

;;;BCC A 190401

>> GOOD AFTERNOON.

I'M MARK CIOMMO, THE CHAIRMAN OF
WAYS AND MEANS.

TODAY IS MONDAY, APRIL 1.

THIS IS A PUBLIC HEARING BEING
BROADCAST LIVE AND PAID FOR AT A
LATER TIME.

IT IS ON COMCAST CHANNEL 8, RCN
82, VERIZON 1964 AND STREAMED
ONLINE.

I'D LIKE TO ASK EVERYONE TO
SILENCE THEIR DEVICES.

WE WILL TAKE PUBLIC TESTIMONY
AND QUESTIONS FROM MY
COLLEAGUES.

THERE'S A SIGNUP SHEET TO MY
LEFT BY THE FRONT DOOR.

WE ASK THAT YOU STATE YOUR NAME,
ADDRESS AND THE AFFILIATION AND
PLEASE MARK THE SECTION THAT
EXPRESSES IF YOU DO WISH TO
TESTIFY, MARK YES.

I'D LIKE TO ALSO REMIND FOLKS,
YOU CAN SUBMIT WRITTEN TESTIMONY
BY MAIL OR E-MAIL AT

CCC.WM@BOSTON.GOV.

HERE HERE FOR 0501 AND 0501.

0501 IS A MESSAGE AND ORDER
APPROVING A SUPPLEMENTAL
APPROPRIATION FOR THE LIBRARY
DEPARTMENT FOR FY-19 IN THE
AMOUNT OF \$732,604 TO COVER THE
FY-19 COST AGREEMENT ITEMS
BETWEEN THE CITY OF BOSTON AND
THE BOSTON PUBLIC LIBRARY
PROFESSIONAL STAFF ASSOCIATION.
OTHERWISE KNOWN AS PSA.

DOCKET NUMBER 0502, MESSAGE AND
ORDER TO REDUCE THE FY-19
APPROPRIATIONS FOR THE RESERVE
FOR COLLECTIVE BARGAINING BY
\$732,604.

TO PROVIDE FINDING FOR THE
LIBRARY DEPARTMENT FOR THE FY-19
INCREASE CONTAINED IN THE
COLLECTIVE BARGAINING AGREEMENTS
BETWEEN THE CITY OF BOSTON AND
THE BOSTON PUBLIC LIBRARY.

I'D LIKE TO INTRODUCE TO MY LEFT
MY FRIEND FROM SOUTH BOSTON,

DISTRICT CITY COUNCILLOR, ED
FLYNN.

WITH THAT, I'LL HAND IT OVER TO
JUSTIN AND YOUR TEAM.

>> THANK YOU, COUNCILLOR.

THANK YOU, COUNCILLOR FLYNN FOR
HAVING US HERE TIME.

I'M JUSTIN STERRITT.

I HAVE MY COLLEAGUES HERE THAT
WILL TALK ABOUT THE CONTRACT.

BUT WE'RE HERE ON THE TWO
DOCKETS BEFORE YOU TODAY.

THE APPROPRIATION ORDER
NECESSARY TO COVER THE FY-19
COSTS OF THE BARGAINING
AGREEMENT BETWEEN THE CITY AND
THE BOSTON PUBLIC LIBRARY
PROFESSIONAL STAFF ASSOCIATION
FOR \$733,000.

AS YOU REMEMBER, THE FY-19
BUDGET PASSED BY THE COUNCIL
INCLUDED 38.4 MILLION TO COVER
THE AGGREGATE RESERVES FOR THE
YEAR, THIS IS THE 13th

SUPPLEMENTAL BARGAINING
APPROPRIATION THAT THE CITY
COUNCIL HAS REVIEWED.

THE COUNCIL HAS PREVIOUSLY
PASSED APPROPRIATIONS FOR
TEAMSTERS, PARK RANGERS,
MUNICIPAL SUPERIORS,
FIREFIGHTERS, BPS ADMIN GUILD,
THE BUS DRIVERS.

WE'RE NEARING THE END OF THE
FISCAL YEAR.

WITH THE APPROVAL OF THIS
SUPPLEMENTAL, THE REMAINING
BALANCE RESERVE WILL BE 15.2
MILLION.

WITH THE COMPLETION OF THE
CONTRACT HERE TODAY, THE CITY
WILL HAVE SETTLED WITH THE
MAJORITY OF ITS UNIONS, 85%
BETWEEN THE CITY AND BPS.

