

;
;;;Boston City Council 180306

LOCAL 8 8 AND CITY OF BOSTON.
I'D LIKE TO REMIND FOLKS THAT
THAT THIS HEARING IS BEING
BROADCAST LIVE ON COMCAST 8 AND
RCN82 AND VERIZON 1964.
AND STREAMED AT BOSTON.GOV, CITY
COUNCIL-TV.

LIKE TO IN COURAGE FOLKS WHO
HAVE ANY ELECTRONIC DEVICE TO
SILENCE THEM AT THIS TIME.
AT THE CONCLUSION OF THE HEARING
QUESTIONS AND ANSWERS WE WILL
TAKE PUBLIC TESTIMONY, THERE'S A
SIGN-IN SHEET TO MY LEFT BY THE
DOOR WE ASK THAT YOU STATE YOUR
NAME I'D LIKE TO IN ORDER OF
THEIR ARRIVAL DISTRICT 3 CITY
COUNCIL FRANK BAKER.

AND THE DOCKETS REGARDING THAT
CONTRACT ARE 0314 AND 0 315.
REDUCE FOR COLLECTIVE BARGAINING
BY \$1,65,78 TO PROVIDE FUNDING
FOR VARIOUS DEPARTMENTS THE FY1
INCREASE WITHIN THE COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE
CITY OF BOSTON AND CSIU LOCAL 8.
0315, MESSAGE AND ORDER
APPROVING SUPPLEMENTAL
APPROPRIATION OF \$1,769,878 FOR
VARIOUS DEPARTMENTS FOR FY1 TO
COVER COST ITEMS CONFINED WITHIN
COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF BOSTON AND
THE CSIU LOCAL, TERMS OF THE
CONTRACTS ARE FROM OCTOBER 1,
2016 THROUGH SEPTEMBER 30th,
2017.

AND OCTOBER 1, 2017 THROUGH
SEPTEMBER 30th, 22.
MADE PROVISION OF THE CONTRACTS
INCLUDE BASE WAGE INCREASES OF
2% EFFECTIVE THE FIRST PAY
PERIOD OF JANUARY OF EACH FISCAL
YEAR.

THE AGREEMENT ALSO INCLUDE OTHER
BENEFITS INCLUDING NEW STEPS
BEGINNING IN JULY 201.

WITH THAT LET ME HAND IT OVER TO
JUSTIN, THANK YOU FOR COMING

DOWN.

>> GREAT, THANK YOU, CURL.
THANK YOU FOR INVITING US HERE
TO TESTIFY TODAY ON DOCKET 314
OWNED 315 AS YOU MENTIONED THEY
COVER THE COLLECTIVE BARGAINING
AGREEMENT BETWEEN CITY OF BOSTON
AND CSIU.

THE \$1.7 MILLION RESERVE WILL BE
DISTRIBUTED TO OVER 20 MEANT BUT
MOSTLY POLICE DEPARTMENT, AS YOU
REMEMBER THE FY1 BUDGET WAS PAD
WITH \$47 MILLION AGGREGATE
AMOUNT IN CLEGTIVE BARGAINING
RESERVES FOR CONTRACTS COMPLETE
THROUGHOUT THE YEAR.

THIS RESERVE DRAW IS IN ADDITION
TO CONTRACTS THAT HAVE BEEN
PASSED PREVIOUSLY LIKE
DETECTIVES, NURSE.

SO FAR COUNCIL HAS APPROVED
EIGHT CONTRACTS THIS YEAR.
THE RESERVES WILL BE A BIT OVER
16 MILLION.

WITH THE COMPLETION OF THIS
CONTRACT CSIU THE CITY WILL HAVE
SETTLED AGREEMENTS WITH ABOUT
73% OF THE NINEIZED EMPLOYEES
ALL TURN OVER TO ANNE MARIE NO
TALK TO ANY QUESTIONS.

>> GOOD MORNING, THANK YOU FOR
HAVING US.

AS YOU INDICATED THE CONTRACT
INCLUDE 2% WAGE INCREASE FOR
EACH OF THE YEARS IN JANUARY,
ALSO INCLUDE ADDITIONAL STEPS
THAT WERE ADDED ON AT THE END OF
THE GRID.

IN ADDITION SIMILAR TO OTHER
AGREEMENTS THAT WE'VE REACHED
OVER THE COURSE OF THIS ROUND OF
BARGAINING IT INCLUDES LEAVE FOR
ALL ELIGIBLE EMPLOYEES, UNIFORM
PROVISION FOR THOSE IN THE
BARGAINING UNIT ALSO INCLUDES
SOME CHANGES TO WEEKEND
DIFFERENTIAL PAY IN CERTAIN
DEPARTMENTS CONSISTENT WITH --
SIMILAR TO WHAT WE'VE DONE IN
OTHER GROUPS.

IN ADDITION WE CLARIFIED THE
20-YEAR RULES RETURNING TO
PROMOTIONAL RULE, WHICH WAS THE
ORIGINAL INTENT.

