



November 20, 2018

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of Cambridge Schools Food Service Employees Association Collective Bargaining Agreement, to be effective July 1, 2018 through June 30, 2021

Recommendation: That the School Committee approve the attached agreement between the Cambridge School Committee and the Cambridge Schools Food Service Employees Association 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.

Provision of special function and detail work rates for Monday through Saturdays, and Holidays and Sundays

Revision to payment schedule for sick leave buyback payments

Inclusion of provision that effective July 1, 2018 employees may request up to two chef coats and 1 chef pants

Creation of Joint Labor Management Committee to work on how employees will have possession and display Cambridge Public Schools photo identification cards

Increase monthly T pass reimbursement rate and inclusion of provision regarding unit members being able to have Hubway/Blue Bike members on same basis that the Employer and City of Cambridge offer to nonunion employees.

Increase Heads of Kitchen-Cooks and CRLS Station Leads-Cooks hourly wage by fifty cents effective July 1, 2018 and by another fifty cents effective July 1, 2019. Such increases being paid in recognition for the increased responsibilities of these employees for meal preparation including, but not limited to, farm to school initiatives and increased scratch cooking methods.

Include a daily stipend of thirty dollars on the third day and every day thereafter an employee fills in to perform the duties of an absent Head of Kitchen-Cook or CRLS Station Lead-Cook

Inclusion of requirement that all unit members will be required to have direct deposit and will receive direct deposit paycheck notifications only via their school district email account. Any unit members hired prior to June 30, 2018 who do not have direct deposit as of June 30, 2018 will be exempt from this requirement. New employees will be allowed up to six months to set up a direct deposit account.

Effective July 1, 2018, increase attendance incentive payment to \$175.00

Effective July 1, 2020, increase attendance incentive payment to \$200.00

Include a provision that the attendance incentive will only be paid to a member of the bargaining unit who is an active employee within the Cambridge Public Schools and not to a member of the bargaining unit who is on a leave of absence from their employment

Include a provision that the employer shall print a sufficient number of copies of the collective bargaining agreement to provide a copy to each member (including new members within sixty days of employment and twenty copies to the Association

Clean up of contract language

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

FY19	\$42,811
FY20	\$43,881
FY21	\$44,735

Supporting Data: Cambridge School Committee and Cambridge Food Service Employees Association tentative agreement for a collective bargaining agreement effective from July 1, 2018 through June 30, 2021 dated October 4, 2018

Respectfully submitted,



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

MEMORANDUM OF AGREEMENT
 between the
 Negotiating Committees of the
 CAMBRIDGE SCHOOLS FOOD SERVICE EMPLOYEES ASSOCIATION
 and the
 CAMBRIDGE SCHOOL COMMITTEE
 FOR THEIR JULY 1, 2018 through June 30, 2021 COLLECTIVE BARGAINING
 AGREEMENT

Except as revised/updated as set forth below all provisions of the parties' July 1, 2015 through June 30, 2018 collective bargaining agreement shall be continued without change in their new three-year July 1, 2018 through June 30, 2021 collective bargaining agreement. This tentative agreement is subject to ratification by both the Cambridge Schools Food Service Employees Association and the Cambridge School Committee.

1. Article 7 – Vacancies, Transfers and Seniority, Layoffs

Section H – Replace the words “Head of Kitchen or Cooks” with “Heads of Kitchen-Cooks and CRLS Station Leads-Cooks”.

2. Article 10 – Overtime and Special Function

Section 2 – Change to read: “Employees assigned to work at special functions or details: The assignment will first be made to employees from the school where the function is to be held. All special function and detail work shall be paid at a rate of \$38/hour for Monday through Saturday work and \$48/hour for holiday and Sunday work; employees will be paid for a minimum of 3 hours or actual hours worked if greater than 3 hours. An employee will only be assigned to special function or detail work if she/he is ServSafe certified.”

3. Article 13 – Leaves of Absence

Section 2 – C: Sick leave buyback -- Revise the schedule of payments to provide:
 1-50 days -- \$30 per day
 51-99 days – \$40 per day
 100+ days -- \$95 per day

Section 2 – C: Delete the last sentence in the last paragraph in its entirety.