I'LL TURN IT OVER TO ANN MARIE
AND ELLEN TO GO THROUGH THE
HIGHLIGHTS OF THE CONTRACT.

WE'RE HAPPY TO ANSWER ANY
QUESTIONS.

>> THANK YOU.

>> SO CONSISTENT WITH WHAT WE
AGREED TO WITH MANY OTHER UNIONS
A 2% WAGE INCREASE EACH YEAR IN
JANUARY OF EACH CALENDAR YEAR

FOR THIS GROUP.

IN ADDITION, THE GROUP WILL RECEIVE THE CITY-PAID PARENTAL LEAVE POLICY CONSISTENT WITH THE WAY OTHER EMPLOYEES HAVE RECEIVED IT.

WE WERE ABLE TO ACHIEVE THEM MOVING TO A BIWEEKLY PAY STRUCTURE, WHICH HELPS WITH EFFICIENCIES AND ADMINISTRATIVE COSTS.

WE'VE CENTRALIZED THEIR PROCESS THAT WE THINK WILL HELP WITH CONSISTENCY THROUGHOUT THE CITY.

AS WE DO WITH THE OTHER UNIONS, THERE WILL BE NEW ADDITIONAL STAFF ADDED TO THE END OF THEIR PAY SCALE.

IN ADDITION, THE INITIAL PAY -- THE INITIAL STUFF IN THEIR PAY SCALES WILL BE ELIMINATED.

ANY EMPLOYEE WILL BE MOVED UP TO ONE STEP.

IN GROUP IS HIGHLY EDUCATED WITH MOST EMPLOYEES REQUIRE HAVING A MASTERS DEGREE IN ORDER TO TAKE ON THE POSITION.

WE HAVE AGREED TO A TUITION REIMBURSEMENT PROGRAM, WHICH IS CONSISTENT WITH OTHER UNIONS AND COMPENSATION, AN ADDITIONAL INCREASE TO THEIR COMPENSATION FOR THE SECOND MASTERS DEGREE.

>> THANK YOU.

HOW MANY FOLKS ARE IN THIS BARGAINING UNITS AND WHAT ARE THE TITLES?

>> PREDOMINANTLY LIBRARIANS.

24 TO 25 POSITIONS OPEN AT A TIME.

ASIDE FROM THE LIBRARIANS, THE ASSISTANT MANAGERS THAT EACH HAVE ABOUT EIGHT LIBRARIES UNDERNEATH THEM, THE P-4 AND P-3s.

THE ONLY FOLKS THAT ARE IN THIS UNION THAT AREN'T LIBRARIANS ARE THE COMMUNICATION STAFF.

>> PRIMARILY THE LIBRARIANS THAT ARE THE GEMS IN OUR CITY.

ANY QUESTIONS, COUNCILLOR FLYNN? WE'RE JOINED BY COUNCILLOR MATT O'MALLEY.

>> THANKS FOR THE PANELISTS FOR

BEING HERE.

COULD YOU TALK A LITTLE ABOUT THE PAID PARENTAL LEAVE BENEFIT? WHAT IS THAT PLAN ABOUT AND HOW DOES IT WORK?

>> SO THE CITY'S PAID PARENTAL PLAN POLICY, IT MIRRORS THE POLICY CREATED SEVERAL YEARS BACK WHEN THE CITY COUNCIL CREATED AN EXCEPT POLICY FOR EMPLOYEES WITH FULL PAID LEAVE FOR TWO WEEKS, PAID LEAVE FOR 75% FOR ANOTHER TWO WEEKS AND 50% PAY FOR THE REMAINING TWO WEEKS.

THIS ONE IS CONCURRENT WITH ANY OTHER MEDICAL OR FAMILY LEAVE THAT AN EMPLOYEE WOULD BE TAKING FOR THE BIRTH OR ADOPTION OF A CHILD.

A GREAT BENEFIT TO WORK ON THAT. ONE OTHER ISSUE.

GOING FORWARD, MAYBE IT'S NOT IN HERE, BUT IT'S GOING FORWARD ON JUSTIN.

COULD WE CONSIDER CHILD CARE ISSUES AS WELL AS PART OF THE BENEFITS PACKAGE?

