
TO: Boston School Committee
FROM: Daniel Rosengard, Executive Director, Transportation
David Bloom, Chief Financial Officer
CC: Mary Skipper, Superintendent
Jeremiah Hasson, Director, OLR
RE: Bus Drivers CBA Supplemental Appropriation Request and Letters of Agreement
DATE: December 4, 2024

In their role as the current school bus vendor for the Boston Public Schools, Transdev employs school bus drivers who are members of the USW Local 8751 union. Under the contract between Boston Public Schools and Transdev, Transdev is reimbursed for all unionized personnel wages and fringe benefit costs, as approved by the City, and payroll taxes.

Transdev and the school bus drivers union, USW Local 8751, have recently reached agreement on a successor collective bargaining agreement. The parties' bargaining teams reached the tentative agreement on November 2, 2024, the MOA was executed on November 13, 2024, and the union ratified the agreement on November 15, 2024.

Enclosed for the School Committee's review is the memorandum of agreement between Transdev and the school bus drivers union through June 30, 2028.

Outlined below are the highlights of the recent agreement, their financial impact, and the actions requested of the School Committee.

CBA Highlights

Duration: 4 year agreement in effect from July 1, 2024 through June 30, 2028

Wages: Market Adjustments for Regular Report Rate

- Effective July 1, 2024: \$33.00 per hour (\$3.87 per hour increase - retroactive)
- Effective July 1, 2025: \$34.00 per hour (\$1 per hour increase)
- Effective July 1, 2026: \$35.00 per hour (\$1 per hour increase)
- Effective July 1, 2027: \$35.38 per hour (\$0.38 per hour increase)

Retirement:

- Years of service eligibility requirement for retirement benefits reduced from 30 to 25 years
- Retirement severance increased according to the following:
 - Effective July 1, 2024: Increased to \$1,200 per year of service (retroactive)

- Effective July 1, 2025: Increased to \$1,300 per year of service
- Effective July 1, 2026: Increased to \$1,400 per year of service
- Effective July 1, 2027: Increased to \$1,500 per year of service

Guaranteed Minimum Hours:

- Guaranteed minimum weekly hours to increase from 31 hours to 35 hours, effective July 1, 2025, upon adoption of language by the parties about “work as directed” with work protections
- *Note: Working in conjunction with existing provisions of the driver collective bargaining agreement, the addition of “work as directed” language is anticipated to improve BPS’s and Transdev’s ability to cover athletics, field trips, and other transportation activities in cases when they are not able to be covered through existing driver bid and assignment processes*

Request for Supplemental Appropriation

For Fiscal Year 2025, we are asking the School Committee to request an FY25 Supplemental Appropriation from the Boston City Council in the amount of \$6,637,486 to support the cost of the contract as outlined below.

For Fiscal Years 2026, 2027, and 2028, the costs outlined below will be requested as part of the budget process and will be included in the budget presented to the School Committee.

	FY2025	FY2026	FY2027	FY2028	Total Cost over 4yr Contract Term	FY2028 Annualized
Total	\$6,637,486	\$8,343,120	\$10,048,755	\$10,749,717	\$35,779,079	\$10,749,717
Supplemental Request:	\$6,637,486					
				Total Cost over 4yr Contract Term:		\$35,779,079

Request to approve Letters of Agreement

Enclosed for the School Committee’s review are two draft letters of agreement between the School Department, the Mayor and the City of Boston, and the USW Local 8751.

The highlights of these agreements are as follows:

- Letter of Agreement A



- COB/BPS agree that in a scenario in which BPS retains different school bus transportation vendor(s), the procurement documents will specify that the current union would continue to be employed by any new vendor(s) under the same CBA
- The union agrees to no strikes, work stoppages, or slowdowns through June 30, 2029, one year past the expiration of the CBA
- Letter of Agreement B
 - COB/BPS agree that in a scenario in which the City or School Committee provides school bus services with its own employees, rather than through a vendor, the COB/BPS would be obligated to employ the current union under the same CBA
 - The union agrees to no strikes, work stoppages, or slowdowns through June 30, 2029, one year past the expiration of the CBA

These agreements would be in effect from the date of execution through June 30, 2029, which is one year past the expiration of the CBA between Transdev and the USW Local 8751.

We are asking the School Committee to vote in favor of these Letters of Agreement.