CONSISTENT WITH WHAT WAS DONE
WITH SOME OTHER GROUPS.

>> THANK YOU.

LET ME FIRST ASK HOW MANY FOLKS
ARE IN THIS BARGAINING UNIT?

>> ABOUT A THOUSAND.

>> THE POLICE DEPARTMENT,
ELDERLY COMMISSION DO IT AND
THEN MANY OF THE CITY HALL
OFFICES HERE HAVE CLERKS AND
TECHS WHO WORK IN THE OFFICES
THAT ARE ALSO MEMBERS OF NCIU.

>> LET ME COMMEND YOU AND MAYOR
AND ALL THE TEAMS FOR
NEGOTIATING CONSISTENT CONTRACTS
THAT FAIR TO THESE WORKERS.

I DO HAVE A QUESTION, CURL TIM
McCARTHY.

ALSO A QUESTION THAT I'VE RAISED
AS WELL.

I WANT TO ASK FOR THE RECORD,
WHAT IS THE -- WHAT IS NEW IN
THIS CONTRACT AND WHY LONG TERM
EMPLOYEES WHO HAVE SPENT THEIR
CAREERS DOING THE RIGHT THING
WOULD LOSE SICK TIME, BUY BACK
RATHER THAN BE GRANDFATHERED IN.
AND AGAIN WE'VE SEEN THIS IN AT
LEAST A COUPLE OF CONTRACTS,
COULD YOU EVEN SAY HOW MANY
ARE -- NEGOTIATE THIS PROVISION?

>> I DON'T HAVE THE EXACT
NUMBERS OFF THE TOP OF MY HEAD
BUT IT IS CONSISTENT AND SIMILAR
TO WHAT WE'VE DONE WITH COUPLE
OF THE OTHER GROUPS INCLUDING
SOME OF THE OTHER LARGER GROUPS
LIKE AFME ALSO AGREED TO CAP ON
SICK LEAVE REDEMPTION.
THEN SOME OF OUR SMALLER GROUPS
HAVE IT.

WE'RE STILL BARGAINING WITH FEW
OTHER GROUPS BUT LOOKING TO MAKE
THE SAME REFORMS.

>> COULD YOU PROVIDE ME WITH A
LIST OF WHO THIS PROVISION WOULD
APPLY TO AND WHO IT HASN'T
APPLIED TO WITH THE CURRENT
CONTRACTS?

AGAIN, I THINK IF WE ARE TALKING
CONSISTENCY WE SHOULD MAKE ONE
CLASS OF EMPLOYEES DIFFERENT
STANDARD ESPECIALLY WHEN IT
COMES TO SOMETHING THAT THEY

HAVE THOUGHT THAT THEY WERE
EARNING FOR MANY YEARS.
THEN ONLY HAD COUPLE OF MONTHS
OR WHATEVER TO --

>> WE CAN GET YOU LIST OF WHICH
GROUPS WE HAVE AGREED TO THIS
THIS AND WHICH GROUPS HAVE NOT.
I THINK ACROSS THE BOARD IT'S
BEEN PRESENTED IN REFORETHAT
WE'VE TRIED TO PROPOSE AT EACH
OF THE TABLES, HOW IT'S BEEN
AGREED TO THERE ARE A FEW
EXCEPTIONS WHERE IT WAS NOT
AGREED TO.

THERE WAS A LITTLE BIT OF DELAY
IN IMPLEMENTATION, THERE WAS
COUPLE MONTHS BETWEEN THE TIME
OF AGREEMENT AND WHEN IT TOOK
EFFECT GIVING SOME FOLKS CLOSE
TO RETIREMENT AN OPPORTUNITY TO
CONSIDER WHETHER IT WAS A GOOD
TIME FOR THEM TO POTENTIALLY
CASH IN ON FULL AMOUNT THAT THEY
HAVE ACCRUED.

I THINK ONE OF THE OTHER THINGS,
IT IS STILL A BENEFIT THAT IS
STILL AVAILABLE TO PEOPLE, FROM
IS A CAP, BUT STILL DO HAVE
RIGHT TO TAKE SIGNIFICANT
PORTION OF THEIR SICK LEAVE
AFTER RETIREMENT.

>> I WOULD SAY GOING FORWARD IS
THIS GOING TO BE APPLIED TO NEW
EMPLOYEES GOING FORWARD AS JUST
PART OF THEIR CONDITION OF
EMPLOYMENT?

>> THE NEW EMPLOYEES IN THIS
BARGAINING UNIT WHEN THEY COME
ON THEY WILL HAVE A CAP OF TEN
GRAND.

AGAIN DIFFERENT CONTRACTS HAVE
DIFFERENT PROVISION BUT IT'S
VERY CLEAR AND SEPARATED OUT
WHAT THE NEW EMPLOYEES WILL
RECEIVE.

YES, GOING FORWARD THEY WILL
COME ON UNDERSTANDING WHAT THE
CAP IS.

