



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: November 2, 2020

Re: Approving a Collective Bargaining Agreement 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 a tentative agreement on a new three-year labor contract. The contract 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 renegotiate the current collective bargaining agreement that expired on September 30, 2020.

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 includes wage reopener for March of 2021; if the reopener leads to proposed pay adjustments the FY 2021 budget will need to be amended.

The most significant change from the current contract is the labor group went from representation by Laborers' International Union of North America Local 773 to Laborers' International Union of North America Local 955.

If approved by council, the contract will be in effect October 1, 2020 through September 30, 2023. The contract also includes an annual compensation/wage reopener clause. The proposed agreement is attached.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations have been included in the FY 2021 Budget.

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



City of Columbia

701 East Broadway, Columbia, Missouri 65201

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
08/20/2020	B184-18A (Ordinance No. 023611) Authorized 2018 amendments to the collective bargaining agreement with Laborers' International Union of North America, Local 773.
09/18/2017	B278-17 (Ordinance No. 023327) Authorized a collective bargaining agreement with Laborers' International Union of North America, Local 773.

Suggested Council Action

Approve the proposed contract between the City of Columbia and the Laborers' International Union of North America Local 955.