

;  
; 12/03/18 2:06 PM  
;  
;;;BCC B 181203

>> GOOD AFTERNOON.  
THANK YOU FOR INVITING US HERE  
TO TESTIFY TODAY.  
I'M JUSTIN STARRETT.  
I'M HERE TO OFFER TWO TOPICS OF  
TESTIMONY.  
WE'RE COVERING THE COLLECTIVE  
BARGAINING AGREEMENTS FOR  
\$280,000 AND BETWEEN THE BOSTON  
SCHOOL COMMITTEE AND THE  
ADMINISTRATIVE GUILD FOR \$1  
MILLION.  
AS YOU REMEMBER, THE FY-19  
BUDGET INCLUDED \$38.4 MILLION TO  
COVER THE COLLECTIVE BARGAINING  
RESERVES.  
SO FAR THESE ARE THE SEVENTH AND  
EIGHTH COLLECTIVE BARGAINING  
APPROPRIATIONS.  
SO FAR YOU HAVE PASSED SOME  
COLLECTIVE BARGAINING  
AGREEMENTS.  
WITH THE APPROVAL OF THESE  
BALANCES, OUR RESERVE WILL BE  
\$36.2 MILLION.  
WITH THE COMPLETION OF THESE  
CONTRACTS, THE CITY WILL HAVE  
SETTLED AGREEMENTS WITH 76% OF  
UNIONS COMBINING PHC AND BPS AND  
THE CITY.  
I'M GOING TO TURN IT OVER TO MY  
COLLEAGUES WITH THE SCHOOLS TO  
ANSWER QUESTIONS ABOUT THESE  
SPECIFIC CONTRACTS.  
I'M HAPPY TO ANSWER ANY  
QUESTIONS YOU MIGHT HAVE ABOUT  
THE APPROPRIATIONS.  
>> THANKS.  
JUST A COUPLE.  
THE NUMBER OF INDIVIDUALS IN THE  
BARGAINING UNIT, I'LL LET THEM  
BOTH SPEAK.  
>> GOOD AFTERNOON.  
I'M DAVE FROM BOSTON PUBLIC  
HEALTH COMMISSION.  
APPROXIMATELY 170 EMPLOYEES IN  
THE BARGAINING UNIT WITH DOCKET

NUMBER 160 TO 161.

>> MEMBERS ARE APPROXIMATELY 275 FOR THE GUILD.

>> INTEGRATION OF THE CONTRACTS?

>> WE AT BPS DID A ONE-YEAR 16-17 AND A THREE-YEAR 17 TO 2020.

>> THAT'S THE SAME AT THE HEALTH COMMISSION.

THE CONTRACTS WOULD BE THROUGH 2020.

>> CAN YOU REVIEW ANY ELIMINATION OF PREVIOUS CONTRACTUAL ENTITLEMENTS LIKE NEW HIRES HAD, USE OF PERSONAL TIME, THINGS LIKE THAT?

>> YES, WE MADE A CHANGE TO THAT CONTRACT THE SAY THAT AT THE HEALTH COMMISSION, WE HAVE FOUR SEPARATE COLLECTIVE BARGAINING AGREEMENTS SO THE PROGRAMS UNIT IS THE FOURTH TO SETTLE THE OTHER THREE.

WE REACHED AN AGREEMENT EARLIER IN THE YEAR.

IN ALL OF THOSE CONTRACTS, WE AMENDED THE LANGUAGE THAT SAID THAT PERSONAL LEAVE ENTITLEMENTS IN THE CONTRACT, WE DIDN'T INCREASE IT OR DECREASE IT. WE MADE IT ELIGIBLE TO PEOPLE AS OF JANUARY 1 AFTER THEY'RE HIRED.

>> OKAY.

>> SIMILAR AT THE BPS, YES.

>> OKAY.

I'D LIKE TO MAKE NOTE THAT WE'VE BEEN JOINED BY COUNCILLOR ED FLYNN.

COUNCILLOR ESSAIBI-GEORGE?

>> NO QUESTIONS.

>> COUNCILLOR O'MALLEY?

>> THANK YOU, MR. CHAIRMAN.

GOOD AFTERNOON, LADY AND GENTLEMEN.

CAN YOU BRIEFLY SORT OF GET INTO THE PERCENTAGE BREAKDOWN?

I KNOW YOU TOUCHED ON THIS. TOTAL COSTS, STUFF LIKE THAT. THE TOP LINE.

