

City of Cambridge

MASSACHUSETTS

In City Council June 21 1976

Danehy Amendment

Danehy Amendment to 176A PA - Fused -

	YEA	NAY	ABSENT	PRESENT
Mrs. Ackermann		✓		
Mr. Clem		✓		
Mr. Clinton		✓		
Mr. Danehy	✓			
Mr. Duehay		✓		
Mrs. Graham		✓		
Mr. Russell		✓		
Mr. Sullivan		✓		
Mayor Vellucci		✓		

1 8 0

City of Cambridge

#2

MASSACHUSETTS

In City Council June 21 1976

Russell motion to refer to next fiscal year

	YEA	NAY	ABSENT	PRESENT
Mrs. Ackermann		✓		
Mr. Clem		✓		
Mr. Clinton		✓		
Mr. Danehy		✓		
Mr. Duehay		✓		
Mrs. Graham		✓		
Mr. Russell	✓			
Mr. Sullivan		✓		
Mayor Vellucci	✓			

2 7 0
Reference to fiscal year check
by Russell

#1

City of Cambridge

MASSACHUSETTS

In City Council June 21 1976

Motion by Mayor Vellucci Re Biscia 195

	YEA	NAY	ABSENT	PRESENT
Mrs. Ackermann		✓		
Mr. Clem				✓
Mr. Clinton	✓			
Mr. Danehy				✓
Mr. Duehay				✓
Mrs. Graham		✓		
Mr. Russell				✓
Mr. Sullivan				✓
Mayor Vellucci	✓			

2 2 0 5



Local 195 Independent Labor Union has voted to accept applications for membership in its Union.

Shortly Membership Cards and payroll authorization deduction cards will be distributed by the Union.

A petition is then filed with the Labor Relations Boards at which members of the Union, representatives of the non-union group and City Management representatives will be present. At this meeting the guidelines as to election of Stewards, eligibility etc. are defined.

Upon acceptance by all concerned parties, elections are held in various classifications (if so determined). Those elected are the so-called Stewards and will be the representative of the Building or classification.

The minimum time is about 5 months and could take as long as 8 or 9 months depending on the problems that could arise.

City Council
hereby endorses
Local 195 bid for
applications

CITY OF CAMBRIDGE
BUDGET PERSONNEL
DEPARTMENT

JUN 4 2 13 PM '76

City of Cambridge

The Council Finance Sub-committee on Non-union Personnel which met on three successive Tuesdays, the last being on June 8, 1976 with Councillors Ackermann, Graham, and Russell present with thirty-six employees representing various municipal departments now reports the following recommendations to the City Council for its consideration and approval.

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POSTING JOBS

1. That all vacancies be posted for a period of 12 working days.
2. That candidates may be interviewed during this period.
3. That all qualified applicants shall be interviewed.
4. That upon completion of the posting period and interviews of all qualified applicants, the position shall be filled.
5. That in an emergency, notwithstanding the above, the position may be filled temporarily.
6. That emergencies shall be declared by the Department Head concerned, with the consent and approval of the City Manager, and appointments and circumstances to be reported to the Personnel Committee.
7. Emergency appointments, shall under no circumstances, extend beyond thirty (30) days.

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PERSONNEL COMMITTEE

8. That the Personnel Committee shall consist of two committees.
 - A. That the Main Personnel Committee shall consist of 7 City Employees elected at large, (one of whom shall be black and one a foreign speaking minority).
 - B. That there shall be only one elected from each building with the exception of the two minority representatives. The highest vote getter in each minority will automatically be elected regardless of anyone else elected in that building.

