

Equity Impact Statement

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Title: BSC-AFSCME Tentative Agreement on a Four Collective Bargaining Agreement	Date: December 6, 2017
Presentation Overview/Action Proposed:	Labor Relations and Food and Nutrition Services are presenting highlights and updates on the tentative agreement between the AFSCME Council 93, Local 230 (Cafeteria Workers) Collective Bargaining and Boston School Committee
Educational and Racial Equity Implications:	FNS is determined to evolve the school meal program and continually elevate our schools. While we continue to work on the meals we provide, we need to also focus on our workforce that orders, prepares and serves the meals to our students. As we strive in creating equity in our school meal program, we need to continue to provide the same equitable opportunities to our employees for training, safety and career development, so that as they are continuously evolving as employees and thereby our program continues to improve and benefit our students.
Policy Implications:	<p>This agreement achieves significant reforms in the area of staffing of our school cafeterias. The BSC received a Meals per labor hour formula that is based on an industry standard and assists in the staffing of a school cafeteria and allows FNS to change staffing at a school based on the number of meals served/participation in meal service. BSC received a Streamlined hiring process that brings stability to staffing and decreasing vacancies at school sites. It also provides consistency on a daily basis for our students.</p> <p>The parties now agree on a clear and consistent definition of a probationary period, which moving forward ensures consistent application.</p> <p>The Agreements include wage increases of 2% for FY17, FY18, FY19 and FY 20</p>
Budget Impact:	We are not requesting that the School Committee approve a request for supplemental appropriation to fund these



	<p>Agreements. The sources of the funds to support the implementation of the agreements is the Food and Nutrition Services Grant that is funded through sales and federal reimbursement of meals provided to students eligible for free and reduced meals.</p>
<p>Implications of Yes Vote:</p>	<p>A favorable vote would finalize the agreement and incorporate all of the provisions of the tentative agreement into the collective bargaining agreement between the Boston School Committee AFSCME, Council 93, Local 230. Furthermore, the new formulas and staffing processes would go into effective immediately that would allow the department to address vacancy and staffing concerns district-wide. In addition, FNS workforce would benefit from salary increases, including weekly paychecks.</p>
<p>Implications of No Vote:</p>	<p>A failure to sustain a favorable vote by the School Committee would mean that current processes in place regarding staffing at schools and hiring procedures (2x per year) would remain in place, causing issues in vacancies and limiting the opportunities for outside candidates to apply. A no vote would also return the parties to the negotiating table.</p>