>> I'D SAY OVERALL IN BOTH CONTRACTS, IT'S 2% WAGE INCREASE, WHICH IS CONSISTENT WITH THE PATTERN SEEN BY EVERY

OTHER UNION WE'VE BEEN  
NEGOTIATING WITH I'LL LET BOTH  
PARTIES TALK ABOUT THE CHANGES  
MADE IN THE CONTRACTS.

>> SURE.

FOR THE GUILD AT THE BOSTON  
PUBLIC SCHOOLS, IN ADDITION TO  
THE 2%, WE CREATED TWO NEW  
STEPS.

WE HAVE A LOT OF LONG-TERM  
EMPLOYEES THAT WERE STUCK AT THE  
TOP STEP FOR A LONG TIME, SO WE  
THOUGHT IT WAS IN OUR BEST  
INTEREST TO RETAIN THOSE GOOD  
WORKERS TO CREATE TWO ADDITIONAL  
STEPS, EACH AT 1%.

I KNOW YOU ASKED ABOUT CAREERS.  
\$300 ACROSS THE BOARD.

THE LAST TIME THEY WERE  
INCREASED FOR THIS GROUP WAS  
BACK IN 2007.

SO THIS WAS A GOOD WIN FOR US  
AND MEMBERS OF THAT GROUP.

WE EXPANDED THE TUITION  
REIMBURSEMENT TO INCLUDE  
CERTIFICATE PROGRAMS AS WELL AS  
THE CAREER -- THE COLLEGE CREDIT  
PROGRAMS THAT WE ALLOW NOW.

THAT IS SOMETHING THAT THE  
MEMBERSHIP REALLY PUSHED FOR.  
AGAIN, THAT'S ALSO THE ADVANTAGE  
TO THE ADMINISTRATION TO HAVE AN  
EDUCATOR WORK FOR US.

IT'S A CERTIFICATE, COLLEGE  
CREDIT.

EDUCATION IS EDUCATION.

WE ALSO, ANOTHER BIG TASK ON  
BOTH SIDES, WITH THE EVALUATION  
PROCESS, THE SPECIFIC  
EVALUATION, THE MEMBERSHIP HAD  
BEEN ASKING FOR US TO UPDATE IT  
FOR MORE ACCOUNTABILITY AND WE  
WERE ABLE TO AGREE TO A MASSIVE  
OVERHAUL OF THEIR EVALUATION  
FORM.

>> GIVES A LITTLE MORE LEEWAY TO  
SCHOOL LEADERS IN TERMS OF THE  
STAFFING AND HIRING PROCESS?

>> THAT IS ONE OF THE MOST  
IMPORTANT THINGS.

LAST ON MY LIST.

>> I'M SORRY.

>> WHEN STAFFING AND HIRING,  
WE -- THAT WAS A MAJOR STICKING

POINT.

BOTH SIDES ARE VERY HAPPY WITH THE RESULT.

THE GUILT AT BPS IS HEAVILY RELIANT ON SENIORITY, TO PROMOTE FROM WITHIN.

THE MOST -- THE GREATEST REQUEST THAT WE HAVE WITH THE LEADERS IS AUTONOMY AND HIRING AN STAFFING. SO WE WERE ABLE TO WORK MASSIVE CHANGES FROM OUR PERSPECTIVE INTO ARTICLE 4, WHICH GOVERNS STAFFING AND HIRING AND ALLOWS US TO GO TO SOME -- GO TO EXTERNAL CANDIDATES IN SOME SCENARIOS WHERE PREVIOUSLY WE WERE NOT ABLE TO DO THAT.

IT WAS DIFFICULT FOR AN EXTERNAL CANDIDATE TO BE WELCOMED INTO THE GUILD, INTO A GUILD POSITION.

SO NOW WITH OUR CHANGES, IT WILL BE -- IT WILL BE EASIER FOR SCHOOL LEADERS TO VIEW ALL TYPES OF CANDIDATES.

>> GREAT.

AND THESE PRIMARILY ARE CLERICAL, ADMINISTRATIVE ASSISTANT TYPE POSITIONS?

>> IT'S CLERICAL, SECRETARIAL AND SOME TECHNICAL WORKERS. WE HAVE SOME GUILD IN OUR I.T. DEPARTMENT.