City of Cambridge

- C. That the City Manager shall appoint three (3) additional members from the Budget-Personnel Department.
 - D. That the second or Advisory Committee shall consist of at least one (1) representative from each building or group desiring representation and that in a building or group consisting of more than 50, a representative shall be elected for each unit of 50 employees.
9. Membership on the Personnel Committee shall be limited to non-union employees in the various departments, Department heads will not be eligible for membership.
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 13. That the Personnel Committee shall have the responsibility to oversee the following in an advisory capacity only.
 - A. Reclassification of Positions.
 - B. Training Programs.
 - C. Working Conditions.
 - D. General Personnel Procedures.
 14. A committee consisting of Donald Hawkes, Personnel Director, Dianne Reilly, Retirement Board, Dolores Bulkowski, Recreation Department and Phyllis McLaughlin of the License Commission, shall supervise the election procedures.

For the Committee
Councillor Barbara Ackermann

Amended Report
accepted June 21, 1976

City of Cambridge

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For the Committee
Councillor Barbara Ackermann

Amended Report
accepted June 21, 1976

June 16 Draft Changes

Submitted by CITY OF CAMBRIDGE
Phyllis McLaughlin

In City Council. June. 14., 1976.

The Council -Sub-Committee Finance

Committee on Non-Union Personnel.
which met on three successive Tuesdays, the last being on June 8, 1976
with Councillors Ackerman, Graham and Russell present with thirty-
six employees representing various municipal departments now reports
the following recommendations to the City Council for it's considera-
tion and approval.

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6. That emergencies shall be declared by the Department Head concerned, with the consent and approval of the Personnel Committee and the City Manager.
7. Emergency appointments, shall under no circumstances, extend beyond thirty (30) days.
8. That the Personnel II PERSONNEL Comm. Committee shall consist of Two Committees.
 - A. That the Main Personnel Committee shall consist of 7 City Employees elected at large, one of whom shall be black and one^A foreign speaking minority.
 - B. That there shall be only one elected from each building with

the exception of the two minority representatives. The highest vote getter in each ~~class~~ will automatically be elected regardless of anyone else elected in that building.

MINORITY

- B. That the City Manager shall appoint three (3) additional members from the Budget-Personnel Department.
- C. That the second or Advisory Committee shall consist of at least one (1) representative from each building or group desiring representation and that in building or group consisting of more than 50, a representative shall be elected for each unit of 50 employees.
9. Membership on the Personnel ^{Comm.} shall be limited to non-union employees in the various departments. Department Heads will not be eligible for membership.
10. That initially all elected members of the Main Personnel Committee would serve as follows: The three (3) receiving the highest number of votes would serve two (2) years and the other four (4) would serve one (1) year.
11. That fifteen signatures would be required for nomination to the Main Personnel Committee.
12. That each employee may sign one (1) nomination paper for the Main Personnel Committee but may vote for 7 candidates (as many candidates as there are vacancies).
- ~~PERSONNEL COMMITTEE~~
13. That the Personnel Committee shall have the following responsibilities.
- a. Reclassification of Positions
 - b. Training Programs
 - c. Working Conditions.
 - d. General Personnel Procedures.
14. A committee consisting of Donald Hawkes, Personnel Director, Dianne Reilly, Retirement Board, Doloros Bulkowski, Recreation Department and Phyllis McLaughlin of the License Commission, shall supervise the election procedures.

City of Cambridge

*See Amended Report
Adopted 6/21/76*

In City Council June 14, 1976

The Council Finance Sub-Committee on Non-Union Personnel

to which met on three successive Tuesday's the last being June 8, 1976 with Councillors Ackermann, Graham and Russell present together with thirty six employees of various municipal departments, after discussion reports the following recommendations to the City Council for their consideration and approval.

I
POSTING JOBS
I ~~Reports~~

1. That all vacancies be posted for a period of 12 working days and candidates may be interviewed during this period.
2. That all qualified applicants will be interviewed.
3. That the above recommendations shall not apply in emergency situations.
4. That emergencies can be declared by the department head concerned, the Personnel Committee and the City Manager; emergency appointments will under no circumstances be extended beyond 30 days.