>> I THINK MY RECOLLECTION FOR
SOME YEARS, SOME DEPARTMENTS
ALLOW YEARLY BUY BACKS, SO IF
YOU DIDN'T CALL IN SICK SO MANY
DAYS IN A YEAR THE CITY WOULD
GIVE YOU A WEEK, LIKE FIVE DAYS,

IS THAT STILL PART OF THIS
CONTRACT AND OTHERS?

>> WE'VE -- THIS ROUND OF
BARGAINING WE'VE NOT CHANGED
THAT.

ANY GROUP THAT HAD THAT WOULD
CONTINUE TO HAVE THAT.

>> LET ME ROY THAT WE HAVE
PRESIDENT OF THE BOSTON
MUNICIPAL RESOURCE BUREAU IN THE
HOUSE, SAM TYLER.

I THINK JEN SPRINGER SHOULD BE
HERE SOON.

I JUST WANTED TO ACKNOWLEDGE HER
AS BEING VERY INSTRUMENTAL IN
THESE NEGOTIATION.

CURL?

>> THANK YOU.

GOOD MORNING, .

>> GENERALLY SPEAKING TWO HAVE
BEEN ADDED.

THEY HAD A SMALLER THIRD STEP
THAT WAS ATED.

WHICH WAS REQUEST MADE BECAUSE
THEY HAD FEWER STEPS TO BEE GYP
WITH THAN SOME OF THE OTHER
GROUPS.

A SLIGHT VARIATION, DIFFERENT
PAY SCALES THAT WAS PREEXISTING
CIRCUMSTANCE.

WE DID TRY TO MAKE MORE -- I
DON'T WANT TO SAY EQUALITY.
BUT MORE SIMILAR NUMBER OF STEPS
BY ADDING THAT.

>> OKAY.

HOW LONG IS -- IS IT FULL PAY?

>> THE PAID PARENTAL LEAVE IS 15
THAT WAS PASSED BY THE CITY
COUNCIL FOR EXEMPT EMPLOYEES.
SO IT'S SIX WEEKS WITH THE FIRST
TWO BEING 100%, NEXT TWO BEING
75%, FINAL --

>> SAME PLAN.

>> THAT'S CORRECT.

THE CITY IS ACTUALLY SIMILAR TO
WHAT WAS DONE WITH OTHER GROUPS
RETAIN THE RIGHT TO MAKE ANY
CHANGES THAT WERE TO BE MADE TO
THE EXEMPT PROGRAM WOULD BE
IMPLEMENTED WITH ALL OF THE --

>> WHAT'S THE 20 YEAR RULE?

>> IT IS A PROMOTIONAL RULE SO
THAT AN EMPLOYEE WHO IN THEIR
20th YEAR OF SERVICE WITH

GENERALLY SPEAKING THE CITY, WHO IS PROMOTED INTO A NEW POSITION OF A HIGHER GRADE IS ACCELERATED TO THE STOP STEP OF THAT GRADE WITH THAT PROMOTION.

>> OKAY.

>> WE CLARIFY \$10 RULE?

>> THAT'S CORRECT.

THERE WAS AT LEAST A PRACTICE THAT EXISTED WHEN AN EMPLOYEE IS PROMOTED PUTTING THE 20 YEAR RULE TO THE SIDE, WHERE THEY GO WHERE THAT EXIST.

COMMONLY REFERRED TO AS \$10 RULE.

IT.

\$10 A DAY, A WEEK, FOR THE YEAR, IT'S TYPICALLY BEEN \$10 FOR THE WEEK.

SO WE JUST CLARIFIED THAT.

>> AND ALSO THE SICK LEAVE BUY BACK WE HAVE NO IDEA HOW MANY PEOPLE THAT AFFECTS?

>> WE DON'T HAVE THE NUMBER OF PEOPLE OR ANY SAVE THANKS WE ATTRIBUTED TO THAT.

I WOULD SAY AS A PACKAGE WITH MEDICAL LEAVE ACT AND WAGE INCREASE, GENERALLY PART OF PACKAGE THAT WE TRY TO BALANCE OUT A LITTLE BIT TO BE ABLE TO AFFORD SOME OF THE NEW BENEFITS THAT WERE.

>> AND OTHER OPPORTUNITIES TO GO IN THERE, IF IT'S TWO PEOPLE, IF IT'S THREE PEOPLE, IS THERE AN OPPORTUNITY TO GO INK|DZ GRANDFATHER?

>> NOT TO MY UNDERSTANDING.

I THINK IT'S BEEN RATIFIED BY THE UNION.

>> ALREADY BEEN RATIFIED?

>> UNION RATIFIED THE AGREEMENT. CONSISTENT WITH OTHER AGREEMENTS THAT HAVE THE SAME TYPE OF CAPS.

>> I UNDERSTAND THAT.

I'M A CITY WORKER STILL.