SOME OF OUR GUILD IS IN THE BUDGET AND FINANCE SIDE OF THE HOUSE.

PRIMARILY IT'S CLERICAL AND SECRETARIAL.

>> THIS WOULD BE WITHIN THE SCHOOLS AND WITHIN THE BOWLING BUILD SOMETHING.

>> YES.

CENTRALLY BASED.

AND SCHOOL BASED AS WELL.

>> PERFECT.

THANK YOU.

AND THEN BPH?

>> SURE.

THE SETTLEMENT AS IT ALIGNS WITH THE PRIOR SETTLEMENTS WITH THE LOCAL 88, THE AGREEMENT INCLUDES NEW PROVISIONS THAT WILL ENHANCE THE COMMISSION'S ABILITY TO STAFF AND CONDUCT OTHER

ADMINISTRATIVE PROCESSES MORE EFFICIENTLY.

OUR RESULTS HAVE AGREED TO A DRUG TESTING POLICY THAT WE DEVELOPED IN THE COMING YEAR.

SO --

>> AND IS IT ALREADY ESTABLISHED OR --

>> WHAT WE HAVE IS NOT TOUCHED.

>> PERFECT.

>> THE PARTIES REVISED THE QUALIFICATIONS AND SCOPE OF WORK AND WAGE CLASSIFICATIONS AS A SMALL NUMBER OF CLINICAL AND ADMINISTRATIVE POSITIONS.

THAT WAS DONE TO ENHANCE THE COMMISSION'S ABILITY TO PROVIDE CLINICAL SERVICES TO PATIENTS, PARTICULARLY THOSE WITH ACUTE CLIP CALL NEEDS.

ALSO PRESERVED AND PUTS US IN A POSITION TO EXPAND AND BUILD FOR THE SERVICES THERE, THE CLINICAL SERVICES PROVIDED AND ALSO ALLOWS US TO BE IN A BETTER POSITION TO RECRUIT AND RETAIN EMPLOYEES, PARTICULARLY EMPLOYEES WITH CLINICAL DEGREES. FOR THE COMPENSATION AND IN ADDITION TO THE 2% INCREASES WHICH TAKE PLACE ANNUALLY IN JANUARY, THERE WAS A NEW STEP CREATED FOR -- ON THE WAGE SCALE THAT THE MOST SENIOR EMPLOYEES ARE ELIGIBLE FOR.

THE PARTIES CREATED A NEW TRAINING AND EDUCATION FUND STARTING JULY 1, 2019 THAT WE'RE HAPPY TO PROVIDE MORE SUPPORT FOR VOLUNTARY PROFESSIONAL DEVELOPMENT AND CONTINUING EDUCATION TO THE MEMBERS OF THIS BARGAINING UNIT.

WE ALSO INCREASED THE EMPLOYER'S CONTRIBUTION TO THE SCIU LOCAL 88 HOUSING TRUST FUND WITH WHAT IS BEING PAID BY THE CITY OF BOSTON.

AND ALSO COVERED THESE EMPLOYEES BY OUR PAID PARENTAL LEAVE POLICY.

>> AND THE POSITIONS ARE A LITTLE MORE DIVERSE THAN BOSTON PUBLIC SCHOOLS.

THEY HAVE MORE CASE WORKERS  
OR --

>> THAT'S CORRECT.

IT IS A FAIRLY DIVERSE GROUP IN  
TERMS OF THE AMOUNT OF WORK THAT  
THEY DO.

IT'S A MIX OF CLINICAL AND  
ADMINISTRATIVE POSITIONS AND A  
MIX OF SUPERVISORY AND  
NONSUPERVISORY POSITIONS.

THEY WORK IN FOUR DIDN'T BUREAUS  
WITHIN THE HEALTH COMMISSION  
RECOVERY SERVICES, INFECTION  
DISEASE, COMMUNITY INITIATIVES  
AND CHILD ADOLESCENT AND FAMILY  
HEALTH.

>> GOOD.

THE TOTAL COST IS JUST UNDER A  
MILLION?

\$960,000?

IS THAT CORRECT?

FOR THE PUBLIC HEALTH  
COMMISSION.

>> PUBLIC HEALTH COMMISSION, THE  
FY-19 COSTS IS \$280,000.

FOR THE SCHOOLS, IT'S ABOUT 1.3  
MILLION.

>> SO THAT'S -- IS THAT SCHOOL  
ADMINISTRATORS?

