

M E M O R A N D U M

TO: Robert W. Healy, City Manager

FROM: Daniel J. Wuenschel, Executive Director
Cambridge Housing Authority 

DATE: September 8, 1986

RE: Successful Conclusion of Union Negotiations at the Cambridge
Housing Authority

This is a brief final report on the settlement reached between the CHA and its maintenance employees.

As I indicated in an interim report on April 12, both parties had met on several occasions with a State appointed mediator. These sessions with the mediator intensified in both frequency and duration until May 16 when we reached agreement. The agreement was ratified by the maintenance workers on Monday, May 19, by a 39 to 16 vote and subsequently ratified by the CHA Board of Directors on May 28. Concurrence by the State (EOCD) has been tentatively granted pending one minor modification which should pose no problem to either side.

Wages are agreed as evidenced by the following exhibits:

1) Exhibit 1 lists the retroactive payments by maintenance category paid for the years '82, '83, '84, '85. It also lists the top step rate for each of the appropriate maintenance classifications.

2) Exhibit 2 spells out the various steps in the CHA maintenance employees' payment plan from entry level to the top step, including the time interval required for each step.

In addition, agreement was reached that pay increases to the top step will be effective only once each year with the effective date being the CHA's fiscal year beginning in April.

In addition to the wage increase and the retroactive payments, maintenance employees will also receive an additional vacation day per year of service with specified caps. Allowance toward the cost of work shoes and an additional set of uniforms per year was also bargained. Finally, monetary incentives for exceptional landscaping and energy conservation practices are also included in this contract.

In return for the above, the maintenance employees agreed with the Authority to the following items:

1) Trial period for promoted employees was extended from 30 to 90 days.

2) A new entry level position, "Maintenance Laborer Aide," has been established.

3) The old language regarding mandatory filling of vacant positions has been modified to include a "floor" for the entire maintenance workforce and "floors" within each individual maintenance classification. Therefore, it is within the Authority's sole discretion to fill vacancies above the respective floors.

4) The amount of semi-skilled work which has been performed by Laborers has been increased from 10 to 20 percent of any given work week.

5) Practical skills testing continue to be voluntary in order for a employee to obtain faster movement within the step wage system except for three classifications for which skills testing and formal training and consequent certification are required.

6) The CHA has created a "Lead Mechanic" position. Incumbents in this position are expected to provide highly-skilled yet wide-ranging leadership to developments where there are no Area Maintenance Supervisors. Remuneration for this position is valued accordingly.

7) In regard to "contracting out of work" the Authority and the Union agreed that the CHA can contract bargaining unit work on a temporary basis in various categories, so long as no bargaining unit employees are laid off as a result of such contracting. In return, the CHA agreed that it would terminate its contract for custodial services at the Russell Apartments and assign a permanent Laborer to cover that development. As a result the Union withdrew two unfair labor practice charges relative to these matters.

In closing let me say that the result of this quite difficult and protracted bargaining is a fair one. Both sides seem satisfied with the terms of the new contract which carries forward until April of 1988.

I appreciate your interest and that of the Council in this matter and wish to thank you for your trust in our ability to constructively conclude this bargaining.

DJW/pm

EXHIBIT 1RETROACTIVE PAYMENTS

	<u>82</u>	<u>83</u>	<u>84</u>	<u>85</u>
Maintenance Laborer	2700	1060	1060	1060
Maintenance Mechanic Aide	2000	1750	1250	600
Maintenance Mechanic	1325	1500	1325	1700
Appliance Man	1325	1500	1325	1700
Carpenter	1000	500	1000	600
Painter	600	1200	1000	1000
Heating Plant Tech	1000	1000	1000	1000
Plasterer	-0-	-0-	-0-	1000
Plumber	1000	1000	1000	1000
Electrician	-0-	1000	1000	1000

RATES

	<u>86</u>	<u>87</u>
Maintenance Laborer	9.64	10.03
Maintenance Mechanic Aide	11.25	11.70
Maintenance Mechanic	12.81	13.32
Lead Mechanic	13.51	14.02
Appliance Man	12.81	13.32
Appliance Trainee	11.25	11.70
Carpenter	12.90	13.41
Painter	12.50	13.00
Heating Plant Tech	15.13	15.74
Plasterer	14.23	14.80
Plumber	15.70	16.33
Electrician	15.59	16.21

EXHIBIT 2

4/1/86 MAINTENANCE WAGE RATES

POSITION	Entry Step	2nd Step	3rd Step	4th Step	5th Step
Maint Laborer Aide	7.00 6 Mos.	7.45 6 Mos.	7.90 6 Mos.	8.35 6 Mos.	
Laborer	8.80 1 Year	9.08 1 Year	9.36 1 Year	9.64 Top Step	
Mechanic Aide	10.28 6 Mos.	10.61 6 Mos.	10.93 6 Mos.	11.25 Top Step	
Mechanic (1)	11.77 6 Mos.	12.29 6 Mos.	12.81 Top Step		
Applianceman (1)	11.77 6 Mos.	12.29 6 Mos.	12.81 Top Step		
Asst. Heating Tech.	10.28 6 Mos.	10.61 6 Mos.	10.93 6 Mos.	11.25 Top Step	
Appliance Trainee	10.31 6 Mos.	10.78 1 Year	11.25 Top Step		
Lead Mechanic	13.51 Top Step				
Carpenter	12.07*	12.90**			
Plasterer/Tilesetter	11.66	12.95	14.23 Top Step		
Plumber	11.48	13.59	15.70 Top Step		

EXHIBIT 2

4/1/86 MAINTENANCE WAGE RATES

POSTITION	Entry Step	2nd Step	3rd Step	4th Step	5th Step
Electrician	12.00	13.80	15.59 Top Step		
Heating Plant Tech.	11.48	13.30	15.13 Top Step		
Painter	10.63 9 Mos.	11.57 9 Mos.	12.50 Top Step		

*Assumes completion of basic carpentry course within one year of appointment

**Assumes completion of finish carpentry course within 24 months of appointment

(1) This rate is calculated by taking the difference between top step Mechanic Aide and the top step of Mechanic and dividing this difference by 3 and adding the increment to the Mechanic Aide top step.

RECEIVED

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EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

RICHARD C. ROSSI
Deputy City Manager

September 15, 1986

To the Honorable, the City Council:

In response to Awaiting Report No. 5 regarding the status of negotiations between the Cambridge Housing Authority and its labor union, I enclose the attached report from Daniel Wuenschel, Executive Director of the Cambridge Housing Authority. As Mr. Wuenschel points out, the C.H.A. and the union reached agreement on May 16, 1986.

Very truly yours,

A handwritten signature in dark ink, appearing to read "Robert W. Healy", is written over a horizontal line. The signature is fluid and cursive.

Robert W. Healy
City Manager

Agenda Item No. 1 S-518

Re: response to Awaiting Report Item No. 5
on the status of negotiations between the
Cambridge Housing Authority & its labor
unions.

In City Council,

September 15, 1986

Placed on File