I WAS IN A DEPARTMENT FOR 25 YEARS AND I WATCHED OLDER GUYS IN FRONT OF ME LOSE, I WATCH THEM LOSE THOUSAND OF HOURS BECAUSE THEY DID THE RIGHT THING.

I THINK WE SHOULD LOOK AT A WAY

TO SEE HOW WE CAN REVISIT THIS
IF IT'S TWO PEOPLE, YOU'RE
PUNISHING SOMEONE THAT'S BEEN
HERE AND DONE THE RIGHT THING
FOREVER FOR THEIR 30 OR HOWEVER
MANY YEARS THEY HAVE BEEN HERE.
CITY WORKERS GET A BAD NAME
WE'RE GOING TO PUNISH THOSE CITY
WARKERS THAT HAVE BEEN EXEMPLARY
EMPLOYEES.

I'D LIKE TO GET A LOOK AT THAT
ESPECIALLY LIKE MAYBE BREAK OUT
OF WHO WAS AFFECTING HOW MUCH IT
AFFECTS.

CAN YOU EXPLAIN TO ME, BECAUSE
WE USED TO HAVE THAT IN THE
PRINTING DEPARTMENT WE HAD 15%
OF 100 HOURS BASICALLY ONLY CASH
IN THREE WEEKS THERE WERE PEOPLE
THERE THAT HAD YEAR WORTH OF
TIME SO CAN YOU EXPLAIN TO ME
WHAT WAS IT AND WHAT IS IT NOW?

>> IT WAS A 30% CAP TO BEGIN
WITH.

>> IF YOU MADE JUST TO MAKE
NUMBERS EASY IF YOU MADE 100,000
THE MOST YOU COULD GET WOULD BE
30,000.

>> THAT'S CORRECT.

>> 30% OF THE HOURS THAT YOU HA
HAD.

>> IF YOU HAVE WHOLE YEAR OF
SERVICE IT WOULD BE AROUND
\$30,000.

WHAT IS THE CAP NOW?

WHAT DID WE NEGOTIATE?

>> 15,000 FOR EXISTING
EMPLOYEES, 10,000 FOR NEW
EMPLOYEES WHO START AFTER THE
CONTRACT WAS AGREED UPON.

>> THE DIFFERENCE WOULD BE 30%
MINUS 15,000 WOULD BE WHAT
PEOPLE COULD POTENTIALLY HAVE
LOST.

IT DEPENDS HOW MANY HOURS THAT
SPECIFIC INDIVIDUAL HAS ACCRUED?
WE CAN GO BACK.

>> I REALLY FEEL STRONGLY ABOUT
THAT WE SHOULD LOOK AT THAT
BECAUSE BEING LONG TERM CITY
EMPLOYEE AND TO PUNISH SOMEONE
AT THE END OF THEIR CAREER, I
UNDERSTAND IT WAS NEGOTIATED AND
IT'S A LITTLE --

>> I THINK PEOPLE NEED TO BE
COGNIZANT OF THAT.
THEY SHOULD GET A REVERE BALL BE
MADE WHOLE FOR TIME THAT THEY
HAVE BEEN HERE.
I'VE SAID ENOUGH ON THAT.
CAN YOU TALK A LITTLE BIT ABOUT
THE BCYF THE WEEKEND
DIFFERENTIAL?
>> SURE.
IT APPLIES TO EMPLOYEES WHO WORK
OVER THE WEEKEND AND IT'S AN
HOURLY RATE AND IT'S AN INCREASE
INITIALLY TO 50 CENTS THEN TO
DOLLAR OVER THE COURSE IT'S AN
HOURLY INCREASE.
>> WHEN THEY CHANGE THEY WENT TO
THAT WEEKEND SORT OF -- THEIR
HOURS CHANGE WAS THERE NOT A
DIFFERENTIAL IN PLACE THERE, DO
YOU KNOW?
>> I BELIEVE THERE WASN'T
PREVIOUSLY EXISTING DIFFERENTIAL
THIS IS INCREASE TO IT.
I KNOW THERE WAS CHANGE IN HOURS
LAST YEAR BUT THERE HAS BCYF
EVEN PRIOR TO THAT AS WELL.
>> I KNOW YOU TALKED A LITTLE
BIT ABOUT WHO THESE WORKERS ARE,
ARE THEY MOSTLY PEOPLE THAT ARE
IN OFFICES AND -- DO WE KNOW,
HAVE A SENSE OF IT?
LIKE POLICE DEPARTMENT, WHO IS
IN THE POLICE DEPARTMENT, WHAT
DO THEY DO?
>> MOST OF THEIR CLERICAL
WORKERS AS CALL TAKERS INCLUDING
911.
>> WHAT ABOUT DND, SAME THING,
ADMINISTRATIVE PEOPLE?
>> THE MAJORITY OF DND IS
ACTUALLY WITHIN SAU.
SOME OF THEM DO GO OUT INTO THE
FIELD.
>> 2% A YEAR RETRO, IS THERE
RETRO-IN THIS?
FULL RETRO?
>> I THINK FIRST DATA IS JANUARY
OF LAST YEAR.
>> THEY WILL GET A YEAR AND
COUPLE OF MONTHS.
OKAY.
THANK YOU, MR. CHAIR.
>> THANK YOU.

