

## Warrant Article 2: Approval of Collective Bargaining Agreements

**Recommendation:** FAVORABLE ACTION on Article 2 by a vote of 23-0 with 0 abstentions.

<b>Executive Summary</b>	Article 2 seeks to have Town Meeting approve the appropriation of the funds to pay for the adjustment of the collective bargaining agreement between the Town and Local 1358, American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) contained in a Memorandum of Agreement dated March 2022. The agreement has been ratified by the AFSCME membership. Its primary purpose is to set the wage increases for FY 22, FY 23 and FY 24. Those increases (1% in FY 22; 3% in FY 23; and 3% in FY 24) fall within the Towns goals for salary increases.
<b>Voting Yes will...</b>	fund the salary increases included in the Memorandum of Agreement dated March 2022.
<b>Voting No will...</b>	send the Town of Brookline back to the negotiations with Local 1358, American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME)
<b>Financial impact</b>	The total cost of this 3-year contract adjustment and extension is \$1,507,237.
<b>Legal Implications</b>	<p>Other provisions of this contract include:</p> <ul style="list-style-type: none"> <li>• Removal of several positions with supervising responsibilities and higher levels of required education from the bargaining unit (Assistant Aquatics Director, Senior Planner)</li> <li>• Clean up of Civil Service language to reflect that new hires are not covered by Civil Service as per a previous vote of Town Meeting</li> <li>• On June 30, 2024, implementation of an added \$5.00 premium for Snow and Ice Operations</li> <li>• Addition of the Juneteenth holiday</li> <li>• Town reimbursement of license renewal costs for Commercial Driver’s License holders</li> <li>• Posting of vacancies</li> <li>• Agreement to non-DOT Post Accident and Reasonable Suspicion Drug testing and a Wellness Day (physical/cancer screening) subject to other Town bargaining units agreeing</li> </ul>

### **Introduction**

This Article seeks to have Town Meeting fund a three-year extension of the Collective Bargaining Agreement between the Town of Brookline and Local 1358, American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) by a Memorandum of

Agreement (MOA) dated March 2022. The Memorandum of Agreement was ratified by a vote of the AFSCME membership on March 16, 2022.

**Cost Projections**

ITEM	FY22	FY23	FY24	FY25	TOTAL
7/1/21 - 1%	120,454	120,454	120,454		<b>361,362</b>
7/1/22 - 3%		364,975	364,975		<b>729,951</b>
7/1/23 - 3%			375,925		<b>375,925</b>
Snow Proposal				40,000	<b>40,000</b>
					<b>0</b>
<b>TOTAL ROLL-OUT COSTS</b>	<b>120,454</b>	<b>485,429</b>	<b>861,354</b>	<b>40,000</b>	<b>1,507,237</b>
Each 1% =	120,454	121,658	125,308	129,067	
New Wages - \$ =	120,454	364,975	375,925	40,000	
New Wages - % =	1.0%	3.0%	3.0%	0.3%	<b>7.3%</b>
Wages on Base - \$ =	120,454	364,975	375,925	40,000	
Wages on Base - % =	1.0%	3.0%	3.0%	0.3%	<b>7.3%</b>

**Discussion**

Other sections of the MOA remove several members of the Bargaining unit who have either supervisory or more managerial roles, specifically the Assistant Aquatics Director and Senior Planner; clean up some language concerning civil service membership; change the name of the Columbus Day holiday to the Indigenous Peoples Day Holiday; add Juneteenth as a holiday; and provide for a future Snow & Ice Operations Premium of \$5 an hour that will become effective on June 30, 2024.

The Snow & Ice Operations Premium is meant to further compensate public works employees who are working during a weather emergency. Several other local municipalities have begun offering these premiums. The reasoning behind this premium is that if a worker is called in during a weather emergency over the weekend they earn overtime pay on the weekend, but if the work continues during the week their payment reverts back to their regular hourly wage, and not the overtime wage. It therefore seems reasonable to AFSCME that they should receive premium compensation during the weather emergency.

**Recommendation**

The Advisory Committee recommends favorable action on the motion offered by the Select Board by a vote of 23-0 with 0 abstentions.

ARTICLE 2 ADVISORY COMMITTEE VOTES

Article Description	Collective Bargaining
<b>AC recommendation (Favorable Action unless indicated)</b>	<b>23-0-0</b>
Scott Ananian	Y
Carla Benka	Y
Ben Birnbaum	Y
Harry Bohrs	Y
Cliff Brown	
John Doggett	Y
Katherine Florio	Y
Harry Friedman	Y
David-Marc Goldstein	Y
Neil Gordon	Y
Susan Granoff	Y
Kelly Hardebeck	Y
Anita Johnson	Y
Georgia Johnson	Y
Alisa Jonas	
Janice Kahn	Y
Carol Levin	Y
Pam Lodish	Y
Linda Olson Pehlke	Y
Donelle O'Neal, Sr.	Y
David Pollak	Y
Stephen Reeders	Y
Carlos Ridruejo	Y
Lee Selwyn	
Alok Somani	Y
Christine Westphal	Y
Dennis Doughty *	

\* Chairperson does not vote except to break a tie