REPORT

Committee on

City of Cambridge

II

PERSONNEL COMMITTEE

5. That the Personnel Committee should consist of two committees:
 - A. That the Main Personnel Committee consist of 10 members:
5 of whom shall be elected at large with the proviso that no more than 1 shall be elected from each of the buildings: 2 of whom will be elected at large representing the black and foreign speaking minorities; and 3 appointed by the City Manager from the Personnel Department.
 - B. That the Advisory Committee should consist of 1 representative elected from every building or group desiring representation, with the proviso that each building or group of more than 50 employees may have 1 additional representative for each 50 employees eligible to vote or part thereof.
6. Membership on the Personnel Committee should be limited to non-union employees on the various departments: department heads would not be eligible for membership.
7. That initially all members of the Main Personnel Committee would serve as follows; the three receiving the highest number of votes would serve two years and others one year.
8. That fifteen signatures would be required for nomination to the Main Personnel Committee.
9. That each employee could sign only one nomination paper for the Main Personnel Committee but will be allowed to indicate six choices for election to the Main Personnel Committee.
10. That Personnel Committee shall have the responsibilities to oversee:
 - A. Reclassification of jobs.
 - B. The Training Programs.
 - C. Working Conditions.
 - D. General Personnel Procedures.
11. A committee consisting of Donald Hawkes, Personnel Director and Diane Reilly, Retirement Board and Dolores Bulkowski, Recreation Department and ~~Barbara Duffy~~, Purchasing Department will supervise the election procedures.

Respectfully submitted by
Councillor Barbara Ackermann
Chairman for the Council Finance
Subcommittee on Non-union Personnel

City of Cambridge

The Council Finance Sub-committee on Non-union Personnel which met on three successive Tuesdays, the last being on June 8, 1976 with Councillors Ackermann, Graham, and Russell present with thirty-six employees representing various municipal departments now reports the following recommendations to the City Council for its consideration and approval.

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City of Cambridge

- C. That the City Manager shall appoint three (3) additional members from the Budget-Personnel Department.
 - D. That the second or Advisory Committee shall consist of at least one (1) representative from each building or group desiring representation and that in a building or group consisting of more than 50, a representative shall be elected for each unit of 50 employees.
- 9. Membership on the Personnel Committee shall be limited to non-union employees in the various departments. Department heads will not be eligible for membership.
 - 10. That initially all elected members of the Main Personnel Committee would serve as follows: The three(3) receiving the highest number of votes would serve two (2) years and the other four (4) would serve one (1) year.
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For the Committee
Councillor Barbara Ackermann

S-331
Report of the Finance Sub-committee on Non-
union personnel

June 21, 1976

City of Cambridge

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43

Report from the Council Finance Sub-committee
on Non-union Personnel.

1. The Council Finance Sub-committee has the honor to acknowledge the receipt of your report on the subject of Non-union Personnel.

2. The Council Finance Sub-committee has reviewed your report and has found it to be a most thorough and well-documented study of the subject.

3. The Council Finance Sub-committee has noted with interest your findings regarding the financial impact of non-union personnel on the City of Chicago.

4. The Council Finance Sub-committee has also noted your recommendations regarding the need for further study and action on this subject.

5. The Council Finance Sub-committee has agreed to support your recommendations and to continue its study of this subject.

6. The Council Finance Sub-committee has also agreed to report to the Council on its findings and recommendations.

In City Council,
June 21, 1976

6/21/76
Report as submitted
Amended - Accepted
See Amended Report
2 enclosed

City of Chicago
Council Finance Sub-committee

City of Cambridge

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City of Cambridge

- C. That the City Manager shall appoint three (3) additional members from the Budget-Personnel Department.
- D. That the second or Advisory Committee shall consist of at least one (1) representative from each building or group desiring representation and that in a building or group consisting of more than 50, a representative shall be elected for each unit of 50 employees.
9. Membership on the Personnel Committee shall be limited to non-union employees in the various departments. Department heads will not be eligible for membership.
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11. That fifteen signatures would be required for nomination to the Main Personnel Committee.
12. That each employee may sign one (1) nomination paper for the Main Personnel Committee but may vote for 7 candidates (as many candidates as there are vacancies).
13. That the Personnel Committee shall have the following responsibilities.
- A. Reclassification of Positions.
 - B. Training Programs.
 - C. Working Conditions.
 - D. General Personnel Procedures.
14. A committee consisting of Donald Hawkes, Personnel Director, Dianne Reilly, Retirement Board, Dolores Bulkowski, Recreation Department and Phyllis McLaughlin of the License Commission, shall supervise the election procedures.

