

June 2012

City Begins to Settle Contract Agreements with Civilian Unions

The City and AFSCME and SEIU agree on reforms and 12% over six years

The Menino Administration and two of the larger civilian unions, AFSCME (1,720 members) and SEIU (1,046 members), have reached agreement on new contracts that provide efficiency reforms and a 12% salary increase over six years from July 1, 2010 to June 30, 2016. To date, the Administration has settled contracts with seven of its 31 bargaining units.

Compensation - AFSCME and SEIU members will receive base wage increases of 12% over six years in two three-year contracts. The annual salary increases for both contracts kick in three months later to help mitigate the annual cost. The increased cost for the two contracts is \$2.8M in FY13 and approximately \$30M over the six years.

Base Wage Increases

Fiscal Year	FY11	FY12	FY13	FY14	FY15	FY16
Salary Increase	0%	1%	2%	3%	3%	3%

Attendance - A primary objective of the Administration is to establish a stronger comprehensive employee attendance policy with each bargaining unit. The agreement reached with AFSCME and SEIU creates uniformity across unions regarding the need for documentation of extended periods of sick leave, the use of vacation or personal leave in lieu of sick leave, tardiness, and the use of discipline associated with attendance issues.

Paid Leave - The City and the two unions have agreed on a new structure for sick and personal leave. Employees of both unions will earn 12 sick days and 3 personal days a year, with the ability to use two sick days for personal leave. These 15

days of paid leave are consistent with the SEIU's previous contract and represent a reconfiguration of 15 days for AFSCME members who previously had no personal days. Employees are still eligible to redeem 30% of their accrued sick leave upon retirement, but personal days are non-redeemable.

Light Duty - In order to facilitate the return of employees to full duty from workers' compensation, a new light duty policy was adopted. Any employee receiving workers' compensation benefits must begin performing light duty work as soon as the employee is deemed eligible by an independent medical examiner or the employee's treating physician. This policy will require departments to identify light duty assignments that would not extend beyond three months.

Holidays - In 2011, the Commonwealth required state and municipal offices to be open and staffed on Evacuation Day and Bunker Hill Day causing overtime to be paid since these days remained as holidays in union contracts. Both unions have agreed to phase-out these two holidays, replacing them with two "floating holidays" for current employees. New employees hired after January 1, 2013 will not be eligible for these floating holidays.

Teacher and Public Safety Unions - The City and the four police unions and the firefighters' union are in or headed to mediation with the state Joint Labor Management Committee (JLMC), which will likely lead to binding arbitration. The School Committee and Boston Teachers Union are now in mediation with only three more scheduled meetings before the start of school.