

ENROLLED ORIGINAL

A RESOLUTION

23-373

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

March 3, 2020

To declare the existence of an emergency with respect to the need to approve the salary increases, other compensation ordered by the interest arbitration award, and the collective bargaining agreement submitted by the Mayor for employees of the District of Columbia Public Schools and Office of State Superintendent of Education, who are represented by the American Federation of State, County and Municipal Employees, District Council 20, Local 2921, AFL-CIO.

RESOLVED, BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this resolution may be cited as the “Interest Arbitration Award and Collective Bargaining Agreement between the District of Columbia Public Schools and the Office of the State Superintendent of Education and the American Federation of State, County and Municipal Employees, District Council 20, Local 2921, AFL-CIO Emergency Declaration Resolution of 2020”.

Sec.2. (a) There exists an immediate need to approve on an emergency basis the salary increases, retroactive to October 1, 2017, other compensation ordered by the interest arbitration award, and the collective bargaining agreement submitted by the Mayor for employees of the District of Columbia Public Schools (“DCPS”) and the Office of the State Superintendent of Education (“OSSE”), who are represented by the American Federation of State, County and Municipal Employees, District Council 20, Local 2921, AFL-CIO (“AFSCME, District Council 20, Local 2921”).

(b) The interest arbitration award (“Award”) and the collective bargaining agreement (“Agreement”) for DCPS and OSSE employees represented by the AFSCME, District Council 20, Local 2921 requires certain compensation increases over a period of 4 years. The Award requires that the Agreement provide for a retroactive 3% wage increase for Fiscal Year 2018, effective beginning the first full pay period commencing on or after October 1, 2017. The Award also provides for a retroactive 2% wage increase for Fiscal Year 2019, effective beginning the first full pay period commencing on or after October 1, 2018, and an 8% increase for Fiscal Year 2020, retroactive in part, effective beginning the first full pay period commencing on or after October 1, 2019. For Fiscal Year 2021, the Award provides for the employees to receive a 5% wage increase, effective beginning the first full pay period commencing on or after October 1, 2020. In addition, in Fiscal Year 2021, the Award provides for the paraprofessionals,

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including the educational aides, with 7 years or more of service, to receive a one-time longevity bonus.

(c) The Award and Agreement represents significant increases in compensation for DCPS and OSSE employees represented by AFSCME, District Council 20, Local 2921, including educational aides. DCPS and OSSE value a positive work environment and opportunities for professional growth for their employees. This Award and Agreement will significantly enhance DCPS' and OSSE's system of support by providing employees represented by AFSCME, District Council 20, Local 2921 with additional compensation and benefits.

(d) Council approval is necessary because the failure to pay the wages under the pay schedules in accordance with the express terms of the Award and the Agreement in an expeditious fashion may result in undermining the confidence of union members in the District of Columbia government and its leadership and may jeopardize the future relationship between labor and management in the District of Columbia.

Sec. 3. The Council of the District of Columbia determines that the circumstances enumerated in section 2 constitute emergency circumstances making it necessary that the Interest Arbitration Award and Collective Bargaining Agreement between the District of Columbia Public Schools and the Office of the State Superintendent of Education and the American Federation of State, County and Municipal Employees, District Council 20, Local 2921, AFL-CIO Emergency Approval Resolution of 2020 be adopted on an emergency basis.

Sec. 4. This resolution shall take effect immediately.