

Amendment Article 54

ARTICLE 54

COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union;
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Police Patrol Officers' Association (formerly Arlington Patrolmen's Association);
- F. Arlington Ranking Police Officers' Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the same of \$456,721 is hereby appropriated, to be set aside for funding future collective bargaining agreements, said sum to be raised by general taxes and said sum shall not be expended without a future vote of Town Meeting and that \$214,764 is appropriated to the departments and in the manner shown below to fund collective bargaining agreements for Fiscal Year 2022.

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Department	Amount
Select Board	\$4,259
Town Manager	\$9,542
Finance Committee	\$77
Comptroller	\$5,866
Assessors	\$4,360
Treasurer/Collector	\$9,243
Postage	\$498
Legal	\$6,692
Human Resources	\$4,785
Information Technology	\$10,703
Town Clerk	\$4,135
Registrars	\$790
Planning	\$10,429
Zoning Board of Appeals	\$1,047
Facilities	\$4,530
Parking	\$1,086
Police	\$17,433
Fire	\$6,088
Inspections	\$5,929
DPW Natural resources	\$16,138
DPW Engineering	\$4,753
DPW Administration	\$6,494
DPW Highway	\$21,036
DPW Motor Equipment Repair	\$6,661
DPW Cemetery	\$4,446
Health	\$10,914
Diversity, Equity & Inclusion	\$1,524
Council on Aging	\$5,231
Veterans	\$750
Library	\$13,532
AYCC	\$7,220
COA Transportation	\$580
Rink	\$2,347
Recreation	\$5,646
Total	\$214,764

COMMENT: The collective bargaining agreements between the Town of Arlington and the six labor unions that represent most Town employees expire on June 30, 2021. In anticipation of those expirations, the Town has engaged in negotiations relative to successor collective bargaining agreements with employee unions. As we are in uncertain financial times Town Management tried to negotiate simple one-year contracts with each union. Three Town unions have accepted this proposal: the Robbins Library Professional Association, AFSCME Local 680, and SEIU Local 888. The three public safety unions have opted to delay their negotiations until later in the year, hoping to sign three-year contracts.

These negotiations have been guided by a strategy that is based upon offering a cost of living (COLA) increase consistent with historic Consumer Price Index (CPI) trends. The Town has proposed a 1.5% COLA. Town Management gave given unions the option of rearranging their total compensation to be a combination of COLA and other elements if the total cost of the contract is equal to our 1.5% cost. This also included language recognizing the Juneteenth as a full holiday when it falls on a Monday through Friday and as a floating holiday when it falls on a weekend and allows that Town to provide education to employees on the meaning of Juneteenth.

The Finance Committee previously approved the settlement for the Robbins Professional Librarians Association. Below are summaries of the terms and financial impact table for the other agreements. Funding is provided by transferring money from the Salary Reserve to the departments, except for the Water/Sewer Fund that contains its own salary reserve and does not need a transfer.

AFSCME Local 680:

Summary: The Town of Arlington and the AFSCME Local 680 recently came to agreement. The agreement provides a 1.5% COLA and language recognizing the Juneteenth holiday.

Term of Agreement: The successor agreement is for a one-year period. The term of the agreement will be July 1, 2021 through June 30, 2022.

Wages:	July 1, 2021	1.5% Increase
Transfer from Wage Reserve:	\$92,480	

SEIU Local 888

Summary: The Town of Arlington and the SEIU Local 880 recently came to agreement. The agreement provides a 1.0% COLA, a 1.5% increase to the top step, and language recognizing the Juneteenth holiday.

Term of Agreement: The successor agreement is for a one-year period. The term of the agreement will be July 1, 2021 through June 30, 2022.

Wages:	July 1, 2021	1.0% increase and an additional increase to the top step of the pay scale.
Transfer from Wage Reserve:	\$28,716	

M Schedule, Full-Time elected official, and non-union employees:

Summary: The Town of Arlington's M Schedule employees, full-time elected officials and non-union employees will receive cost of living increases that are consistent with the wage increases in the collective bargaining agreements for FY22.

Wages:	July 1, 2021	1.5% Increase
Transfer from Wage Reserve:	\$95,568	

Salary and Wage Reserve

With these settlements, a reserve of \$456,721 in the General Fund remains from the original amount proposed in the FY2022 budget. It will be available to settle the remaining contracts once the Town reaches those agreements.