



TO: Elizabeth Pauli, City Manager
FROM: Karen Short, Senior Human Resources Analyst, Human Resources
Bill Fosbre, City Attorney
Dylan Carlson, Senior Labor Relations Manager
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 & Aerospace Workers, WWTP Supervisors’ Unit – December 3, 2019
DATE: November 8, 2019

SUMMARY:

A resolution authorizing the execution of a Collective Bargaining Agreement (CBA) negotiated with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Supervisors’ Unit, effective January 1, 2020, through December 31, 2023.

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 compensation and benefits as negotiated in the Collective Bargaining Agreement with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Supervisors’ Unit.

BACKGROUND:

The resolution will authorize the execution of a 2020-2023 Collective Bargaining Agreement (CBA) as negotiated with the District Lodge #160, on behalf of Local Lodge #282 of the International Association of Machinists and Aerospace Workers, WWTP Supervisors’ Unit. There are currently 3 full-time, budgeted positions within the bargaining unit.

The agreement covers four years, and provides for a wage increase in each year of the agreement. Effective January 1 of each year of the agreement, 2020-2023, the base wage rates will increase by 2 percent.

Other significant changes in the agreement include:

1. Withdrawal of the unit from the Western Metal Industry Pension Fund, with the employer assuming withdrawal liabilities in accordance with plan procedures and applicable law.
2. Employees hired January 1, 2020 or later, will not be eligible to participate in the longevity program.
3. Employees hired January 1, 2020 or later, will be required to enroll in the Personal Time Off Plan, in lieu of Vacation and Sick Leave plans.
4. Language added that clarifies how standby will be assigned and when travel time will be paid for callbacks and standby.
5. Changes to provide for gender neutral language.

RECOMMENDATION:

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

FISCAL IMPACT:

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