



SCHOOL COMMITTEE PRESENTATION:
CUSTODIANS TENTATIVE COLLECTIVE BARGAINING AGREEMENT

April 11, 2018

Jeremiah Hasson, Interim Director of Labor Relations

Timeline of BSC/Custodians Tentative Collective Bargaining Agreement

- **March 20, 2018**: Tentative agreement reached
- **April 8, 2018**: Agreement ratified by the Union
- **April 25, 2018**: BSC vote and request to Mayor Walsh for supplemental funding of \$1,013,216.00

Basic Information

Contract Period:

- Four-year duration – September 1, 2016 to August 31, 2020 (one year and three years)

Wages:

- 2% in September 2016 (FY17)
- 2% in September 2017 (FY18)
- 2% in September 2018 (FY19)
- 2% in September 2019 (FY20)

Highlights

Employee Benefits:

- Increased wages and additional salary steps
- Training fund to build skills beyond traditional custodial responsibilities
- Legal fund and housing trust to assist custodians with home ownership or renting in the City of Boston
- Paid parental leave

Operational Reforms/Management Benefits:

- Increased flexibility to ensure appropriate custodian staffing levels in our most complex buildings
- Restriction on vacation time to ensure our buildings are adequately staffed during crucial summer months
- Increased flexibility regarding custodial evaluations