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;;;Boston City Council 171212_B

>> GOOD MORNING, MY NAME IS MARK CIOMMO, TODAY IS TUESDAY, DECEMBER 12th, WE'RE HERE TO REVIEW DOCKET 1459 AND 1460. DOCKET 1459, TO REDUCE THE COLLECTIVE BARGAINING BY 2,681,157, BETWEEN THE CITY OF BOSTON AND SENA.

DOCKETS 1460, MESSAGE AND ORDER APPROVING A SUPPLEMENTAL APPROPRIATION OF \$2,681,157, FOR VARIOUS DEPARTMENTS TO COVER THE COST ITEMS CONTAINED IN THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF BOSTON AND SENA.

THESE MATTERS WERE SPONSORED BY THE MAYOR AND REFERRED TO THE COMMITTEE ON NOVEMBER 29th, 2017.

I'D JUST LIKE TO REMIND FOLKS THAT THIS IS A PUBLIC HEARING TAPED AND BROADCAST ON COMCAST CHANNEL 8 AND RCN CHANNEL 82. I'D ASK PEOPLE IN THE CHAMBER TO SILENCE THEIR ELECTRONIC DEVICES.

AT THE CONCLUSION OF THE PRESENTATION, FROM THE ADMINISTRATION, AND QUESTIONS AND ANSWERS FROM REPLY COLLEAGUES, WE WILL HAVE PUBLIC TESTIMONY.

THERE IS A SIGN IN SHEET TO MY LEFT BY THE DOOR.

WE ASK THAT YOU STATE YOUR NAME. ANY AFFILIATION AND RESIDENCE.

I'D LIKE TO WELCOME BOTH JUSTIN STURRIT AND ALEXIS CHACUK FROM THE ADMINISTRATION TO PROVIDE TODAY'S TESTIMONY.

WELCOME.

>> THANK YOU COUNCILOR.

>> THE LIGHT SHOULD BE ON.

>> THANK YOU, GOOD MORNING, COUNCILOR CIOMMO.

I'M HERE TO OFFER TESTIMONY, 1460 INCREASES THE FY 18 CITY

DEPARTMENTS BY A TOTAL OF \$2.6 MILLION, THIS IS TO COVER THE FY 18 COST CONTAINED IN THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND SENA.

1459 COINCIDES AND DROASES THE COLLECTIVE BARGAINING RESERVE, THE CITY COUNCIL LAST YEAR SET ASIDE FOR FY 18 COLLECTIVE BARGAINING PURPOSES, FOR A TOTAL OF \$47 MILLION.

THIS CONTRACT AND SORT OF DRAWN DOWN ON THE RESERVE WILL BRING THE BE COLLECTIVE BARGAINING RESERVE.

FOUR OTHER UNIONS THROUGHOUT THE YEAR, PROBABLY MOST NOTABLY BTU DETECTIVES AND OPEIU.

THE SENA BUDGET SUPPLEMENT WE ARE REQUESTING TODAY WILL BRING THE TOTAL CONTRACT TO 64% AND IF YOU HAVE ANY SPECIFIC QUESTIONS HAPPY TO ANSWER THEM BUT I'D LOVE TO TURN IT OVER TO MY COLLEAGUE MANY ALEXIS TO TALK ABOUT ANY SPECIFIC DETAILS OF THE CONTRACT.

>> GOOD AFTERNOON EVERYBODY. MY NAME IS ALEXIS KACHUK, I'M HIRE TO TESTIFY ON BEHALF OF THE OFFICE OF LABOR RELATIONS ON BEHALF OF THE ADMINISTRATION. I'LL GIVE A COUPLE OF BULLET POINTS AND WILL BE HAPPY TO TAKE ANY MORE SPECIFIC QUESTIONS YOU MAY HAVE.

THIS PARTICULAR BARGAINING UNIT HAS 670 MEMBERS, MAINLY IN THE FOLLOWING DEPARTMENTS.

THE DEPARTMENT OF INFORMATION TECHNOLOGY, THE BOSTON CENTER FOR YOUTH AND FAMILIES, PARKS AND RECREATION AND INSPECTIONAL SERVICES.