I'D LIKE TO EMPHASIZE WHAT COUNCILOR BAKER SAID ABOUT THE FAIRNESS OF THIS AND AGAIN FOR FOLKS WATCHING AND THOSE IN THE CHAMBER THE CITY COUNCIL IS PRECLUDED FROM ENTERING INTO ANY KIND OF NEGOTIATIONS, OUR JOB IS SIMPLY TO REVIEW THE CONTRACT AND MAKE SURE THAT WE HAVE THE FUNDS TO FUND IT.

BUT HAVING SAID THAT, I THINK GOING FORWARD SHOULD AT LEAST TRY TO GIVE THESE EMPLOYEES A FEW MONTHS, OBVIOUSLY FOLKS THAT ARE LOSING SIGNIFICANT AMOUNTS OF DOLLARS BECAUSE OF THE SICK TIME THEY HAVE ACCRUED, BEEN WITH THE CITY VERY LONG TIME THEY MAY BE NEARING RETIREMENT AGE MOST LIKELY NEARING RETIREMENT AGE AND MAYBE IF YOU GAVE THEM AN OPTION, SEVERAL MONTH WINDOW TO MAKE A DECISION BEFORE ITS ENFORCED.

SOME OF THEM MAY CHOOSE TO RETIRE AND GRAB THAT MONEY THAT THEY HAVE EARNED BECAUSE, AGAIN, TO THE POINT WHERE I'M NOT A BIG FAN OF CHANGING THE RULES AT ANY POINT DURING THE GAME BUT CERTAINLY NOT AT THE END OF THE GAME FOR TO R SOME PEOPLE. I ASK THAT YOU LOOK AT THAT GOING FORWARD.

I UNDERSTAND YOUR EXPLANATION IS YOU ARE GIVING THE NEW EMPLOYEES PAID PARENTAL LEAVE AND OBVIOUSLY THAT DOESN'T BENEFIT THESE FOLKS SO IT'S LIKE, ROBBING PETE TORE PAY PAUL. IN SOME FORM OR FASHION.

I JUST WANT -- IN THE SPIRIT OF FAIRNESS I'D JUST LIKE TO HAVE YOU GUYS LOOK AT THAT GOING FORWARD.

COULD YOU TALK JUST A LITTLE BIT ABOUT THE HOUSING TRUST CONTRIBUTION HOW THAT WORKS.

>> THE HOUSING TRUST WAS, PREVIOUSLY WAS FIVE CENTS PER HOUR WORK PER EMPLOYEE IN THE BARGAINING UNIT.

WE'VE DOUBLED THAT TO TEN CENTS PER HOUR WORK FOR EMPLOYEES.

THE CITY MAKES CONTRIBUTION, I BELIEVE IT'S ON MONTHLY BASIS.
>> I THINK FOR THE -- THERE'S RETRO IN HERE OF \$41,000 FOR THIS YEAR.
I THINK IT'S TAKEN OUT OF THE WEEKLY -- NOT TAKEN OUT OF WEEKLY PAYCHECK BUT IN ADDITION TO WEEKLY PAYCHECK.
I HAVE TO DOUBLE CHECK.
>> DO YOU KNOW HOW MANY FOLKS HAVE AVAILED OF THEM SAY THE PAST YEAR?
>> WE CAN GET THAT INFORMATION.
>> THAT WOULD BE GREAT.
IT'S A GREAT PROGRAM.
MAKE SURE THAT PEOPLE ARE AVAILING THEMSELVES.
>> SO WHAT IS THE PROGRAM, IS IT LIKE A \$10,000 GIFT FOR DOWN PAYMENT, CAN YOU EXPLAIN WHAT THE BENEFIT IS?
>> THE TRUST HAS VARIOUS PROGRAMS, THERE IS A DOWN PAYMENT PROGRAM AND I BELIEVE LAST TIME REREVIEWED IT WAS \$10,000 DOWN PAYMENT.
THERE ARE OTHER GRANTS AND LOANS THAT CAN BE APPLIED FOR HOME IMPROVEMENT.
THERE'S ALSO EMERGENCY FUNDS AVAILABLE FOR HEATING IN THE WINTER AND THERE'S RENTAL PROGRAM AVAILABLE AS WELL FOR THOSE WHO NEED TO FIND RENT IN THE CITY, MANY OF US KNOW FIRST, LAST CAN BE DIFFICULT TO COME UP WITH ALL THAT MONEY AT ONCE.
SO THERE'S BENEFIT OF THAT TYPE AS WELL.
>> SCIU ONLY UNION THAT PARTICIPANTS IN THIS?
>> SCIU HAS OWN HOUSING TRUST.
>> ARE THEY SIMILAR?
>> VERY SIMILAR.
>> THANK YOU.
>> THAT CONCLUDE OUR QUESTIONS.
I HAVE ONE PERSON I THINK SIGNED UP AND IT'S VERY OLD FRIEND OF MINE.
VILMA, COME ON UP.
>> GOOD MORNING, HI.
MY NAME SOME VILMA I WORK AT THE ELDERLY COMMISSION.

