

ADVISORY COMMITTEE'S RECOMMENDATION

Recommendation: FAVORABLE ACTION on Article 2, School Traffic Supervisors Local 1358, AFSCME, AFL-CIO by a vote of 21-0 with 0 abstentions.

Executive Summary:	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 April 2023. The agreement has been ratified by the AFSCME membership. Its primary purpose is to set the wage increases for FY22, FY23, and FY24. Those increases (1% in FY22; 3% in FY23; and 3% in FY24) fall within the Town's goals for salary increases.
Voting Yes will...	fund the salary increases included in the Memorandum of Agreement dated April 2023.
Voting No will...	Send the Town of Brookline back to the negotiations with Local 1358, American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME)
Financial impact	<p>The total cost of this 3-year contract adjustment and extension is \$113,593.</p> <ul style="list-style-type: none">• Wages: 1% effective July 1, 2021, 3% July 1, 2022; 3% July 2023• Increase Longevity Payments by \$100 for each tier beginning in FY23• Increase Motor Vehicle Allowance from \$900 to \$1000 per year (distributed monthly), beginning in FY22, reflecting increased cost of fuel• Merge Clothing, Uniform and Boot Allowance (currently at \$835.00) to Clothing Allowance of \$900.00, beginning in FY23• Acceptance of Alcohol and Drug Policy, and Physical/Cancer Screening Policies when other unions accept it (similar pattern to other AFSCME divisions)
Legal implications	None identified.

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 dated April 2023. The Memorandum of Agreement was ratified by a vote of the AFSCME membership on April 25, 2023.

Cost Projections

ITEM	FY22	FY23	FY24	TOTAL
7/1/21 - 1%	7,571	7,571	7,571	22,713
7/1/22 - 3%		22,941	22,941	45,881
7/1/23 - 3%			23,629	23,629
Longevity		400	400	800
Vehicle	6,380	6,380	6,380	19,140
Clothing		715	715	1,430
Shift Diff				0
TOTAL ROLL-OUT COSTS	13,951	38,007	61,636	113,593
Each 1% =	7,571	7,647	7,953	
New Wages - \$ =	13,951	24,056	23,629	

Discussion

In addition to wage increases this MOA increases the longevity payments by \$100 for each tier; merges the clothing, Uniform and boot allowance (currently \$835 total) into a single clothing allowance of \$900; and increases the Motor Vehicle Allowance from \$900 to \$1000 per year. It should be noted that these employees drive their own vehicles to their duty station and this increase in the Motor Vehicle Allowance reflects the increased cost of fuel.

The MOA also includes the acceptance of the Town’s proposed Alcohol and Drug Policy and Physical/Cancer Screening Policies when all of the Town’s AFSCME unions accept the policies.

Recommendation

The Advisory Committee recommends favorable action on the motion offered by the Select Board by a vote of 21-0 with 0 abstentions.

Article Description	Collective Bargaining Agreement - School Traffic Supervisors
AC recommendation (Favorable Action unless indicated)	21-0-0
Ben Birnbaum	Y
Harry Bohrs	Y
Cliff Brown	Y
Patty Correa	Y
John Doggett	Y
Katherine Florio	Y
Harry Friedman	Y
David-Marc Goldstein	
Neil Gordon	Y
Susan Granoff	Y
Kelly Hardebeck	Y
Amy Hummel	
Anita Johnson	
Alisa Jonas	
Janice Kahn	Y
Pam Lodish	Y
Joslin Murphy	
Donelle O'Neal, Sr.	Y
Linda Olson Pehlke	Y
Markus Penzel	Y
David Pollak	Y
Stephen Reeders	Y
Carlos Ridruejo	Y
Lee Selwyn	Y
Alok Somani	
Carolyn Thall	Y
Christine Westphal	Y
Dennis Doughty *	
* Chairperson does not vote except to break a tie	

ARTICLE 2 ADVISORY COMMITTEE VOTES - School Traffic Supervisors