



October 20, 2015

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of American Federation of State, County and Municipal Employees,  
AFL-CIO, Council 93, Local 1611, 7/1/15 - 6-30-18

**Recommendation:** That the School Committee approve the attached 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 for the period of July 1, 2015 through June 30, 2018, which was ratified by the members of the bargaining unit.

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

Three Year Agreement – 7/1/15-6/30/18

- 2.4% base wage increase effective July 1, 2015
- 2% base wage increase effective July 1, 2016
- 2.5% base wage increase effective July 1, 2017 with an agreement to reopen to discuss base wages for FY17 should, during the life of the collective bargaining agreement, any City or School Committee unit reach voluntary agreement for a general across the board wage increase greater in percentage than that provided to this Union, then the School Committee and the Union agree to reopen the collective bargaining agreement for the limited purpose of discussing base wages.

-inclusion of language in Article 3 allowing for deduction as authorized by the employee

-change language in Article 6, section 5A increasing number of days for transfer from 10 to 15

- increase detail rates in Article 8 as follows:

Effective January 1, 2016 increase the detail rate by \$1.00 (one dollar).

Effective July 1, 2016 increase the detail rate by \$2.00 (two dollars).

Effective July 1, 2017 increase the detail rate by \$1.00 (one dollar).