Section 6(4) – Delete Massachusetts Maternity Leave Act (MMLA) and replace with Massachusetts Parental Leave Act (MPLA).

4. Article 15 – Uniform Allowance

Change the current last sentence of the first paragraph to:

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“All employees must wear a chef coat provided by the Manager of Food Services. Employees can request and will be provided up to 3 chef coats each school year or, beginning July 1, 2019, up to 2 chef coats and 1 chef pants.”

The parties will place in a side letter to the contract their agreement that the Joint Labor-Management Committee shall work out how the employees will have in their possession and display a Cambridge Public Schools photo identification card which will be provided by the Cambridge Public Schools Office of Safety and Security.

5. Article 20 – General Provisions

Section 1b -- Transportation: Change to read: “The school department shall reimburse an employee up to 65% of the cost of a T pass, up to a maximum of \$60.00 per month. Effective three months after ratification, the Employer shall offer employees Hubway/Blue Bikes memberships on the same basis that the Employer and City of Cambridge offer their nonunion employees. While retaining the right to change the terms of the program at any time, the Employer/City of Cambridge currently provides employees with free annual memberships to Hub Way/Blue Bikes.

Section 2 – Wages and Wage Schedules

Section 2a – Increase the wages and wage schedules by

2.5% effective on July 1, 2018

2.5% on July 1, 2019, and

2.5% on July 1, 2020

No increase on any other economic items in the collective bargaining agreement except as detailed in this tentative agreement.

Section 2b – Change to provide:

The hourly wage paid to “Heads of Kitchen-Cooks” and “CRLS Station Leads-Cooks” shall be increased by 50 cents per hour effective July 1, 2019 and another 50 cents per hour effective July 1, 2020. These increases are being paid in recognition for the increased responsibilities of these employees for meal preparation including, but not limited to, farm to school initiatives and increased scratch cooking methods.

An employee will be paid a daily stipend of \$30 on the third day, and every day thereafter, that she/he fills in to perform the duties of an absent Head of Kitchen-Cook or CRLS Station Lead-Cook.

Section 2c – Change to state:

“Direct deposit of paychecks shall be provided for bargaining unit members. Effective June 30, 2018, all unit members will receive direct deposit paycheck notifications only via their school district email account. Any unit members who do not have direct deposit as of June 30, 2018 will be exempt from this requirement. New employees will be allowed up to 6 months to set up a direct deposit account.”

6. Article 21 – Attendance Incentive

Increase the attendance incentive payment to \$175.00 on July 1, 2018, and

Increase the attendance incentive payment to \$200.00 on July 1, 2020.

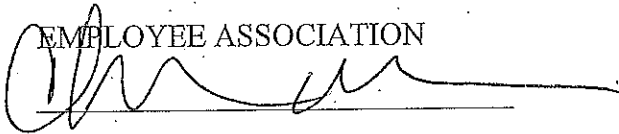
Add a new Section 4 as follows: “The attendance incentive will only be paid to a member of the bargaining unit who is an active employee within the Cambridge Public Schools and not to a member of the bargaining unit who is on a leave of absence from their employment.”

7. Article 23 – Negotiations

Add the following provision: “The Employer shall print a sufficient number of copies of the collective bargaining agreement to provide a copy to each employee (including new employees after sixty days of employment) and twenty copies to the Association.”

CAMBRIDGE FOOD SERVICE

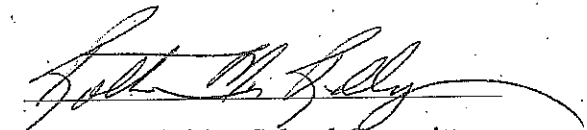
EMPLOYEE ASSOCIATION



Charrón Alves, President, CSFSEA

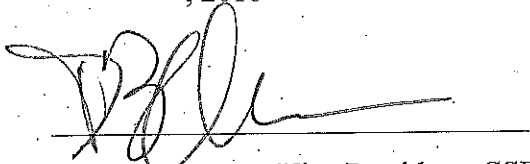
October 3, 2018

CAMBRIDGE SCHOOL COMMITTEE



for the Cambridge School Committee

October 4, 2018



Paul Oberhauser, Vice President, CSFSEA

July, 2018

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