THE REASON THAT A GROUP IN MY OFFICE ALL THE PEOPLE CAME BECAUSE I BELIEVE THAT IT'S GOING TO BE FOR PEOPLE WHO HAVE BEEN AFFECTED BY THE PERCENTAGE THAT THEY'RE GOING TO HAVE IF THEY ARE SICK.

AND WE FEEL THAT -- IF IT'S ONLY FOUR PEOPLE I BELIEVE THAT THEY SHOULD BE GRANDFATHERED FROM NOW ON WE CAN GIVE INFORMATION TO THE OTHER PEOPLE.

BECAUSE I'M NOT RETIRED YET BUT MY CO-WORKERS, MY FRIEND, I DON'T THINK THAT IS FAIR. I THINK THEY ARE BEING PUNISHED TO BE HERE EVERY DAY. THAT'S MY CONCERN.

>> HOW MANY YEARS NOW?

>> I HAVE BEEN WITH COMMISSION 16 YEARS BUT I'VE BEEN WORKING FOR THE CITY OF BOSTON FOR 2 YEARS IN DIFFERENT DEPARTMENTS. FOR TO YOU TAKE THAT IN CONSIDERATION FOR THE FOUR PEOPLE THAT ARE GOING TO BE AFFECTED.

>> CAN I ASK A QUESTION? THE FOUR PEOPLE IN THE ELDERLY DEPARTMENT?

>> NO. THEY ARE NOT.

>> IS THAT FOUR OUT OF -- KNOW, JERRY, HE'S RIGHT HERE. HE WORK WITH US. I WOULD LIKE FOR YOU GUYS TO TAKE THAT INTO CONSIDERATION.

>> THANK YOU, VILMA.

>> YOU'RE VERY WELCOME. GOOD TO SEE YOU.

>> THAT CONCLUDES -- ANYBODY ELSE WISH TO TESTIFY AT THIS POINT? I'M SORRY.

>> GOOD MORNING, WITH THE ELDERLY COMMISSION. SO AS FAR AS THOSE FOLKS THAT ARE GOING TO BE AFFECTED BEFORE THE FOUR FOLKS, AS FAR AS WE KNOW. BUT IF IT'S MORE, ONE THING THAT I WAS THINKING ABOUT IS A RESOLUTION WOULD BE TO RED

CIRCLE THEM IN SO THAT DOESN'T
AFFECT THE PROCESS THAT HAS
ALREADY BEEN PUT INTO PLACE.
ONE OF THE OTHER THINGS THAT YOU
HAD SPOKE ABOUT, THAT YOU HAD,
COUNCILOR BAKER THAT YOU
QUESTIONED ABOUT WAS HOW -- IS
THIS GOING TO BE RETRO-ALL THE
WAY BACK.

NO.

OUR CONTRACT EXPIRED IN OCTOBER
IT WILL BE AFFECTING --
>> THREE MONTHS?

>> CORRECT.

>> THAT IS WHAT WAS NEGOTIATED
WITH THE UNION.

>> I WOULD ALSO LIKE TO --
A NEW START TIME?

>> ARE THE DATES CHANGING IN THE
CONTRACT?

>> THE DATES OF THE CONTRACT ARE
NOT CHANGING.

LAST ROUND THE WAGE INCREASE
TOOK AFFECT IN JANUARY SO IT'S
ACTUALLY ONE YEAR FROM THE DATE
THEY LAST RECEIVED A RAISE IS
WHAT WE ARE RETRO TO.

THERE IS NO SORT OF TIME --
NOT --

>> OKAY.

>> ANYONE ELSE WISH TO TESTIFY?

>> MY NAME IS SONYA I WORK FOR
THE ASSESSING DEPARTMENT I AM
THE STEWARD THERE.

THIS IS JUST A GENERAL
TESTIMONY.

WORKING FOR ASSESSMENT
DEPARTMENT WE HAVE EMPLOYEES WHO
ARE DIRECTLY RESPONSIBLE FOR
BRINGING INCOME IN THE CITY AND
I KNOW IN FY17 WE BOUGHT OVER \$2
BILLION OF PROPERTY TAX TO THE
CITY.

AND I JUST WANT TO SAY THAT MY
EMPLOYEES HAVE WORKED
CONSISTENTLY AND PATIENTLY FOR
THE PAST FEW YEARS COLLECTING
THE REVENUE AND THEY HAVE
DIRECTLY OBSERVED THE RISING
COST OF HOUSING FIRSTHAND WHILE
THEIR WAGES HAVE REMAINED
STAGNANT.

