

**2018 AMENDMENTS TO COLLECTIVE BARGAINING AGREEMENT**

**Between Laborers' International Union of North  
America, Local 773; and City of Columbia  
Effective October 1, 2017 through September 30, 2020**

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2017 to September 30, 2020 ("Agreement") and the agree that these amendments to that Agreement have been made as a result of their good faith efforts to satisfy their obligations under Missouri law, and that the parties have met, discussed, and agreed upon a resolution of all reserved issues raised by the parties pursuant to Section 19-26 of the Code of Ordinances.

These amendments replace sections of the Agreement as indicated herein. Unless expressly replaced herein, all provisions of the existing Agreement continue to apply up to the time of expiration on September 30, 2020. Terms defined in the Agreement shall have the same definition in this amendment.

**Section 12.3 of the Agreement is replaced with the following provision:**

**12.3 Hours in Earned Pay Status as Work Hours for Purposes of Overtime**

Pay will be in accordance with section 19-96 of the Code of City Ordinances, with the overtime rate (or compensatory time in accordance with FLSA standards) for all hours in pay status worked in excess of forty (40) hours during the work period. As stated in Section 19-96 of the Code of Ordinances, overtime work shall be kept to a minimum and supervisors may limit or alter the scheduled hours of Members in order to avoid or limit the accrual of overtime. In making such adjustments, the supervisor will assure the operational needs of the department are fully addressed.

**Section 12.4 of the Agreement is replaced with the following provision:**

**12.4 Compensation and Wage Reopener**

For Members who meet the definition in Chapter 19 of the Columbia Code of Ordinances of "permanent employees" of the City on September 23, 2018, and who are not at or above the pay range maximum for their current position as of that date, the City will provide an increase in the hourly rate of pay of \$0.25 per hour.

This paragraph is subject to approval of appropriations for this purpose by City Council.

Annually, in accordance with Section 19-25 of the Code of Ordinances, the City and the Union shall engage in good faith negotiations on the issue of salaried compensation. If an agreement is reached, the parties' representatives will enter an agreement upon receiving authority as required by law.

By signing below, the parties represent that this Agreement has been duly approved and ratified, and they agree to abide by its terms and conditions.

**City of Columbia, Missouri**

By: \_\_\_\_\_  
Mike Matthes, City Manager

Date: \_\_\_\_\_

**ATTEST:**

By: \_\_\_\_\_  
Sheela Amin, City Clerk

**APPROVED AS TO FORM:**

By: \_\_\_\_\_  
Nancy Thompson, City Attorney *NT*

I hereby certify that there is a balance in the appropriate accounts otherwise unencumbered and sufficient to meet the financial obligations contemplated by this agreement.

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Michele Nix, Director of Finance

**Laborer's International Union of North America Local Union 773:**

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Robert Schroeder, Local 773 Business Manager

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Clint B. Taylor, Southern and Central Illinois District Council