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Next Mayor May Need to Settle Final Union Contracts

After three years, agreements have not been reached with Police, Fire and EMT unions

The Menino Administration has been successful in reaching agreement with 30 of the 40 unions that make up 75.6% of the total number of the city employees represented by public unions. These 30 unions have basically agreed to a similar package of salary increases over six years and a new uniform set of improved personnel policies. The 40 unions represent 91% of the City's workforce.

However, the four police officer unions (2,100 officers) are pursuing steps that have or will lead to arbitration. IAFF Local 718, representing all uniformed firefighters, including Deputy and District Chiefs (1,478), has started negotiations with additional dates scheduled in October. The pace of negotiations will continue the process into 2014 with the next Mayor.

Five other unions representing a total of 805 employees are still in negotiations, including the Public Health EMTs (334).

The city and school contracts expired on June 30, 2010 and August 31, 2010, three years ago. The new contracts are for six years to 2016. Each of the 30 unions has agreed to a 12% salary increase over six years (0% in FY11, 1% in FY12, 2% in FY13, 3% in FY14, 3% in FY15 and 3% in FY16). Through negotiations, the Administration has been able to achieve agreement on a uniform set of improved [personnel policies](#) on issues such as attendance, light duty and holidays.

Funding the Contracts Since FY11, reserves have been created in the budgets to fund the cost of contracts settled that year based on the estimated cost of the City's standard salary increases. In subsequent years the salary costs are built into the departmental budgets. In FY14, a reserve of \$40.1M was budgeted as of April 15, 2013. Final agreements or arbitration awards over the 12% standard agreement will require additional funds, which could be substantial.

Police Contracts The arbitration decision for the Boston firefighters in 2010 and the SJC decision supporting the contract language that the City did not have to pay the Quinn Bill share not funded by the state have contributed to the police unions seeking compensation increases significantly higher than the Administration's standard salary deal. Police officers believe their salaries are not at parity with the firefighters after their 2010 arbitration award. The Patrolmen's arbitration decision is expected to be issued shortly.

Loss of the state share of the Quinn Bill reimbursement especially affected members of the Police Superior Officers Federation (Sergeants, Lieutenants and Captains). After only eight negotiating sessions, the union filed for arbitration. Three hearing dates have been scheduled in the month of December, guaranteeing that the process will carry over into 2014.