



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Karen Short, Senior Human Resources Consultant
Shelby Fritz, Human Resources Director
Kari Louie, Assistant Human Resources Director
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit – July 25, 2023
DATE: July 10, 2023

SUMMARY AND PURPOSE:

A resolution authorizing execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

BACKGROUND:

The resolution authorizes execution of a Letter of Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit. The Letter of Agreement provides for procedures that may be used by the Public Works, Street Operations Division, during a declared Snow and/or Ice Emergency Event.

At certain times during the year due to snow and/or ice conditions, the City’s Public Works Street Operations Division (“Street Operations”) may declare a Snow and/or Ice Emergency Event (“Event”), and institute shifts of up to twelve and a half (12 ½) hours for employees, including Financial Assistants (CSC 0504) and Office Assistants (CSC 0060) who work in Street Operations (“Clerical Staff”), to provide necessary services to the City and its population. The City and the Union recognize the unpredictability of such weather Events.

During an event, management may determine the need to change the hours/work shifts for clerical staff outside of the language of the collective bargaining agreement provided in Section 14.5.2. When this occurs, all telework agreements will be suspended, and staff will report to the office during the event. Shift assignments resulting in overtime opportunities for clerical staff will be offered per the terms of the Letter of Agreement.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Letter of Agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

| Alternative(s) | Positive Impact(s) | Negative Impact(s) |
|---|--------------------|--------------------|
| Do not approve execution of the Letter of Agreement | N/A | unknown |

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Letter of Agreement with the International Brotherhood of Electrical Workers, Local 483, Clerical Unit.

FISCAL IMPACT:

Fiscal impact information will be provided by the Budget Office. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Letter of Agreement