AND THERE HAS BEEN VERY LITTLE
COMPLAINT FROM MY DEPARTMENT SO

BEING STEWARD I JUST WANTED TO
MAKE SURE THEY ARE GETTING WHAT
THEIR PEERS ARE GETTING AND
GETTING A THEY DESERVE.
THIS IS MY FIRST TIME BEING ON
NEGOTIATING COMMITTEE I HAVE
GONE THROUGH MANY LONG MEETINGS
WITH THE NEGOTIATING, OUR LAWYER
JOHN SPRINGER HAVE WORKED HARD
TO GET US WHAT WE'VE BEEN ASKING
FOR.
SO I WOULD LIKE YOU TO PASS
THIS.
>> WE INTEND TO.
THANK YOU.
>> FROM YOUR SIDE?
>> TEN STEWARDS THEN THERE WERE
THREE REPRESENTATIVES FROM SCIU
THEN JEN WAS OUR LAWYER AND JOHN
WAS ANOTHER LAWYER FOR US.
>> WHO WAS NEGOTIATING FROM THE
CITY?
>> WHAT CITY EMPLOYEES?
>> NO.
ON THE LABOR RELATIONS.
>> THERE WAS ANNEMARIE, LIZ, I
DON'T REMEMBER THE NAMES OF THE
LAWYERS.
>> THANK YOU.
>> GERALD?
AND JEN SPRINGER HAS ARRIVED.
>> I HAVE BEEN HERE SINCE 1979,
FEELS LIKE 179.
THANK MY FRIEND, I'VE BEEN
MEMBER OF THE UNION SINCE '79 I
THINK, LIKE COUNCILOR BAKER
SAID, YOU DO THE RIGHT THING ALL
THESE YEARS, YOU PLAY THE GAME.
BACK IN THE DAYS OLD-TIMERS
WOULD SAY, DON'T ABUSE SICK TI
TIME.
AND ALWAYS ARGUMENT PEOPLE SAY
NO, USE THE SICK TIME.
BUT YOU DO THE RIGHT THING
BASICALLY IT'S WRONG.
IT'S DISHONORABLE.
I THINK KEY WORD IS HONOR THIS
IS DISHONORABLE.
>> THAT'S AN ONGOING -- WHEN I
WAS IN THE PRINTING DEPARTMENT
THERE WERE GUYS SAYING I'M USING
EVERY MINUTE OF MY TIME, THERE
WERE GUYS THEY DON'T WANT TO GET
INTO THEIR 60s AND NEED THE

TIME BECAUSE THEY'RE SICK.
I USED MY TIME GENERALLY.
BUT I KNEW --
>> I KNOW.
I DON'T BLAME YOU.
>> SORRY, SAM.
>> I JUST WANT TO THANK
EVERYBODY THAT'S ALL.
I APPRECIATE THE TIME.
>> THANK YOU.
>> ANYBODY ELSE?
>> JEN SPRINGER, COME ON UP.
>> GOOD MORNING.
SORRY TO BE LATE.
THANK YOU FOR THE OPPORTUNITY.
MY NAME IS JEN SPRINGER, I AM
THE GENERAL COUNSEL AND DIRECTOR
OF FOR SCIU I AM PROUD RESIDENT
OF THE CITY, WARD 1, HYDE PARK.
FIRST I WOULD LIKE TO SAY
CONGRATULATIONS ON BEING
APPOINTED ACTING DIRECTOR OF
DEPARTMENT OF LABOR RELATIONS.
I THINK JUST AS POINT OF
PERSONAL PRIVILEGE I THINK
THAT'S A GREAT CHOICE.
SHE UNDERSTANDS -- WE BOTH HAVE
OUR DISAGREEMENTS BUT SHE
UNDERSTAND THE RELATION PART OF
LABOR RELATIONS THAT'S JUST SO
ESSENTIAL TO THIS PART OF THE
WORLD, THIS PART OF THE WORK
THAT WE DO JUST WANTED TO
ACKNOWLEDGE THAT.
ALSO JUST ACKNOWLEDGE
CONGRATULATE OUR MEMBERS ON THIS
CONTRACT.
THAT'S WHAT THIS IS REALLY ALL
ABOUT.
IT'S ABOUT THE HARD WORKING
MEMBERS WHO KEEP THE CITY
RUNNING.
I WANTED TO JUST MAKE SURE THAT
YOU FOLKS HAVE A FLAVOR OF WHO
THOSE PEOPLE ARE, WHAT KIND OF
WORK THEY DO.
THEY DO SOME OF THE HARDEST MOST
IMPORTANT WORK IN OUR CITY ON
THE FRONT LINES TO KEEP US --
KEEP THE CITY RUNNING THAT
INCLUDES FOLKS FROM THE ELECTION
DEPARTMENT WHO MAKE SURE OUR
ELECTION RUN FAIRLY AND
EFFICIENTLY, THAT'S AN IMPORTANT

JOB.

