



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 7, 2021

Re: Approving amendments to the Collective Bargaining Agreements between the Laborers' International Union of North America Local 955 and the City of Columbia.

Executive Summary

The City of Columbia and the Laborers' International Union of North America (LIUNA) Local 955 reached tentative agreement on amendments for FY 2022, to the current collective bargaining agreement. The contract amendment requires City Council approval.

Discussion

City of Columbia management representatives and representatives of Laborers' International Union of North America Local 955, including employee bargaining committee members, participated in a process to negotiate amendments to the current collective bargaining agreement.

LIUNA represents permanent employees (excluding individuals in some supervisory, temporary or seasonal, and professional capacities) in several departments please find an attached list. A tentative agreement has been reached and members of LIUNA have ratified the proposed contract.

The proposed amendments include most of the same proposed pay adjustments included in the FY2022 budget for non-represented employees. Those include:

1. The City will increase current pay ranges by 2.17%.
2. The City will move classifications to new pay grades as recommended by Paypoint HR.
3. The City will make a one-time across the board increase of 3.0% to all Members of the Union.
4. The City will move any employee paid below the new minimum to the new minimum pay for employee's classification.
5. Incremental move to midpoint.
 - a. For employees with a minimum of three (3) years' time in classification as of March 1, 2021, employee pay will be at least 40% of the difference between the new midpoint and the minimum for the employee's pay grade.



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- b. For employees with a minimum of four (4) years' time in classification as of March 1, 2021, employee pay will be at least 70% of the difference between the new midpoint and the minimum for the employee's pay grade.
 - c. For employees with a minimum of five (5) years' time in classification as of March 1, 2021, employee pay will be at least the midpoint for the employee's pay grade.
6. No employee may receive an increase that exceeds the maximum for their pay range.

In addition to compensation other sections negotiated during the collective bargaining processes.

7. Union Representative Visitation Rights

Local 955 may designate Union Representatives, not to exceed two (2) at any one time, who may have access to designated areas in each City building at which the Union has Members to meet with Members of the bargaining unit. These meetings may only take place during rest periods or meal breaks. The designated Union Representatives must notify the City by email at ljuna955@como.gov one full business day (not including Saturday, Sunday or Holidays) in advance indicating the time and location of the site visit; in the alternative, the Union Representatives may enter City facilities for the purpose of meeting with represented employees on shorter notice or without notice by agreement of the supervisor, and agreement shall not be unreasonably withheld.

8.1 Representation in Disciplinary Actions

If the City notifies the Member that an investigative examination may result in demotion, suspension without pay or discharge, the Member has the right to be represented by a Union steward or representative and the city shall inform the member of that right at the time of the interview.

12.4 Tool allowance

For employees classified as Vehicle Mechanic II, Vehicle Mechanic, Vehicle Service Worker, and Vehicle Maintenance Assistant, the tool replacement compensation provided in Ordinance 19-104 shall be, \$1000.00 per fiscal year.



Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the proposed FY 2022 Budget adjustment up for final read September 20, 2021. The effective date of the pay changes is September 19, 2021.

Long-Term Impact: Based on annual budget and collective bargaining process.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Public Safety, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action

Suggested Council Action

Approve the proposed contract amendments for Laborers' International Union of North America, Local 955