

# **Medford Public Schools Labor Relations Update**

December 5, 2022

# MPS Collective Bargaining Partners Negotiations Status

Bargaining Unit	Status
Teachers (MTA)	Tentative Agreement reached 10/13/22 MTA Reported Failure to Ratify 10/24/22
Paraprofessionals (MTA)	Tentative Agreement reached 9/30/22
Administrative Assistants (AFSCME)	Tentative Agreement reached 9/8/22
Custodians (Teamsters)	Ongoing
Security (Teamsters)	Ongoing
Administrators (Teamsters)	TBD
Cafeteria Employees (SEIU)	CBA expired 6-30-22
Nurses (MNA)	Tentative Agreement reached 9/9/22
Carpenters (SEIU)	Tentative Agreement reached 9/7/22
Kids Corner (MTA)	Tentative Agreement reached 9/30/22

# MPS–MTA Tentative Agreement (10/13/22)

Final MPS-MTA Financial Package Agreed Upon 10/13/22				
FY 22	FY 23	FY 24	FY 25 (6/30/24)	One-time payments per years FYs 22, 23, 24
2.5%	2.5%	2.5%	1%	\$1500*

# MPS Wage Increases – Historical vs. Tentative Agreement

Total three-year compensation increases						
Medford 2012-2015	Medford 2015-2018	Medford 2018-2021	MTA' s Initial Proposal	MTA's Current Proposal	Nearby MA cities/towns	10/13/22 Tentative Agreement
6.62%	6.5%	6.5%	18%	10%	7%	7.5%+1%

Current MPS Teacher Salaries, not including stipends or longevity payments.

Average Salary	Median Salary
\$83k	\$86k

## Implications of the district's current compensation proposal:

Median MPS teacher salary (not including lane movement, stipends or longevity) in FY 24	\$93,000
Average amount immediately due to each individual teacher upon ratification:	\$4,600

**Crux of issue:** MTA has asked the district to “rip up” the tentative agreement in favor of a “cost neutral” option is not cost neutral. MPS three-year cost 7.69% (not including the 1% on final day of FY 24). MTA “proposal” cost 8.74%.

**8.74% is more than 7.69%.**

# MPS–MTA Negotiations Timeline (part 1)

June 2021 - MPS and MTA agree they will convene small group bargaining sessions in summer of 2021

July 2021 - MTA informs MPS that they will be unable to meet during the summer of 2021

October 2021 - MTA ask to restart negotiations

November 2021 - MPS and MTA begin formal bargaining sessions, scheduling sessions every/other week

January 2022 - MTA proposes 18% (over three years) wage increase to the union, which serves as basis for comparison for all subsequent proposals on the basis of “inflation”

January to March 2022 - MPS repeatedly asks MTA to reconsider its wage proposal articulating the concern that any response to 18% will be deemed disrespectful in comparison

March 29, 2022 - MPS proposes a wage increase of 5.25% (over three years)

March 31, 2022 - MTA announces to its members that MPS has made an “insulting and disrespectful” wage proposal

April 2022 - MPS recommends to MTA that the parties begin to meet weekly rather than every other week in the hope of completing an agreement by the end of the school year

May 31, 2022 - MTA lowers its wage proposal to 11.25% (over three years)

June 19, 2022 - MPS invites MTA to a meeting with the chair and vice chair of the Medford School Committee despite several subsequent inaccurate assertions to the contrary and communicates district’s intention to withdraw all contract reform proposals and to make a wage proposal exceeding the amount the union’s president public identified as being available in the district’s operating budget

June 23, 2022 - MTA rejects the district’s overtures and compensation proposal despite the amount offered exceeding that which the union stated publicly that the district could afford

# MPS–MTA Negotiations Timeline (part 2)

Summer 2022 - MTA communicates to MPS that they will not negotiate during the summer, framing (inaccurately) as if it were a mutual decision

August 24, 2022 - MPS formally withdraws all contract reform proposals and makes additional movement with a proposal of a 7.25% (over three years) wage increase

August 25, 2022 - MTA rejects MPS proposal and states in a bargaining session that the union is under no obligation to make additional movement, again citing to the 18% proposal from January as the relevant measuring stick based on “inflation”

September 9, 2022 - MPS notifies the MTA of the Medford School Committee’s impasse declaration and request for a neutral mediator from the MA Department of Labor Relations

September 12, 2022 - MTA accuses MPS of trying to delay negotiations and demands the district coming back to the table (despite not having any new proposal to share with MPS)

September 13, 2022 - MTA files an objection with the DLR that delays the process and postpones the scheduling of a mediator

September 29, 2022 - MTA, while continuing to claim that in light of their being “movement” between the parties the negotiation should continue in the same forum it has for 11 months, informs its membership that they should “work to rule” effective Monday, October 3, 2022

September 2022 - Union job actions announced including but not limited to disrupting the district’s opening convocation, disseminating misleading information about the district’s proposals, obstructing entrance ways to schools during curriculum night events, solicitation of MPS families to participate in “playdates” to advocate for bargaining positions, heckling of administration reports during public meetings, informing principals that teachers will no longer adhere to duty schedules, including arrival and dismissal duties that are designed to keep students safe. MTA makes an ambiguous assertion regarding letters of recommendation for students applying to college, when asked to clarify, the MTA refuses to answer (three times).