>> I'M SORRY.

YOU'RE REFERRING TO THE COST  
OVER FOUR YEARS.

>> JUST SHY OF \$960,000.

>> SO THAT WOULD WORK OUT, 970  
BY 170 IS ABOUT 5,600.

WHEREAS BPS, 275 -- 3.4 MILLION  
DIVIDED BY 275 WOULD BE 12.3.

SEEMS INCONSISTENT.

IS THAT BECAUSE OF THE BASE PAY  
FOR PUBLIC SCHOOL EMPLOYEES IS  
HIGHER?

>> I WOULD SAY SO.

THE COST OF 2% ON THE SALARIES  
AT BHP WAS SMALLER THAN THE BPS  
EMPLOYEES.

>> GREAT.

LISTEN, I CAN'T THANK YOU ENOUGH  
FOR YOUR GREAT WORK.

IT'S BEEN AWHILE NOW AND TO GET  
TO A COLLECTIVELY BARGAINED  
AGREEMENT WHERE BOTH SIDES ARE  
TREATED WITH DIGNITY AND  
RESPECT.

WE CAN FIND THE COMMON GROUND.

THE CITY GAINS AFTER THAT.  
THANKS FOR YOUR HARD WORK AND TO  
THE UNION LEADERS AS WELL.  
THANK YOU, MR. CHAIRMAN.  
>> THANK YOU VERY MUCH,  
COUNCILLOR O'MALLEY.  
MAYBE YOU CAN HEAD OVER TO THE  
NATIONAL GRID.  
TAKE CARE OF THAT AS WELL.  
I'D LIKE TO RECOGNIZE THAT WE'VE  
BEEN JOINED BY COUNCILLOR FRANK  
BAKER.  
COUNCILLOR ED FLYNN.  
>> THANK YOU, COUNCILLOR.  
I JUST HAVE A QUESTION FOR  
JUSTIN.  
I KNOW YOU HIGHLIGHTED SOME DRUG  
TESTING PROTOCOL.  
AS YOU GO FORWARD IN BUDGET  
NEGOTIATIONS, WHAT IS THE CITY'S  
THINKING AS MARIJUANA BECOMES  
LEGAL?  
ARE YOU TESTING FOR IT AND WHEN  
PEOPLE DO TEST POSITIVE FOR IT,  
WHAT WOULD THE OUTCOME BE?  
>> THAT IS A FANTASTIC QUESTION.  
NOT ONE THAT I HAVE THE  
EXPERTISE TO AN.  
I'D SAY GENERALLY SPEAKING IT'S  
THE LAW OF THE LAND NOW.  
THAT'S SOMETHING THAT WE HAVE TO  
TAKE A LOOK AT.  
THERE'S OBVIOUSLY COLLECTIVE  
BARGAINING AGREEMENTS THAT  
PRECEDED THE CHANGES IN THE  
MARIJUANA LAWS THAT WE WOULD  
HAVE TO TAKE A CASE BY CASE LOOK  
AT BASED ON THE AGREEMENTS RIGHT  
NOW.  
I DON'T KNOW IF DAVID WOULD HAVE  
BETTER ANSWERS.  
>> I'D ONLY SAY THAT, YOU KNOW,  
THE POLICY THAT WE ROLLED INTO  
THIS CONTRACT OR NEGOTIATED AS  
PART OF THIS CONTRACT IS NOT  
SOMETHING TO TAKE PLACE  
IMMEDIATELY.  
WE HAVE TO PUT THAT IN PLACE.  
FOR THIS DRUG TESTING POLICY, IT  
CALLS FOR REASONABLE SUSPECT AND  
POST ACCIDENT TESTING.  
SO WE'RE NOT DOING ANNUAL OR  
RANDOM TESTING AS A GENERAL  
MATTER.

THE TESTING IS BROUGHT ON BY  
CAUSE, ESSENTIALLY.

SO IT REMAINS OUR POLICY,  
WHETHER OR NOT MARIJUANA IS  
LEGAL OR NOT, PEOPLE SHOULDN'T  
BE UNDER THE INFLUENCE AT WORK  
DOING THESE DUTIES.

THAT'S WHAT THE POLICIES ARE.

>> I SERVED IN THE MILITARY FOR  
25 YEARS.

I HAD RANDOM DRUG TESTING FOR  
ALMOST MY ENTIRE LIFE.

