



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: January 16, 2024

Re: Voluntary recognition of specific classifications in Electric Production and Electric Distribution Divisions of the Utilities Department as members of the Water and Light Association bargaining unit.

Executive Summary

Pursuant to section 19-25(a) the City Manager has the authority to recommend to the City Council (following certified elections or other assurances of interest deemed appropriate by the city manager and not inconsistent with state law) recognition of appropriate representative units of employees with a mutually acceptable community of interest for the purpose of collective bargaining over salaries, terms and conditions of employment and other subjects mutually agreed upon as proper subjects for such discussions. This recommendation is made following submission of a request letter with signatures from 9 of the 10 employees in classifications requesting representation. Representation is requested for the following classifications: Apprentice Balancing Authority Operator, NERC Certified System Operator, and Electric Distribution Coordinator.

Discussion

On November 27, 2023, 9 of 10 employees in specific classifications in the Utilities Department Electric Production and Electric Distribution Divisions submitted a signed letter requesting voluntary recognition as members of the Water and Light Association. Representation is requested for the following classifications: Apprentice Balancing Authority Operator, NERC Certified System Operator, and Electric Distribution Coordinator. If approved by Council all 10 employees will be represented by the Water and Light Association.

On December 18, 2023 members of city management met with employees requesting representation and representatives of the Water and Light Association. As a result of this meeting, City staff recommends voluntary recognition of the employees in identified classifications as members of the Water and Light Association bargaining unit.

If voluntary recognition is approved, staff will introduce amendments to the classification and pay plan to reflect the change in bargaining unit at a future council meeting.

Fiscal Impact

Short-Term Impact: Unknown, fiscal impact will be based on future negotiations.

Long-Term Impact: Unknown, fiscal impact will be based on future negotiations.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
04/18/2016	R48-16 – Recognition of the Water and Light Association as a bargaining unit.

Suggested Council Action

Adoption of this resolution.