THERE ARE A FEW EMPLOYEES ALSO OVER AT THE POLICE DEPARTMENT SERVING IN SENA POSITIONS. THIS SIMILAR TO AFSCME AND SIMILAR TO PUBLIC SAFETY CONTRACTS THAT HAVE BEEN BEFORE YOUR BODY.

THESE ARE TWO DIFFERENT AGREEMENTS, ONE FOR 2016 INTO 2017 AND THE OTHER FROM 2017 TO

2020.

THE GENERAL WAGE PATTERN IS
2-2-2-2.

THERE WERE SOME CHANGES IN TERMS
OF PROVIDING SENA MEMBERS WITH
THE CITY'S PAID PARENTALLAL
LEAVE POLICY.

IT IS CONSISTENT WITH THAT
PROVIDED TO EXEMPT EMPLOYEES OF
THE CITY, AS WELL AS AFSCME.
WE CLARIFIED THE 20-YEAR RULE
WHICH ITMENT REACHES -- I THINK
IT'S ABOUT FORMULATE YEARS OLD
AND IT'S BEEN INCONSISTENT LID
APPLIED IN DIFFERENT DEPARTMENTS
IN TERMS OF SALARY SCALES AND
PROMOTIONS SO THERE ARE
CLARIFICATIONS IN THIS DOCUMENT.
ALSO THERE WERE SOME POSITIONS
THAT WERE UNION-PROTECTED BY
SENA THAT THE CITY WHEN
ANALYZING THEM DETERMINED THEY
WERE INAPPROPRIATELY CLASSIFIED.
THEY WERE POSITIONS THAT WERE
DEEMED EITHER MANAGERIAL OR
DEALING WITH CONFIDENTIAL
INFORMATION OR BOTH.

WE BARGAINED THAT WITH THE UNION
AND THEY HAVE AGREED TO MOVE FOR
POSITIONS OUT OF THE UNIT.

TWO IN THE IGR DEPARTMENT, ONE
IN HR, AND ONE IN TREASURY AND
COLLECTING.

HOUSE THAT WAIT WORK IN TERMS OF
THE POSITIONS, ONCE THEY BECOME
VACANT FOR THREE OF THEM THEY
WILL GO BACK TO BEING EXEMPT
POSITIONS.

>> GOTCHA.

>> ONE OF THE POSITIONS,
DIRECTOR OF STATE RELATIONS AT
IGR BECAUSE THIS AGREEMENT IS
\$RETROACTIVE ON THE POSITIONS
GOING BACK TO NOVEMBER 2016, ONE
OF THE PERSONS TOOK THE POSITION
INNESS 2017 SO ONE PERSON IS
RETROACTIVELY OUT OF THE UNION.

>> GOTCHA.

>> THREE IT WILL BE WHEN THEY
VACATE THE POSITION.

THERE ARE A COUPLE OF EARTH
ITEMS IN TERMS OF WAGES THIS
HAPPEN THIS GROUP WOULD HAVE A
NEW STEP 10 HAD A WOULD BE A TWO

AND A HALF PERCENT INCREASE FROM THEIR CURRENT EXISTING STEP 9. YOU WOULD HAVE TO BE IN THE STEP FOR A YEAR IN ORDER TO MOVE UP. BCYS EMPLOYEES THAT ARE WORKING WEEKEND SHIFTS WOULD RECEIVE A FLAT \$40 WEEKEND DIFFERENTIAL PER SHIFT.

GENERALLY IT'S ONLY ONE SHIFT. IT'S HARDLY EVER BEEN TWO. AND THEN THERE WERE A FEW INSTANCES IN WHICH SOME SENA EMPLOYEES THAT ARE IN SUPERVISORY ROLE SOMETIMES HAVE TO HOP DOWN AND SERVE INTO AFSCME-SIMILAR ROLES, THAT WOULD BE THOSE WITH CDL LICENSES. SO WE WOULD PROVIDE A STIPEND TO THOSE WHO CONSISTENTLY USE THEIR CDL LICENSE IN THE COURSE OF THEIR SENA DUTIES.