I DO KNOW THAT MARIJUANA WOULD  
STAY IN SOMEONE'S SYSTEM FOR  
WELL OVER 30 DAYS.

SO YOU COULD BE USING MARIJUANA  
SEVERAL WEEKS BEFORE THE TEST  
AND STILL COME UP POSITIVE.

HAVE YOU -- MY POINT IS, WE  
PROBABLY NEED TO LOOK AT THIS IN  
A COMMITTEE FASHION, COME UP  
WITH IDEAS, SOLUTIONS,  
FREQUENTLY ASK QUESTIONS.  
BECAUSE I ANTICIPATE WE'RE GOING  
TO GET THIS ISSUE SOONER RATHER  
THAN LATER.

IT'S BETTER TO COME UP WITH A  
PLAN NOW THAN WHEN SOMEONE DOES  
TEST POSITIVE.

WE DO HAVE AN IDEA OF WHAT A  
ROAD MAP COULD BE.

>> YEAH.

WE'LL TAKE THAT BACK AND SPEAK  
WITH OUR LABOR AND H.R. FOLKS ON  
THE CITY SIDE AND SEE IF WE CAN  
GET ANSWERS AROUND THAT.

>> SO IF SOMEONE DOES TEST  
POSITIVE NOW FOR MARIJUANA, WHAT  
WOULD THE SANCTION BE?

>> WELL, I'LL SAY ON THE BPS  
SIDE, STILL ILLEGAL IN SCHOOLS,  
MARIJUANA.

SO WE DO NOT -- WE LOOK AT IT  
SIMILARLY TO PHC THOUGH.

WE CERTAINLY QUESTION SOME OF  
THE FITNESS FOR DUTY.

WE GET THE CALLS UNFORTUNATELY  
EVERY NOW AND THEN IN THE LABOR  
DEPARTMENT OF SOMEONE WHO IS --  
THEIR FITNESS FOR DUTY IS  
QUESTIONED.

WE WILL IMMEDIATELY PUT THAT  
PERSON ON LEAVE AND ADDRESS IT  
AS A DISCIPLINARY MATTER OR



PERHAPS A MEDICAL MATTER.  
WE RECOGNIZE THE LAW THAT THE  
MEDICAL MARIJUANA IS HERE AND  
PEOPLE HAVE A RIGHT TO THAT.  
BUT IN TERMS OF IN SCHOOLS, WE  
HAVE OUR INTERNAL POLICIES.  
WE MAKE SURE THAT WE --  
ESPECIALLY THOSE IN TOUCH WITH  
THE CHILDREN, WE WILL DISCIPLINE  
SOMEONE WHO IS -- WE BELIEVE IS  
UNDER THE INFLUENCE.  
>> WHAT CAN YOU TELL ME ABOUT  
THE EMPLOYEES ASSISTANCE PROGRAM  
FOR BOTH DEPARTMENTS IF SOMEONE  
IS USING ILLEGAL DRUGS AND THEY  
HAVE A PROBLEM?  
WHAT TYPE OF ASSISTANCE COULD  
YOU PROVIDE THEM BEFORE THEY  
TEST POSITIVE?  
THEY VOLUNTARILY COME FOR WARD,  
THEY HAVE A PROBLEM.  
IS THERE ANY TYPE OF ASSISTANCE  
THAT YOU COULD PROVIDE THEM?  
>> SO WE AT BPS, WE OFTEN  
MONITOR ATTENDANCE CLOSELY.  
WE SEE A CORRELATION WITH  
ATTENDANCE AND DRUG USE.  
SO WE HAVE -- WE REQUIRE  
ATTENDANCE MEETINGS.  
WE DON'T CALL THEM DISCIPLINARY.  
WE ALWAYS OFFER -- WE ALWAYS  
REMIND EMPLOYEES THAT WE HAVE AN  
EMPLOYEE ASSISTANCE PROGRAM.  
WE HAVE FMLA.  
WE HAVE -- WE AT BPS HAVE AN  
OFFICE OF EQUITY THAT WORKS WITH  
EMPLOYEES THAT NEED  
ACCOMMODATIONS.  
CERTAINLY WE DO LIKE WHEN  
SOMEBODY SELF-REPORTS.  
THEN WE KNOW THIS IS A MEDICAL  
CONDITION AND BUT WE DO REQUIRE  
EMPLOYEES TO WORK WITH EAP OR  
THE OFFICE OF EQUITY IN ORDER  
FOR US TO -- SO WE'RE ALL ON THE  
SAME PAGE OF NOT VIOLATING  
ANYBODY'S RIGHTS BUT PROTECTING  
THE CHILDREN.  
THE EAP, WE'RE PRETTY GOOD ABOUT  
RECOMMENDING THAT TO PEOPLE,  
REMINDING PEOPLE THAT WE HAVE  
IT.  
>> AND THEY WOULDN'T BE  
PENALIZED IF THEY DID GO BEFORE

