



# City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: April 18, 2016

Re: Recognizing the Water and Light Association as an appropriate representative unit of employees with a mutually acceptable community of interest separate from other City of Columbia employees

## Executive Summary

Pursuant to section 19-25(a) the City Manager has the authority to recommend to the City Council the recognition of appropriate representative units of employees with a mutually acceptable community of interest for the purpose of meeting, conferring, and discussing salaries and other conditions of employment which are mutually agreed upon as proper subjects for such discussions. This recommendation is made following certified elections or other assurances of interest deemed appropriate by the City Manager and not inconsistent with state legislation.

## Discussion

Employees of the City Utilities Department in the Electric Distribution Division filed a petition with the State Board of Mediation for recognition by the City of Columbia (Public Case No. R 2016-014) for specific positions in the Electric Distribution Division of the City Utilities Department. The City, the petitioners, and representatives of Local 773 of Laborers' International Union of North America entered into discussion to determine an appropriate community of interest. The State Board of Mediation approved and encouraged this discussion process. At the conclusion of the discussions, the petitioners agreed to include the Water Utility in the community of interest. Local 773 agreed to give up representation of Power Production employees and allow the petitioners to include those employees in the proposed group. The positions all parties have agreed will be covered by the Water & Light Association are attached to this memo.

The City Manager finds that the petition process, the resulting discussions, and the proposed list of covered job classifications are an acceptable assurance of interest to recommend to the City Council that the Water & Light Association be recognized as an appropriate bargaining unit of employees, separate from other City of Columbia employees pursuant to section 19-26(9). The FY 2016 Classification and Pay Plan will be updated to include the Water and Light Association designation on appropriate classifications and include any necessary new classification numbers to differentiate Water and Light Association classifications.



## Fiscal Impact

Short-Term Impact: Unknown

Long-Term Impact: Unknown

## Vision & Strategic Plan Impact

### Vision Impacts:

Primary Impact: Governance & Decision Making, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### Strategic Plan Impacts:

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

### Comprehensive Plan Impacts:

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

## Legislative History

Date	Action
None	None

## Suggested Council Action

Adoption of this resolution.