SO WOULD NOT BE ALL HOLDERS OF THE CDL LICENSE AND NOT SOMEBODY THAT MAYBE DOES AN AFSCME LIKE JOB ONCE OR TWICE THROUGHOUT THE YEAR.

THAT PART WOULD HAVE TO BE CONSISTENT TO RECEIVE A CDL DIFFERENTIAL.

>> GREAT, THANK YOU.

I'VE BEEN JOINED BY CITY COUNCILOR AT LARGE RNL COUNCILOR ESSAIBI-GEORGE.

I WOULD ALSO FOR THE RECORD, SENA STANDS FOR SERVICE EMPLOYEES UNION OF NORTH AMERICA.

>> YES, THAT IS WHAT THEY ARE, AND IF YOU ARE GETTING INTO THE WEEDS WITH THIS CONTRACT, THERE HAS BEEN A TITLE CHANGE, AN MOU, AND THAT'S TO BE CONSISTENT WITH THE NATIONAL ARM OF SENA.

>> OKAY.

>> SO WHEN YOU LOOK AT IT, IT WILL SAY THE UNITED STEEL PAPER AND FORESTRY RUBBER MANUFACTURING ENERGY ALLIED INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION.

SO --

>> THAT'S A MOUTHFUL.

>> IT IS A MOUTHFUL AND THE CITY WILL STILL REFER TO THEM --

>> AS SENA.

>> AS SENA.

IT WAS A HOUSEKEEPING PROVISION
TO STAY CONSISTENT WITH THEIR
BOARD OF DIRECTORS AND SISTERS
SISTERS -- THEIR BROTHERS AND
SISTERS ACROSS THE COUNTRY THE.

>> THANK YOU.

I THINK YOU ANSWERED A LOT OF MY
QUESTIONS.

THE PARENTAL LEAVE ISSUE WILL BE -- AND I'M SORRY, YOU
MENTIONED THAT THEY WILL ALL NOW
BE ELIGIBLE, RIGHT, FOR PARENTAL
LEAVE?

>> YES.

>> UNDER THE SAME PARENTAL LEAVE
THAT APPLIES TO THE EXEMPT?

>> YES.

>> OKAY, GREAT.

>> WHICH MEANS THAT THE CITY HAS
RIGHT TO CHANGE OR ELIMINATE
THAT BENEFIT WITH 30 YEARS
NOTICE.

>> COUNCILOR ESSAIBI-GEORGE.

>> I'M OKAY.

>> COUNCILLOR McCARTHY.

>> EVERYBODY WORKS HARD IN THE
SENA, ESPECIALLY PUBLIC WORKS.
WASH YOUR STREETS, CHANGE YOUR
BARRELS THE NEXT DAY.

PUBLIC WORKS TO MAKE SURE THAT
THE OVERTIME BUDGET IS NEEDED
BECAUSE WE DON'T HAVE AS MANY
MEN AND WOMEN AS WE USED TO
HAVE.

BUT I'D LIKE TO SEE THAT
OVERSOMETIME SPREAD OUT WITHIN
MORE OF THE MANAGERS.

SOME OF THE MANAGERS ARE A BIT
HUNGRY ON THE OVERTIME AND I
JUST KEEP AN EYE ON THAT.

IT MAKES ME CONCERNED WHEN I SEE
SOME MANAGERS MAKING A LOT OF
OVERTIME AND SOME MANAGERS NOT
MAKING ANY.

>> THERE IS A CHANGE HERE AND I
DIDN'T HIGHLIGHT IT IN MY
GENERAL SYNOPSIS, IT'S NOT VERY
SPECIFIC RIGHT NOW BUT THERE IS
AN ON CALL COMMITTEE ESTABLISHED
HERE FOR EACH DEPARTMENT TO LOOK
AT HOW THAT IS WORK,
OPERATIONALLY.