THAT CERTAINLY IS A BIG EXPENSE OF FAMILIES ACROSS OUR CITY. GOINGS FORWARD, THINK ABOUT IT AND HOW IT IMPACTS OUR WORK FORKS AND A PILOT WITH ONE OF THE UNIONS.

JUST TO GET THE BALL ROLLING ON.

>> YEAH, IT'S NOT SOMETHING THAT WE'VE TAKEN A CLOSE LOOK AT. SOMETHING THAT WE CAN TALK ABOUT DURING THE UPCOMING BUDGET HEARINGS TIME.

EARLY EDUCATION, CHILD CARE CONTINUES TO BE A PRIORITY FOR THE MAJOR AND THIS ADMINISTRATION AND THE SUPERINTENDENTS.

IT'S SOMETHING THAT IS TOP OF MIND FOR ALL OF CITY OF BOSTON EMPLOYEES, A LOT OF WHICH HAPPEN TO BE RESIDENTS AS WELL.

SOMETHING THAT WILL -- WE'LL TALK MORE ABOUT IN THE COMING WEEKS, I'M SURE.

>> IF THERE'S ANY HELP I COULD BE, LET ME KNOW.

THANK YOU TO THE PANELISTS.

>> COUNCILLOR O'MALLEY?

>> THANK YOU, MR. CHAIRMAN.
GOOD AFTERNOON, LADIES AND
GENTLEMEN.

I DON'T HAVE MANY QUESTIONS.
I APOLOGIZE FOR BEING LATE.
I'M LOOKING OVER SOME OF THE
BULLET POINTS.

SEEMS PRETTY IN LINE WITH WHAT
WE'RE SEEING WITH MOST OTHER
MUNICIPAL EMPLOYEES, WOULDN'T
YOU SAY, JUSTIN?

>> YES.

>> AND EMPLOYEES WILL MOVE TO
ELECTRONIC PAY STUBS.

IS THIS THE LAST DEPARTMENT
GOING TO ELECTRONIC PAY
DEPARTMENTS, I HOPE?

DO YOU KNOW?

>> I DON'T BELIEVE THEY'RE THE
LAST ONES.

ONE OF THE LARGER OUTSTANDING.
ONE OR TWO ARE STILL OUT THERE.

>> THAT WAS MY FIRST MONTH ON
THE COUNCIL WORKING ON THE
CHAIRMAN.

>> SAVING A COUPLE TREES.

>> IT MIGHT.

USED TO BE YOU COULDN'T OPT OUT.
A SMALL WAY TO HAVE AN IMPACT.
ONE OF MY FIRST RESOLUTIONS.

YEAH, THIS SEEMS GOOD.

ALAN, YOU DO GREAT WORK IN THE
LIBRARY.

WE'RE SO PROUD.

VERY LUCKY TO REPRESENT FOUR
WONDERFUL LIBRARIES IN MY
DISTRICT.

SPEND A LOT OF TIME THERE.

J.P. AND EGGLESTON SQUARE.

A DEDICATED TEAM OF INDIVIDUALS
THAT WORK THERE.

I'M SO PROUD THAT THIS
ADMINISTRATION IS REALLY SHOWING
A DEEP COMMITMENT TO THE PUBLIC
FACILITIES IN OUR LIBRARIES BUT
THE WELL-BEING OF OUR STAFF AS
WELL.

SO I WILL BE VERY MUCH
SUPPORTING THIS WHEN IT COMES UP
FOR A VOTE.

THANK YOU.

>> JUST TO PIGGYBACK OFF OF

THAT, I'D BE REMISS IF I DIDN'T
MENTION THE BRIGHTON BRANCH AND
NATHANIEL BRANCH.

WE'RE LOOKING FORWARD TO GETTING
THE RENOVATIONS OFF THE GROUND
VERY SOON.

I WANT TO THANK THE
ADMINISTRATION.

I WANT TO RECOGNIZE THE GREAT
WORK THAT YOUR ADMINISTRATION
AND THE TEAM HAS DONE
NEGOTIATING WITH WHAT APPEARS TO
BE VERY CONSISTENT ACROSS ALL
LINES OF OUR EMPLOYEES.

JUST WANTED TO MAKE NOTE OF
THAT.

WITH THAT, UNLESS ANYBODY HAS
ANYTHING ELSE, THIS HEARING
STANDS ADJOURNED.