For the Committee
Councillor Barbara Ackermann

City of Cambridge

The Council Finance Sub-committee on Non-union Personnel which met on three successive Tuesdays, the last being on June 8, 1976 with Councillors Ackermann, Graham, and Russell present with thirty-six employees representing various municipal departments now reports the following recommendations to the City Council for its consideration and approval.

I

POSTING JOBS

1. That all vacancies be posted for a period of 12 working days.
2. That candidates may be interviewed during this period,
3. That all qualified applicants shall be interviewed.
4. That upon completion of the posting period and interviews of all qualified applicants, the position shall be filled.
5. That in an emergency, notwithstanding the above, the position may be filled temporarily.
6. That emergencies shall be declared by the Department Head concerned, with the consent and approval of the Personnel Committee and the City Manager.
7. Emergency appointments, shall under no circumstances, extend beyond thirty (30) days.

II

PERSONNEL COMMITTEE

8. That the Personnel Committee shall consist of two committees.
 - A. That the Main Personnel Committee shall consist of 7 City Employees elected at large, one of whom shall be black and one a foreign speaking minority.
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City of Cambridge

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City of Cambridge

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City of Cambridge

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For the Committee
Councillor Barbara Ackermann

Amended Report

6/21/1976

City of Cambridge

The Council Finance Sub-committee on Non-union Personnel which met on three successive Tuesdays, the last being on June 8, 1976 with Councillors Ackermann, Graham, and Russell present with thirty-six employees representing various municipal departments now reports the following recommendations to the City Council for its consideration and approval.

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2. That candidates may be interviewed during this period,
3. That all qualified applicants shall be interviewed.
4. That upon completion of the posting period and interviews of all qualified applicants, the position shall be filled.
5. That in an emergency, not withstanding the above, the position may be filled temporarily.
6. That emergencies shall be declared by the Department Head concerned, with the consent and approval of ~~the Personnel Committee~~ ^{the City Manager} ①
7. Emergency appointments, shall under no circumstances, extend beyond thirty (30) days. *and the apps and circumstances to be reported to the Personnel Committee*

2 Dec 76
OK

II

PERSONNEL COMMITTEE

8. That the Personnel Committee shall consist of two committees.
 - A. That the Main Personnel Committee shall consist of 7 City Employees elected at large, one of whom shall be black and one a foreign speaking minority.
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②
Amendment
FAILS

City of Cambridge

- C. That the City Manager shall appoint three (3) additional members from the Budget-Personnel Department.
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#3
OK

- 13. That the Personnel Committee shall have the following responsibilities:

The responsibility to oversee

- A. Reclassification of Positions.
- B. Training Programs.
- C. Working Conditions.
- D. General Personnel Procedures.

The following
IN
AD
visory
capacity
only

- 14. A committee consisting of Donald Hawkes, Personnel Director, Dianne Reilly, Retirement Board, Dolores Bulkowski, Recreation Department and Phyllis McLaughlin of the License Commission, shall supervise the election procedures.

Approved Report
Received 6/21/74

For the Committee
Councillor Barbara Ackermann

~~*On the report as amended - NO ACTION*~~

Mayor V took his order re Wilson membership
NO SUBSTITUTION if his order

City of Cambridge

In City Council.....

The

Committee

to which

Reports,

REPORT

Committee on The Personnel
Committee for non-union personnel

In City Council

June 14, 1976

6/14/76

- *Tabled - Motion*
of E. Sullivan

6/21/76

Rescinded

Report

Adopted.