



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: April 7, 2025

Re: Authorizing a fourth amendment to the collective bargaining agreement with Laborers' International Union of North America, Local 955

Executive Summary

The City of Columbia and LiUNA local 955 have mediated an (CBA) amendment to implement pay adjustments for select employees, and amending the language in Section 12.3.

Discussion

The City of Columbia management team engaged in mediation with LiUNA regarding a wage complaint. The complaint centered in the wording from the prior negotiated CBA, which resulted in employees between steps to be moved the next nearest step. Even though raises were processed as agreed upon in the CBA, this meant 13 employees received less than the 2% step pay increase.

Following mediation, both sides agreed to the following: the 13 specific employees who were between steps (see attached spreadsheet) at the time of the last negotiated amendment will be moved to the next step. This amendment offers an equitable solution for those who did not receive the full 2% step raise. This pay adjustment will be effective the beginning of the pay period following approval by City Council. This pay adjustment will not be retroactive.

Fiscal Impact

Short-Term Impact: The costs are accommodated in the FY 25 budget.

Long-Term Impact: Ongoing costs for employee salary and benefits.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Organizational Excellence, Secondary Impact: Resilient Economy, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](#)

Primary Impact: Economic Development, Secondary Impact: Livable & Sustainable Communities, Tertiary Impact: Not Applicable



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Legislative History

Date	Action
12/16/2024	Authorizing a third amendment to the collective bargaining agreement with Laborers' International Union of North America, Local 955. R238-24
10/07/2024	Authorizing the second amendment to the Collective Bargaining Agreement (CBA) between the City and the Laborers' International Union of North America, Local 955 (LiUNA). R176-24
02/19/2024	Authoring a first amendment to the collective bargaining agreement with LiUNA. R40-24
09/18/2023	Authorizing a collective bargaining agreement with Laborers' International Union of North America, Local 955 for a four-year labor contract. B221-23

Suggested Council Action

Approve the proposed CBA amendment between LiUNA and the City of Columbia.