.

AND SINCE THAT'S REALLY IN BOTH
OF THESE TWO MAJOR CONTRACTS --
NOT TO THE EXTENT TO SUGGEST
THIS IS A CONTRACT THAT
SHOULDN'T BE APPROVED.

>> RIGHT.

>> THANK YOU, SAM.

AGAIN I WANT TO THANK THE
ADMINISTRATION AND THE BUDGET
TEAM FOR BRINGING FORWARD THIS
CONTRACT.

I BELIEVE IT'S THE FIRST
CIVILIAN CONTRACT NEGOTIATED AS
SAM MENTIONED IN ADDITION TO THE
BBPA.

I APPLAUD A LOT OF THE
CONSISTENCIES IMPLEMENTED WHEN
IT COMES TO THE -- ALLOWANCES.
THE UNIFORM ALLOWANCES AND THE
CAP ON THE SICK LEAVE,
REDEMPTION, AND OTHER BENEFITS
AND CONDITIONS THAT ARE MADE
CONSISTENT WITH THIS CONTRACT.
SO, I WILL REPORT FAVORITABLY
TOMORROW WITH.

NO FURTHER TESTIMONY OR ANYBODY
THIS HEARING STANDS ADJOURNED.