



TO: Elizabeth Pauli, Acting City Manager
FROM: Karen Short, Human Resources Senior Analyst
Gary Buchanan, Interim Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit – March 28, 2017
DATE: March 6, 2017

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement as negotiated with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit.

STRATEGIC POLICY PRIORITY:

The requested resolution aligns with the City Council’s Strategic Policy Priority to encourage and promote an open, effective and results-oriented organization by providing for rates of pay and compensation for employees represented by the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit.

BACKGROUND:

The resolution will authorize execution of the 2017-2019 Collective Bargaining Agreement negotiated with the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit.

The agreement covers three years, and provides for a wage increase in each year of the agreement. There are currently 2 FTE positions in the bargaining unit. The agreement includes a wage increase of 2.25 percent effective April 3, 2017, that will correspond to the date for a change to how employee contributions to the supplemental pension plan with the Western Metal Industry Fund is calculated and administered. Effective January 1, 2018, wages will increase 2.25 percent, and will increase 2.25 percent effective January 1, 2019. In addition, active employees as of the date of ratification of the agreement will receive a one-time lump sum payment of \$500.

Other changes to the agreement include changes to the grievance language to state that each party is responsible for costs related to development and presentation of their respective cases in arbitration; clarifying language in the article related to hours of work and overtime; the ability for employees to request approval of a reimbursement of a certification renewals where the certification is job related; and moving contract language related to time off and benefits to Appendix B.

ISSUE:

Authorization is required to execute the Collective Bargaining Agreement as negotiated with the bargaining unit on behalf of the employees represented by the District Lodge #160 on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, Supervisors’ Unit.

RECOMMENDATION:

It is recommended that the City Council take the necessary action to approve the legislation.

FISCAL IMPACT:

Fiscal impact has been provided by the Budget Office.