OBVIOUSLY IN SOME DEPARTMENTS,

I'LL JUST DO IT AS AN EXAMPLE.
TOUGH TO DID A ROTATING LIST IF
SOMEBODY HAS VERY SPECIFIC
TECHNICAL KNOWLEDGE BUT IN SOME
DEPARTMENTS YOU DESCRIBED WE ARE
TRYING TO PAY ATTENTION TO THE
ROW TAKES OF THAT LIST AND ALSO
A WEEKLY STIPEND FOR THOSE WHO
ARE ON CALL.

>> THAT'S GREATLY.

IT BECOMES A MORALE ISSUE AS
WELL.

>> JUST ONE FINAL THING.

SO YOU MENTIONED THAT WE NOW
HAVE 64% OF THE LABOR FORCE
UNDER COLLECTIVE BARGAINING
AGREEMENTS.

AND WITH THE REMAINING, ALMOST
40 -- I'M SORRY, \$26 MILLION,
RIGHT OR 20.9, GOOD ENOUGH TO,
IN YOUR ESTIMATION, AGAIN, I
KNOW IT'S KIND OF CRYSTAL BALL
STUFF BUT --

>> IT WILL DEPEND A LITTLE BIT
ON HOW THE NEGOTIATIONS GO WITH
THE REST OF THE UNIONS BUT I
BELIEVE WHEN WE BUDGETED LAST
YEAR THAT WOULD COVER THE
MAJORITY OF THE COLLECTIVE
BARGAINING ISSUES.

WE'RE HOPEFUL ON THE MOORNGHTS
OF THE CONTRACTS.

>> AND WITH YOUR OTHER
COLLECTIVE BARGAINING UNITS.
SO WITH THAT I WILL CLOSE TODAY
APRIL HEARINGS REGARDING DOCKET
1459 AND DOCKET -- OH SORRY.

>> OH I'M SORRY, I'M SORRY.
PUBLIC COMMENT.

I'M SORRY, SAM TYLER FROM THE
BOSTON MUNICIPAL RESEARCH
BUREAU.

THANKS SAM.

GOOD MORNING SAM, I THINK IT'S
STILL MORNING.

>> DON'T WORRY.

MY REMARKS WILL BE BRIEF.

SO FOR THE RECORD MY NAME IS SAM
TYLER PRESIDENT OF THE BOSTON
MUNICIPAL RESEARCH BUREAU.

I JUST HAVE A FEW COMMENTS ON
THE CONTRACT.

ONE, I MEAN CLEARLY, IT'S
FOLLOWING A PATTERN THAT THE

CITY HAS ESTABLISHED WITH PRIOR NEGOTIATED CONTRACTS 2% A YEAR FOR EITHER THREE OR FOUR YEARS, THIS IS FOUR YEARS.

I STRONGLY SUPPORT THE REMOVING OF WHAT REALLY ARE MANAGERIAL POSITION HE OUT OF SENA, I WAS AROUND WHEN SENA WAS CREATED WHICH IT SHOULDN'T HAVE BEEN BUT IT HAS BEEN.

AND THERE ARE -- IF THERE'S A CONCERN THAT THERE'S PROBABLY MORE POSITIONS THAT ARE REALLY MANAGERIAL THAT SHOULDN'T BE PART OF SENA.

AND I THINK -- I WOULD HAVE A CONCERN ALSO IN ALTERNATIVES OF THE FIRST ASSISTANT COLLECTIVE TREASURERS BY THE FACT THAT THE CHIEF FINANCIAL OFFICER, THE CHIEF FINANCIAL POSITION HAS NO STATUTORY AUTHORITY, ALSO HAS TO BE THE TREASURER.

THE FIRST ASSISTANT COLLECTOR-TREASURERS THAT IS A MANAGER OF THE DEPARTMENT AND CLEARLY MANAGERIAL.

THE FACT THAT WE DON'T -- I GUESS WE DO HAVE A PERMANENT PERSON IN PLACE NOW.

BUT THAT THIS WOULDN'T TAKE PLACE UNTIL THAT PERSON WERE TO HEAVE.

I THINK IT'S UNFORTUNATE. IT WOULD BE PREFERABLE TO HAVE THAT POSITION BE REMOVED IMMEDIATELY.

