

AFSCME Council 93 Citywide Contract Details



Contract Effective Dates
July 1st, 2020 to June 30th, 2023

Contract Highlights

- 3 Year Contract (FY 2020, 2021, 2022)
- Raises
 - Year 1- 2.0%
 - Year 2- 1.5%
 - Year 3- 2.0%
- Full Retro from October 1st, 2020
- \$1,000 COVID-19 Recognition Bonus
- Juneteenth Holiday Codified in Contract
- Two Wellness Days for use in 2022 (*for Verified Employees*)

COVID-19 Vaccine Policy Updates

- **Red Zone Status (determined by ICU Occupancy, Hospitalizations, and Community Positivity Rate on a 7-day moving average as reported by the BPHC)**
 - Non-Verified Members placed on unpaid leave
 - Non-Verified Members can use accrued Personal/Vacation/ Sick Time to avoid loss of pay
 - No loss of employment, discipline, or loss of seniority for Non-Verified Members on unpaid leave
- **Yellow Zone Status**
 - Non-Verified Members continue to work
 - Non-Verified Members must submit proof of 2 negative COVID-19 tests per calendar week
 - PCR and/or Rapid Antigen Tests will be accepted as proof of negative test
- **Green Zone Status**
 - After City of Boston lifts all masking requirements
 - Non-Verified Members no additional requirements
- **Vaccine Verification**
 - On or before January 15, 2022: All employees must upload proof of at least one dose of a one- or two-dose vaccine.
 - On or before March 7, 2022: All employees must upload proof of two doses of a two-dose vaccine.
 - All vaccines authorized by the U.S. Food and Drug Administration (FDA) or the World Health Organization (WHO) will meet the City's vaccine verification requirement.

Visit www.afscme93.org for full details of the the contract