



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: September 5, 2023

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 four-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 (CBA) scheduled to expire on September 30, 2023.

LIUNA represents permanent employees (excluding individuals in some supervisory, temporary or seasonal, and professional capacities) in several departments as noted in the attached CBA.

Below is a summary of the pay adjustments for Local 955 City employees. Specific details are outlined in the CBA.

1. Additional pay for solid waste curbside collection will end September 30, 2023.
2. Effective on October 1, 2023, the City will implement classification and compensation study pay ranges at approximately 6.4% above market.
3. Effective on October 1, 2023, the City will implement the negotiated step plan as attached to the CBA as Exhibit A.
4. Members will be placed in the steps and/or pay rates identified on the spreadsheet titled Individual Member Pay 08.08.23, attached as Exhibit B. Local 955 and the City recognizes that this document represents those employees in their current positions as of 08.08.23 and will be updated prior to implementation to reflect personnel changes that occur prior to October 1, 2023.
5. Implementation of the pay scale shall be as follows;
 - a. The parties agree that the pay scale above shall be in effect as provided herein. All new members shall enter the grade at the entry step as illustrated in Exhibit A.
 - b. If a member is currently above the top step, that employee will remain at the current pay rate. Upon reaching the top step, members shall not receive an increase to their pay rate that exceeds the step to which the member is assigned.



City of Columbia

701 East Broadway, Columbia, Missouri 65201

- c. No member shall have their current pay rate reduced by any amount except as a result of demotion.
- d. The rate of pay for new hires, promotions, transfers and demotions shall be in accordance with City personnel rules and regulations.
- 6. Future pay changes and/or upward movement within the pay scale/steps shall be negotiated as part of an annual wage reopener.
- 7. In lieu of being placed in a step, Solid Waste Packer, Refuse Collector and Sr. Refuse Collector positions will move to the new minimum if not already paid at that rate and receive a \$4.00 per hour increase. This was done to mitigate the loss of the existing "add pay" that was provided to Solid Waste thus preventing pay reduction due to the implementation of the pay plan.

If approved by council, the contract will be in effect October 1, 2023 through September 30, 2027. The contract also includes an annual compensation/wage reopener clause. All changes or additions that require ordinance revisions are being submitted under separate legislation.

The City recognizes that the proposed implementation of the classification and compensation study primarily addresses starting salaries. The City will present a proposal to address compression by January 5, 2024.

Fiscal Impact

Short-Term Impact: All costs associated with implementation of the contractual obligations are included in the proposed FY 2024 Budget up for final read September 18, 2023
Long-Term Impact: Based on annual budget and collective bargaining process.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Reliable Infrastructure, Tertiary Impact: Inclusive Community

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
11/16/2020	B320-20. Authorizing a collective bargaining agreement with Laborers' International Union of North America, Local 955. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=4681185&GUID=4D50EC77-8EDA-4CAC-AB72-EA88E909B64F&Options=ID Text Attachments &Search=LiUNA
09/18/2017	B278-17. Authorizing a collective bargaining agreement with Laborers' International Union of North America, Local 773. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=3142519&GUID=86FA993A-7454-4923-894F-8CEDF133FB7A&Options=ID Text Attachments &Search=LiUNA



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Suggested Council Action

Approve the proposed collective bargaining agreement between the Laborers' International Union of North America, Local 955 (LIUNA) and the City of Columbia.