



**Office of Labor Relations**

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TO: Boston School Committee  
FROM: Jeremiah Hasson, Director, OLR  
CC: Mary Skipper, Superintendent BPS  
Sam DePina, Deputy Superintendent of Operations  
PJ Preskenis, Assistant Director BPS Facilities Management  
Megan Costello, Senior Advisor  
RE: Collective Bargaining Agreement – Local Union No. 1952, Painters & Allied Trades District Council No. 35 (BPS Custodians)  
Date: November 30, 2022

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Per the recommendation of the bargaining team designated on behalf of the Boston School Committee to negotiate a successor collective bargaining agreement with the Custodians Union please review and execute the enclosed updated memorandum of agreement. For your convenience, I have outlined the highlights below:

**Highlights**

Contract 1 Duration: September 1, 2020 – August 30, 2023

Wages:

- FY21: 2%
- FY22: 2.5%, plus a one-time lump sum payment of \$1,000
- FY23: 2.5%

Reforms:

- Add Juneteenth as a holiday; Change Columbus Day to Indigenous Peoples' Day.
- Sick Leave: Employees will receive their allotted sick days on September 1st of each year, aligning them with other bargaining units.
- Increase Crew Member, Crew Chief, Crew Chief-in-Charge rate to \$45 dollars per hour and Increase rate for Drum Sanding rate to \$51 per hour. This is a cost savings to the district because it is significantly more expensive to hire outside contractors to perform this work.
- Reforms on building challenge language

**Highlights**

Contract 2 Duration: September 1, 2023 – August 30, 2026

Wages:

- FY24: 2.5%
- FY25: 2%
- FY26: 2%

Reforms:

- Establishment of Sick Bank program