# MPS–MTA Negotiations Timeline (part 3)

October 4, 2022 - DLR notifies the parties they have one-month before a mediator will convene the parties to attempt to resolve the dispute.

October 6, 2022 to October 13, 2022 - After a month delay of accusing the district of “stalling” by asking for a mediator, MTA accepts the assistance of a third party mediator that helps facilitate a dialogue between the parties.

October 13, 2022 - Tentative agreement on all issues reached and signed.

October 17, 2022 - MPS administration formally recommends approval of the tentative agreement to the Medford School Committee.

October 24, 2022 - MTA notifies MPS of failure to ratify by MTA membership.

October 25, 2022 - MTA is asked by MPS if they plan to hold a second vote on the tentative agreement reached on October 13, 2022. MTA responds affirmatively and accepts MPS offer to assist with clarifying side letter with respect to elementary release time language.

*On multiple occasions between October 25, 2022 and November 2, 2022, MTA President Charlene Douglas stated that the MTA understood the MTA tentative agreement represents a good deal for teachers and that the MTA was not asking for additional compensation.*

November 2, 2022 - After multiple MTA membership meetings, MTA President Charlene Douglas informs MPS that the MTA is now asking to revisit the agreed upon financial package, stating is necessary “because of the anger.”

*MPS and MTA meet to discuss language issues and points of clarification on October 25th, November 8th and November 16th.*

# MPS–MTA Negotiations Timeline (part 4)

November 29, 2022 - MTA announces to its membership that they will be “delivering a vote of no confidence” on December 5, 2022.

November 30, 2022 - MTA requests a meeting with the mayor and MPS negotiating team.

December 1, 2022 - Mayor asks MTA to pick from a series of dates and times to meet in response to the MTA request.

December 2, 2022 - Meeting with scheduled with the MTA for December 7, 2022 and pre-meeting phone call is requested by mayor for Monday afternoon.

December 3, 2022 - At 8:43pm on Saturday evening, the MTA requests to meet with the MPS team on Sunday evening and informs the mayor that the MTA president is unavailable to speak by phone on Monday afternoon as she will be busy preparing for her rally outside of the mayor’s office.

December 4, 2022 - Mayor responds that she will talk on the phone on the morning of Monday, December 5th.

December 5, 2022 - MTA informs that the mayor of the, apparently previously determined, judgment of “no confidence.” Basis for the “no confidence” is unstated.



# Implications of MTA's No Confidence "Vote"

# MPS–MTA Negotiations

- MPS had hoped to provide retroactive compensation and one-time payments to all MTA members before end of the calendar year. ,
- MTA communicated that the basis for the failure to ratify was the elementary early dismissal provision.
  - The original language was attributable to the MTA.
  - The MPS has negotiated additional clarifying language that the MTA has, again, indicated its support.
  - MPS has agreed that the implementation of the elimination of the early release time for Wednesday at ES will not occur until the fall of 2023.
- MPS needs to plan for the responsible use of the grant funding, including during the summer of 2023. Holding \$2 million in grant funding in reserve due to ongoing negotiations is problematic.
- MPS withheld the filing of the unfair labor practice charge after the union’s leadership failed to adequately support the tentative agreement on the basis that the MTA agreed to hold a second vote and communicated that it understood that the district would not revisit the agreed upon financial package.
- In response to the MTA declared “no confidence” and dubbed the MPS negotiating team “proven ineffective.”

# MPS–MTA Negotiations

- On October 17th the MTA held a ratification vote that failed by a 17 votes.
- MTA held allegedly held a secret “no confidence” vote, then asked for a meeting, the meeting was granted, they tried to move the meeting up to Sunday night, they then declared no confidence.
- On December 5th the MTA announced “no confidence” that they claimed passed with 94% of the vote, on the basis (presumably) of the district maintaining a financial package that was agreed to by the MTA leadership.
- The “proven ineffective” MPS bargaining team, which the MTA has declared “no confidence” in, is set to meet with the MTA on December 7th and December 20th.