

# CAMBRIDGE PUBLIC SCHOOLS

135 BERKSHIRE STREET, CAMBRIDGE, MASSACHUSETTS 02141

22-47



April 5, 2022

TO THE HONORABLE MEMBERS OF THE SCHOOL COMMITTEE:

Approval of the Amendment to Agreement between American Federation of State, County and Municipal Employees, Council 93, Local 1611 and Cambridge School Committee Regarding COVID-19 Testing

Recommendation: That the School Committee ratify and approve the Amendment to the Agreement between the American Federation of State, County and Municipal Employees, Council 93, Local 1611 that was made and entered into on February 15, 2022.

Description: This Amendment to the Agreement that was reached between the parties addresses the change in the process of testing for members of Local 1611.

Supporting Data: A copy of the Amendment to the Agreement between the Committee and the Local 1611.

Respectfully submitted,

Victoria L. Greer, Ph.D.  
Superintendent of Schools

**AMENDMENT TO AGREEMENT BETWEEN AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES, COUNCIL 93, LOCAL 1611 and  
CAMBRIDGE SCHOOL COMMITTEE REGARDING COVID-19 TESTING**

WHEREAS, a Memorandum of Agreement (“Agreement”) was made and entered into on February 15, 2022 by and between the Cambridge School Committee (“Cambridge”) and the American Federation of State, County and Municipal Employees, Council 93, Local 1611 (“AFSCME”) (hereinafter collectively referred to as “Parties”) regarding COVID-19 testing.

WHEREAS, the parties wish to amend this Agreement in order to change the provisions with respect to the testing process.

NOW THEREFORE, the Parties agree to amend paragraph 2 of the Agreement as follows:

1. The Parties agree that the current text of paragraph 2 of Agreement shall be deleted in its entirety and the following inserted in its place:

Effective as of Monday, April 12, 2022, any AFSCME union member who is not vaccinated, even if such non-vaccination is with an exemption granted by the Cambridge Public Schools Office of Human Resources, is required to be tested.

Once-weekly pool testing will be available for AFSCME union members within their respective Cambridge Public Schools school building, which may not be scheduled at the convenience of the employee. If a pool tests positive, follow up testing is performed to identify specific individuals(s) actually carrying COVID-19.

Unvaccinated AFSCME union members will be required to participate in weekly pool testing, and all scheduled shifts will be covered if a nurse is available. On the rare occasion that an AFSCME union member who works the third shift is not able to participate in pool testing, an at-home rapid antigen COVID-19 test will be provided to the unit member and the unit member must provide proof of the results of the test upon request. Fully vaccinated unit members may participate in weekly pool testing on a voluntary basis, which may not be scheduled at the convenience of the employee. The Cambridge Public Schools reserves the right to withdraw from the State’s testing programs at any time. Further, if the State provides new options for public health safety beyond the current testing programs, the Cambridge Public Schools reserves the right to make a determination whether to adopt one or more of these options. The Cambridge Public Schools will make such determination in consultation with the Cambridge Public Health Department or their representatives and if there are changes will notify the Local 1611 accordingly.

In addition, all AFSCME union members will be provided with supplies to conduct at-home rapid antigen COVID-19 testing each week that school is in session only if the AFSCME union members sign the consent form required by Commonwealth of Massachusetts (“Commonwealth”) to participate in this state rapid testing program. The

number of tests provided and the frequency of distribution of supplied tests is dependent on the Commonwealth's delivery of supplies and may be adjusted if the Commonwealth makes any adjustments in the program.

Participation in the state rapid testing program is required for all AFSCME union members who are unvaccinated. The number of tests and the frequency of tests may be adjusted if the Commonwealth makes any such adjustments to its program. If an AFSCME union member has tested positive in the last ninety (90) days they should refrain from using the rapid test unless they are still showing COVID-like symptoms. If public health guidance on the use of these tests by recently positive individuals changes, the Cambridge Public Schools will make adjustments accordingly and notify AFSCME union members. It is incumbent upon the positive employee to restart testing after this ninety (90) day calendar day period or be subject to discipline.

The Parties also agree that if an AFSCME union member is positive for COVID-19 they must enter a minimum five (5) day COVID-19 isolation period. The duration of the isolation period may change if the Centers of Disease Prevention and Control guidance concerning isolation periods changes, and if there are changes to the required isolation period, the Cambridge Public Schools will notify union members accordingly.

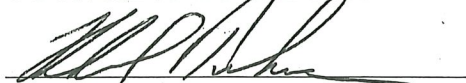
Additionally, if an unvaccinated employee tests positive for COVID-19 they will be exempted from the testing program for ninety (90) calendar days from the date of the positive test. It is incumbent upon the positive employee to restart testing after this ninety (90) calendar day period or be subject to discipline.

As a result of the provisions set forth in this Agreement, the Local 1611 agrees that no grievances shall be filed in connection with the matters set forth herein.

2. All other terms and conditions of the original Agreement remain unchanged and in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Amendment to be executed by their respective duly authorized officers as of \_\_\_\_\_ day of \_\_\_\_\_ 2022.

ASSOCIATION OF FEDERAL, STATE  
COUNTY AND MUNICIPAL EMPLOYEES  
COUNCIL 93 LOCAL 1611

  
Rick Tribuna  
President

CAMBRIDGE SCHOOL COMMITTEE

\_\_\_\_\_  
Ariel Kennebrew  
Executive Secretary



\_\_\_\_\_  
Date

Order Number \_\_\_\_\_

Date \_\_\_\_\_

CITY OF CAMBRIDGE

By: \_\_\_\_\_  
Louis A. DePasquale  
City Manager  
City of Cambridge

Approved as to form: \_\_\_\_\_  
Nancy E. Glowa, Esq.  
City Solicitor