



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: August 6, 2018

Re: Approving Amendments to the Collective Bargaining Agreement between Laborers' International Union of North America, Local 773 and the City of Columbia

Executive Summary

The City of Columbia and Local 773 of the Laborers' International Union of North America (LiUNA) reached a tentative agreement on amendments for FY 2019 to the current three year labor contract. The contract amendments require City Council approval.

Discussion

City of Columbia management representatives and representatives of Local 773, including employee stewards, participated in a negotiation process on Section 12.3, Hours in Earned Pay Status as Work Hours for Purposes of Overtime, and Section 12.4, Compensation and Wage Reopener, in the current collective bargaining agreement. These sections were the only two items open to negotiation for FY 2019.

LiUNA represents approximately 300 City workers in five departments, including vehicle mechanics, custodians, bus drivers, equipment operators, airport maintenance, and sewer and solid waste employees. A tentative agreement was reached, and members of LiUNA 773 are expected to ratify the contract by vote prior to August 20, 2018.

Two amendments are proposed, to reflect the change to overtime calculations proposed in the FY 2019 budget and to include a \$0.25/hour across the board increase also proposed in the FY 2019 budget:

12.3 Hours in Earned Pay Status as Work Hours for Purposes of Overtime is replaced. Overtime pay eligibility will be calculated in accordance with the proposed change to section 19-96 of the Code of City Ordinances, with the overtime rate (or compensatory time in accordance with FLSA standards) for all hours in pay status worked in excess of forty (40) hours during the work period.

12.4 Compensation and Wage Reopener is replaced to include the FY 2019 proposed \$0.25/hour across the board pay increase in the agreement, subject to appropriations by City Council.

If approved by Council, the contract amendments will be effective on execution by both parties; the changes to overtime and pay will occur starting September 23, 2018. The proposed amendment to the collective bargaining agreement is attached.



Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2019 Budget.

Long-Term Impact: N/A

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
09/18/17	B278-17, Ordinance 023327 approved, authorizing a collective bargaining agreement with Laborers' International Union of North American, Local 773.

Suggested Council Action

Approve proposed collective bargaining agreement amendments.