



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: September 3, 2019

Re: Approving Work Ordinance for Laborers' International Union of North America, Local 773

Executive Summary

The City of Columbia and Local 773 of the Laborers' International Union of North America (LIUNA) reached agreement on a work ordinance for FY 2020.

Discussion

City of Columbia management representatives and representatives of Local 773, including employee stewards, participated in a process to discuss pay increases in FY 2020.

LIUNA represents approximately 300 City workers in five departments, including vehicle mechanics, custodians, bus drivers, equipment operators, airport maintenance, sewer and solid waste employees. This ordinance does not amend the current collective bargaining agreement between LIUNA 773 and the city because HB 1413 provisions are currently unsettled by Missouri courts.

The work ordinance includes all of the same proposed pay adjustments included in the FY 2020 budget. In addition, the City will designate a specific number of positions in the Streets Division as eligible to receive an add pay for obtaining a commercial driver's license hazardous materials endorsement. Employees in the Street Division selected to obtain CDL hazmat endorsements will receive a \$0.50/hour add pay upon obtaining the endorsement.

If approved by council, this ordinance will be in effect until September 30, 2020. Future contract negotiations are dependent on court decisions on the implementation of HB 1413.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the work ordinance have been included in the FY 2020 Budget.

Long-Term Impact: Based on annual budget and meet and confer process.

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



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Legislative History

Date	Action
08/20/18	B184-18, Ordinance 023611 approved, authorizing amendments to a collective bargaining agreement with Laborers' International Union of North American, Local 773.
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 ordinance.