



December 18, 2018

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611, to be effective July 1, 2018 through June 30, 2021

Recommendation: That the School Committee approve the attached agreement between the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611 for a collective bargaining agreement for the period of July 1, 2018 through June 30, 2021, which was ratified by members of the bargaining unit.

Description: The attached agreement reached by the negotiating teams was ratified by the unit membership. This agreement includes the following:

Three Year Agreement – 7/1/18-6/30/21

- 2.5% base wage increase effective July 1, 2018
- 2.5% base wage increase effective July 1, 2019
- 2.5% base wage increase effective July 1, 2020

With no increase on any other economic items in the collective bargaining agreement.

- Incorporation of language changes into the collective bargaining agreement that were agreed upon by the parties pursuant to an agreement regarding a grievance dated May 11, 2017 that was approved by the School Committee at its August 7, 2018 meeting.

Funding for this agreement is to be made from the School Department budget. The financial costs for the settlement are as follows:

FY19 \$111,275

FY20 \$114,056

FY21 \$116,908



Supporting Data: Cambridge School Committee and American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611 tentative agreement for a collective bargaining agreement effective from July 1, 2018 through June 30, 2021 dated November 29, 2018

Respectfully submitted,

Kenneth N. Salim, Ed.D.
Superintendent of Schools

**Cambridge School Committee
and
American Federation of State, County and Municipal Employees,
AFL-CIO, Council 93, Local 1611**

This document sets forth the tentative agreement between the Cambridge School Committee and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611 for a collective bargaining agreement to be effective from July 1, 2018 through June 30, 2021, which shall be a successor to the parties' July 1, 2015 through June 30, 2018 agreement. This tentative agreement is subject to ratification by both the Cambridge School Committee and the American Federation of State, County and Municipal Employees, AFL-CIO, Council 93, Local 1611.

The language of the 2015-2018 collective bargaining agreement shall continue in the successor agreement except as modified below.

I. ECONOMIC PACKAGE

Article 16 Salaries

Section a

7/1/18 – 2.5% on base wages

7/1/19 - 2.5% on base wages

7/1/20 – 2.5% on base wages

and incorporate language changes into collective bargaining agreement that were agreed upon by the Cambridge School Committee and AFSCME Council 93, Local 1611 pursuant to an agreement dated August 7, 2018 regarding a grievance dated May 11, 2017

Cambridge School Committee

American Federation of State,
County and Municipal Employees,
AFL-CIO, Council 93, Local 1611

By: *Alfred D. Jan Tomi*

By: *[Signature]*

Date: 11/30/2018

By: *Phil Tubman*

Date: 11-29-2018

By: *Kathleen M. Kelly*

Date: 12/4/18