YOU, WITH THE ALCOHOL OR DRUG PROBLEMS SEEKING ASSISTANCE, THEY WOULDN'T BE PENALIZED?

>> WE CALL FOR A FIT FOR DUTY LETTER.

WITH THAT LETTER, WE ASK PEOPLE TO BRING THEIR JOB DESCRIPTIONS TO THEIR DOCTORS, WE ASK THE DOCTORS TO WEIGH-IN ON IF THIS PERSON IS ON MEDICAL MARIJUANA, ARE THEY ABLE TO DO THEIR JOB. ARE THEY ABLE TO -- ARE SAFE TO BE INTERACTING WITH CHILDREN? WE DON'T TREAT THAT AS A DISCIPLINARY MATTER.

THAT IS MORE OF A PERSONNEL MATTER.

THE DISCIPLINARY PART COMES LATER IF WE ASK YOU TO DO SOMETHING SPECIFICALLY AND MAYBE IT BECOMES AN INSUBORDINATION MATTER.

WE DON'T TREAT MEDICAL CONDITIONS AS A DISCIPLINARY MATTER TO START.

>> OKAY.

I GUESS ONE FINAL QUESTION.

WHAT TYPE OF ACCOMMODATIONS DO YOU HAVE FOR PEOPLE WITH DISABILITIES THAT WORK IN YOUR DEPARTMENTS?

ARE THERE ANY TYPE OF MEDICAL ASSISTANCE PROGRAMS THAT YOU MIGHT OFFER, MIGHT WITH EXTRA DAYS IN TERMS OF ALLOWING THEM TO GO TO THEIR MEDICAL APPOINTMENTS?

IS THERE ANY TYPE OF EXTRA CONSIDERATION THAT YOU MIGHT PROVIDE SOMEONE WITH DISABILITIES?

>> SO WE CERTAINLY AT BPS -- I MEMBER -- MENTIONED THE OFFICE OF EQUITY.

WE CERTAINLY ARE ENCOURAGED INTERMITTENT FMLA.

IF SOMEONE DOES HAVE A WEEKLY DOCTOR'S APPOINTMENT, WE DON'T WANT TO PUNISH THAT PERSON FOR BEING ABSENT AND WE DON'T IF THEY'VE HAD AN INTERACTIVE DIALOGUE WITH THE OFFICE OF EQUITY.

EVEN IF YOU'RE OUT OF SICK TIME,

WE DON'T HOLD THAT ABSENCE AGAINST YOU IF WE KNOW YOU'RE AT A MEDICAL APPOINTMENT.

>> THANK YOU.

THANK YOU, COUNCILLOR McCARTHY FOR GIVING ME THE OPPORTUNITY TO ASK QUESTIONS.

>> COUNCILLOR BAKER.

>> GOOD MORNING, MR. CHAIR.

WE'RE TALKING ABOUT THE GUILD IN SCIU, GUILD WORKS AND SCHOOL DEPARTMENTS?

>> YES.

>> AND THE FCIU, WE'RE TALKING ABOUT THE PUBLIC HEALTH?

>> ONE IS PROGRAMS AND ONE IS GUILD.

>> EVERYBODY IS AT THE SCHOOL DEPARTMENT?

>> NO.

SORRY.

THE FCIU GUILD IS AT BPS AND THE PROGRAMS UNIT IS AT PHC.

>> WHAT DO YOUR PEOPLE AT THE PUBLIC HEALTH DO -- I'LL BE QUICK.

>> THIS PARTICULAR UNIT IS PRETTY BROAD IN TERMS OF THE SCOPE OF WORK.

THEY COULD BE ASSIGNED TO ANY OF OUR FOUR BUREAUS, RECOVERY SERVICES, THAT'S A MIX OF PEOPLE COOING OUTREACH, DOING CLINICAL WORK.