WE HAVE FOLKS FROM BOSTON CENTER YOUTH AND FAMILIES THAT HELP KEEP OUR KIDS SAFE AND OCCUPIED, KEEP THE STREETS SAFE, LIFEGUARD, YOUTH WORKERS, REALLY THE FOLKS THAT YOU REALLY NEED ON THE FRONT LINE TO HAVE A HEALTHY CITY.

WE ALSO HAVE FOLKS HERE FROM ELDERLY DEPARTMENT THEY TAKE CARE OF OUR ELDERS, MAKING SURE THEY HAVE SERVICES, THEN WE ALSO HAVE VERY HARD WORKING MEMBERS SUCH AS CHRISTINE FROM THE DEPARTMENT OF NEIGHBORHOOD DEPARTMENT WHO ARE PEOPLE ON THE GROUND MAKING SURE THOSE 53,000 UNITS OF NEW HOUSING COME TO FRUITION IN OUR CITY WHICH IS A GREAT THING.

IN ADDITION, I DON'T WANT TO LEAVE OUT WE HAVE OUR POLICE DEPARTMENT WHO ANSWER 911 CALLS. THESE ARE SOME OF THE MOST CRUCIAL JOBS IN OUR CITY AND I JUST THINK WE SHOULD ALL CONGRATULATE AND APPRECIATE WHAT THEY DO BECAUSE THAT'S WHAT IT'S ALL ABOUT.

THEY HAVE WORKED HARD ON THIS CONTRACT, THEY WAITED A LONG TIME.

I WOULD URGE YOU TO PASS THIS CONTRACT TODAY SO THESE FOLKS CAN GET THE FUNDING THAT THEY ARE DUE AND THAT THEY HAVE EARNED OVER TIME.

THESE ARE ALWAYS DIFFICULT CONTRACTS.

THIS ONE WAS PARTICULARLY DIFFICULT BECAUSE WE HAD FORCE WITHIN OUR OWN UNION THAT DIDN'T WANT US TO SUCCEED.

THEY WANTED TO USE THIS AS A POLITICAL PLOY IN AN ELECTION. BUT THIS GROUP, OUR TEAM WE JUST KEPT OUR HEAD DOWN SAID WE'RE GOING TO DO WHAT IS RIGHT NO MATTER WHAT.

WHAT IS RIGHT IS GETTING THAT JOB DONE, GETTING CONTRACT FOR OUR MEMBERS REGARDLESS OF WHETHER IT COST US POLITICAL

POINTS DOWN THE ROAD.
THAT'S WHAT WE DID BECAUSE IT'S
NOT ABOUT ANY ONE UNION OR UNION
HEAD, IT'S ABOUT THE WORKERS.
IT'S ABOUT PEOPLE.
THESE ARE PEOPLE WHO LIVE IN OUR
CITY, THEY'RE NOT JUST EMPLOYEES
THEY ARE OUR NEIGHBORS.
I URGE YOU TO PASS THAT CONTRACT
FOR THEM.
THANK YOU.
>> THANK YOU, .
>> I CAN TAKE QUESTIONS IF YOU
LIKE.
>> IF YOU CAN, CAN YOU DELVE
INTO THAT POLITICAL POINT A
LITTLE BIT LIKE WHAT WAS GOING
ON.
>> WE HAVE INTERNAL ELECTION
THAT WAS GOING ON FOR UNION
PRESIDENT.
SO THERE WERE SOME FOLKS TRYING
TO UNDERMINE OUR EFFORTS TO GET
THIS CONTRACT DONE.
>> DIDN'T WANT TO GET IT DONE
BECAUSE IF IT DRAGGED OUT --
>> MAKE IT LOOK LIKE WE WEREN'T
SUCCEEDING EVEN WENT SO FOR
ORGANIZING A PICKET AT THE
MAYOR'S INAUGURATION, BOTH FOLKS
NARROWLY WON THE ELECTION.
I'VE ENJOYED MY TIME HERE.
I'M PROUD OF THE WORK WE'VE
DONE.
POLITICS IS ROUGH.
YOU GUYS KNOW THAT.
ONLY POINT BEING THAT MYSELF AND
MEMBERS OF THE BARGAINING TEAM
WILL ALWAYS DO THE RIGHT THING
NO MATTER WHAT ELSE IS GOING ON.
>> I'M GLAD YOU HAD -- SOUND
LIKE YOU HAD GOOD EXPERIENCE
WITH ANNE MARIE.
LAST ADMINISTRATION, I COULDN'T
SAY IT WAS A GOOD EXPERIENCE.
THAT WAS NICE TO HEAR.
CONGRATULATIONS.
>> YES.
>> THANK YOU.
THAT CONCLUDE TODAY'S HEARING I
WILL BE RECORDING THAT OUT ON
TOMORROW'S COUNCIL MEETING
FAVORABLY.
THAT HEARING IS ADJOURNED.

