

October 2012

City Has Settled Contracts With 11 Employee Unions

A new uniform set of personnel policies are included in each city union contract

With the approval of the teachers' contract by the School Committee on October 24th, the City now has settled contracts with 11 [employee unions](#) representing approximately 60% of the total union workforce and 35% of the total union contracts. Each union has agreed to a 12% increase over six years (0% in FY11, 1% in FY12, 2% in FY13, 3% in FY14, 3% in FY15 and 3% in FY16) in two 3-year contracts. Through negotiation, 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. Contracts with nine city unions and 11 school unions remain unsettled. Impasse has been reached with the four police officer unions, the firefighter union and others. The City and these unions are in various stages of mediation, fact-finding or arbitration.

Citywide Policy Improvements

Each union agreement, with the exception of the BTU contract, contains a new uniform set of improved personnel policies.

- **Holidays**—Bunker Hill Day and Evacuation Day were removed as contractual holidays for new employees hired since January 1, 2013. Those hired prior to that date will receive two "floating holidays" creating a productivity cost and possible financial cost.
- **Attendance**—Employees must submit medical documentation for sick leave use when they exhibit patterns of absenteeism such as sick leave usage around scheduled holidays/weekends, five consecutive sick days, or 10 instances of sick leave in the prior year.

Employees with no remaining sick time are no longer allowed to take unpaid sick days except for approved medical reasons.

- **Leave**—Military leave policies are now up-to-date with state statutes and the City will make up the difference in salaries.
- **Light Duty**—Employees must return to light duty positions if jobs are available and once they are medically cleared.
- **Stricter Drug/Alcohol Testing**—Testing can now be pursued for drivers of city-owned vehicles in incidents of vehicular or bodily damage or if a ticket is written.
- **Personnel Review System (PRS)**—The new performance evaluation process defines specific criteria for each performance category and does not solely rely on supervisor comments, thereby addressing weaknesses of the previous system.

Status of Ongoing Negotiations

Union	Name	Status
IBEW	International Brotherhood of Electrical Workers	Filed for mediation
PSA	Professional Staff Association	Filed for mediation
SENA	Salaried Employees of North America	Fact finding Jan 2013
AFSCME 1526	American Federation of State County and Municipal Employees	Fact finding Feb 2013
BPPA	Boston Police Patrolmen's Association	Arbitrator named
BPSOF	Boston Police Superior Officers Federation	Arbitrator named
BPDBS	Boston Police Detectives Benevolent Society	Investigative stage
IAFF	International Association of Fire Fighters	Filed for mediation