

Equity Impact Statement

Bruce C. Bolling Municipal Building
2300 Washington Street, 5th Floor
Roxbury, Massachusetts 02119
617-635-9000

<p>Title: BPS/Local Union 1952, Painters & Allied Trades District Council No. 35 (“Custodians”) Tentative Agreement on Four-Year Collective Bargaining Agreement</p>	<p>Date: April 11, 2018</p>
<p>Presentation Overview/Action Proposed:</p>	<p>On March 20, 2018, the Boston Public Schools negotiating team reached a tentative agreement on a new, four-year (one-year and three-year) collective bargaining agreement with the Custodians. It is being submitted to the School Committee for approval.</p>
<p>Educational and Racial Equity Implications:</p>	<p>The Boston Public Schools values every employee, knowing that each of us contributes to the flourishing of our students. This tentative agreement ensures that custodians across our district will continue to have the working conditions and training they need to maintain clean, safe learning environments for all students of BPS.</p>
<p>Policy Implications:</p>	<p>This agreement is primarily an extension of the terms and conditions of the current collective bargaining agreement in place between BPS and the Custodians. It includes wage increases of 2% for each of the four fiscal years (FY17 through FY20), funding for legal and housing assistance, and paid parental leave.</p>
<p>Budget Impact:</p>	<p>To support the costs of this Agreement, we further recommend that the School Committee approves a supplemental appropriation request to the City of Boston for the cost of the items contained in the agreements for FY18.</p>
<p>Implications of Yes Vote:</p>	<p>The Custodians ratified this agreement on April 8, 2018. A favorable vote by the School Committee would finalize the agreement and incorporate all of the provisions of the tentative agreement into the collective bargaining agreement between the Boston School Committee and Local Union No. 1952, Painters & Allied Trades District Council No. 35 (Custodians).</p>
<p>Implications of No Vote:</p>	<p>A failure to sustain a favorable vote by the School Committee would return the parties to the negotiating table, and presumably, the Massachusetts Department of Labor Relations mediation program.</p>