BUT THAT'S NOT GOING TO HAPPEN AS WITH OTHER CONTRACTS THERE ARE OTHER ADDITIONS TO COMPENSATION, STEP 10 WHICH IS A NEW STEP, ONE OF THOSE ISSUES, COMPENSATION GRADE APPEAL, THAT'S IN THIS CONTRACT, THAT WOULD ALLOW FOR DISCUSSIONS AND WHICH EVEN COULD LEAD TO ARBITRATION, UPGRADING POSITIONS, WE'VE ALWAYS BASICALLY TAKEN THE POSITION THAT THAT'S REALLY A RESPONSIBILITY OF THE CITY THROUGH THE HUMAN RESOURCE DEPARTMENT, TO REALLY EVALUATE POSITIONS AND DETERMINE GRADE

CHANGES, SO THERE'S CONCERN THAT THIS WOULD BE DONE ON A UNION BY UNION BASIS AS OPPOSED TO A COMPREHENSIVE PLAN BY THE ADMINISTRATION.

WHICH WOULD BE OUR RECOMMENDATION.

AND THEN I THINK THE OTHER ISSUE IS THE DIRECT DEPOSIT AND IT'S -- TAKES SOME PAPER TO -- TECHNOLOGY WHICH IS A REAL PLUS, IT'S BEEN SOMETHING THAT I THINK THE CITY'S BEEN TRYING TO DID FOR SOME TIME.

SO THAT'S POSITIVE.

JUST SOME COMMENTS, NOT SUGGESTING ANY CHANGE, IF THE COUNCIL IS NOT GOING TO APPROVE THIS IN ANY WAY.

BUT THOSE ARE SOME OF THE ISSUES THAT WE WOULD LIKE TO POINT OUT.

>> THANK YOU SAM.

AND I THINK IF I REMEMBER CORRECTLY, YOU DID RECENTLY HIRE SOMEONE THAT WILL RETROACTIVELY BE EXEMPT.

WAS THAT YOUR TESTIMONY, RIGHT?

>> YES.

AND WITH RESPECT TO THE FIRST ASSISTANT COLLECTOR-TREASURER WITHOUT NAMING THE INDIVIDUAL, SHE ALSO LEFT PRIOR TO THAT DATE.

SO THAT IS AN EXEMPT POSITION, WE DON'T HAVE A UNIONIZED PERSON IN THAT.

AND IN TERMS OF THE CGA PROCESS JUST TO GIVE A LITTLE BIT OF GROUPED -- BACKGROUND, THERE WAS A POSITION IN ONE OR TWO OF THE DEPARTMENTS IN WHICH SENA MANAGERS WERE MANAGING EMPLOYEES THAT BECAUSE OF AGREEMENTS FROM 2012 AND 13, THE AFSCME EMPLOYEES THEY WERE MANAGING WERE MAKING MORE MONEY THAN THEIR MANAGERS.

AS PART OF THE BARGAINING PROCESS RATHER THAN PUTTING IN AN AUTOMATIC LEVER OR TRIGGER FOR WHENEVER THAT HAPPENS, WE DIDN'T WANT POSITIONS TO START PIGGYBACKING OFF OF EACH OTHER. SO WE DISCUSSED ENDING WHAT

HAPPENED IN A PRIOR
ADMINISTRATION AND ADDRESSING IT
THROUGH THE CGA PROCESS IF WE
DETERMINED IT HAPPENED AGAIN IN
ANOTHER DEPARTMENT.

>> COULD YOU CGA FOR THE
LISTENING AUDIENCE.

>> IT IS A COMPENSATION LARGELY
THROUGH HR.

THIS WAS SORT OF TO CORRECT
SOMETHING THAT HAPPENS IN THE
PAST.

AND WE THOUGHT THAT THIS WAS THE
CLEANEST WAY FOR THE CITY TO
ADDRESS IT IN THIS SET OF
DOCUMENTS.

>> GREAT.

VERY GOOD.

SO NOW, WE WILL ADJOURN
REGARDING DOCKETS 1459 AND 1460.
THANK YOU.