



# PUBLIC SAFETY COMMITTEE

## COMMITTEE MEETING

~ AGENDA ~

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**Tuesday, December 17, 2019**

**3:00 PM**

**Sullivan Chamber**

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### **Call of the Meeting**

The Public Safety Committee will conduct a public hearing to discuss restrictions and opportunities the City has when working with bargaining units to implement new policies.

### **Discussion**

2. A presentation was received from City Manager Louie DePasquale, regarding the Collective Bargaining Overview.

# City of Cambridge

## COLLECTIVE BARGAINING OVERVIEW

### DEC. 17, 2019



## WHAT IS COLLECTIVE BARGAINING?

Obligation of Employer and Employee representatives to meet and confer in good faith with respect to wages, hours, standards of productivity and performance, and other terms and conditions of employment.

- Municipal Employees: governed by MGL Chapter 150E
- Oversight: Department of Labor Relations (DLR)
- Resource: [A Guide to Massachusetts Public Employee Collective Bargaining Law](#)

## WHAT IS A COLLECTIVE BARGAINING UNIT?

Employees that have organized a union, or collective bargaining unit, around a “community of interest” with similar

- supervision
- skills
- functions
- working conditions



## THE CITY'S COLLECTIVE BARGAINING UNITS\*

- Currently the City has 12 different Collective Bargaining Agreements (CBAs)
- All City CBAs have current agreements in effect, for the first time in almost a decade.
- 66% of Benefits Eligible Employees are in union positions – over 1,000 of 1,500 employees

\*not including School Dept



Current City Collective Bargaining Units	Expiration Date	Members (Approx.)
Teamsters Local 25 "Big Unit" (DPW, Traffic, ECC, PCOs and Clerical)	6/30/2020	315
Fire (International Assoc Fire Fighters)	6/30/2021	276
Police Patrol	6/30/2020	218
Library (MA Library Staff Assoc/American Federation of Teachers)	6/30/2021	87
Police Superiors	6/30/2020	56
Childcare Workers (United Auto Workers)	6/30/2020	42
Traffic Supervisors (AFSCME)	6/30/2020	34
Water (Independent Water Worker Assoc)	6/30/2020	25
Inspectors (Area Trades Council)	6/30/2020	18
Public Works Supervisors (Teamsters Local 25)	6/30/2021	12
Emergency Communications Supervisors (Teamsters Local 25)	6/30/2021	7
Fire Mechanics (International Assoc of Fire Fighters)	6/30/2020	2

# CITY OF CAMBRIDGE NON-UNION POSITIONS

The following positions currently are not covered by Collective Bargaining Agreements:

- Department Heads and most senior managers
- Many positions involving technical expertise and/or confidential information (e.g. Engineers, Planners, Attorneys)
- Most temporary/seasonal/part time (less than 20 hours) positions

# WHO NEGOTIATES THE CITY'S COLLECTIVE BARGAINING AGREEMENTS?



**UNION:** Typically a business agent or attorney as well as employees designated by union or union membership as representatives



**CITY:** The City Manager and his/her designees (typically, Personnel Director, Department Heads, senior managers, and occasionally outside labor counsel)



# WHAT MUST BE NEGOTIATED?

- Anything that directly impacts the terms and conditions of employment. Examples may include:
  - Wages
  - Other pay categories (clothing allowance and incentive pay)
  - Hours of work
  - Benefits (health insurance contributions, paid time off/holidays, tuition reimbursement)
  - Grievance and arbitration procedures
  - Promotional process
  - Discipline/discharge process
  - Use of outside contractors
  - Layoff and recall
- Provisions can vary greatly in each CBA; dependent on the nature of the work and priorities of the parties
- Once a CBA has been entered into, neither party to the agreement can demand that the other party negotiate about an issue that is the subject of mandatory bargaining

## WHAT SPECIAL RULES APPLY TO NEGOTIATIONS?

Negotiation sessions are not public

Parties can agree upon “ground rules” which may describe the length of a typical session, allow for off the record discussions, and ratification procedures

Management cannot negotiate directly with employees

Collective Bargaining Agreements (CBAs) typically cover a 3 year period; cannot be longer

Once a tentative agreement is reached between the bargaining teams, union membership votes on ratification

# IMPACT BARGAINING

While an employer is not required to bargain over a core decision, it may still have the obligation to bargain over the impact of its core decision on union members, particularly as it relates to wages, hours, and other terms and conditions of employment

## IMPACT BARGAINING (CONTINUED)

- Opportunity to explore alternate ways to meet operational goals
- Discussion may involve adjusting current practices or policies
- Dialogue to seek creative, flexible solutions
- Often done on the department level through periodic joint Labor-Management meetings

# CURRENT STATE OF COLLECTIVE BARGAINING IN CAMBRIDGE



For the first time in almost a decade, all Collective Bargaining Units currently have agreements in place with the City, which reflects the City's commitment to work collaboratively to provide labor and wage stability, as well as foster positive workplace relationships with its union employees.

# QUESTIONS