THERE'S THE PEOPLE THAT RUN THE ENGAGEMENT CENTER ON A DAY-TO-DAY BASIS.

WE HAVE PEOPLE IN COMMUNITY INITIATIVES BUREAU, THE INFECTION DISEASE BUREAU AND ALSO IN THE CHILD ADOLESCENT AND FAMILY HEALTH BUREAU.

WHATEVER BROAD SPECTRUM OF PROGRAMS THOSE BUREAUS ARE HANDLING, THAT'S WHERE THESE PEOPLE WORK.

>> DO WE HAVE -- LIKE IS THERE ANYTHING IN EITHER ONE OF THE CONTRACTS -- EITHER ONE OF THE CONTRACTS THAT IS PROFESSIONAL DEVELOPMENT?

DO WE HAVE ANY PROFESSIONAL DEVELOPMENT FOR YOUR GROUP AND WHAT ARE THEY?

>> WE DO AT BPS AND THIS BUILD CONTRACT.  
IT'S NOT NEW.  
WE OFFERED IT TO THEM.  
WE HAVE THE TUITION REIMBURSEMENT THAT WE JUST EXPANDED.  
WE ALSO SET ASIDE MONEY FOR PROFESSIONAL DEVELOPMENT WITH THIS GROUP.

>> AND THE PROFESSIONAL DEVELOPMENT SPECIFICALLY FOR WHAT AREA THAT THEY WORKED IN OR --

>> YES.  
SO TO ANSWER YOUR FIRST QUESTION, THE SCHOOLS DEPARTMENT, THE GUILD IS PRIMARILY CLERICAL, SECRETARIAL AND SOME TECHNICAL WORK IS IN OUR OIT DEPARTMENT.  
SOME WORK IS IN THE FINANCE AND BUDGET SIDE.  
PRIMARILY CLERICAL AND SECRETARIAL.

>> SO IF THEY WANTED A JOB DEVELOPMENT, IT WOULD HAVE TO BE WITHIN THAT SCOPE?

>> WE DO ASK FOR THAT.  
YES.

WE LIKE FOR YOU TO GO WITHIN YOUR JOB.  
WE CERTAINLY -- CITY HALL OFFERS A LOT OF TRAININGS THAT ARE OFFERED TO BPS EMPLOYEES AS WELL.

LIKE I SAID, THIS IS NEW TO THIS CONTRACT THAT WE ALLOWED TUITION REIMBURSEMENT FOR CERTIFICATION PROGRAM, WHICH THEIR MEMBERSHIP PUSHED FOR.

>> AND THAT WAS NEW IN THIS CONTRACT?

>> THAT IS NEW TO THIS CONTRACT, YES.

>> IS THERE ANY LANGUAGE IN THERE THAT THE BARGAINING UNIT MAY NOT BE HAPPY WITH?  
IS THERE ANY NEW LANGUAGE THAT SAY YOU GUYS WERE GOING AFTER THAT IS A CHANGE THAT I MAY HEAR ABOUT?

AND I HAVEN'T HEARD ANYTHING.  
>> THE ONLY THING THAT I WOULD

SUGGEST IS -- AND I MENTIONED  
THIS TO THE CHAIRMAN -- WAS THE  
STAFFING AND HIRING.  
ACTUALLY COUNCILLOR O'MALLEY, I  
BELIEVE.

THE STAFFING AND THE HIRING WAS  
THE FINAL STICKING POINT TO  
PULLING EVERYTHING TOGETHER.  
WE EACH GAVE A LITTLE BIT ON  
BOTH SIDES EXACTLY AS A  
NEGOTIATION SHOULD GO.  
I SAT AT THE TABLE.  
YOU WERE BOTH HAPPY.

>> WERE YOU THE LEAD NEGOTIATOR  
FOR THE CITY?

>> ZACH SCOTT TOOK THE LEAD.  
I'M ONE OF THE LABOR ATTORNEYS.

>> THROUGH BPS.

>> THROUGH BPS, CORRECT.

>> AND DOES BPS SIT WITH LABOR  
RELATIONS?

WAS THERE A REPRESENTATIVE FROM  
LABOR RELATIONS HERE ANDS WILL  
BPS LABOR RELATIONS OR --

>> NO.

DAVE MURPHY IS ANOTHER LABOR  
ATTORNEY AT BPS.

HE AND I SAT AT THE TABLE WITH  
ZACH SCOTT.