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January 14, 2020

**(Via email to Margrace.Buckler@CoMo.gov)**

Margrace Buckler, Director of Human Resources  
City of Columbia  
600 East Broadway  
Columbia, MO 65201

**Re: Laborers' Local 773 Summary of Position**

Ms. Buckler,

Please allow this correspondence to serve as Laborers' Local 773's (the "Local") summary of its official position concerning the up-coming labor negotiations with the City of Columbia. Be further advised that pursuant to City ordinances a formal, written proposal will be presented on or before February 1, 2020. As for the summary of our position, the Local intends to pursue the following:

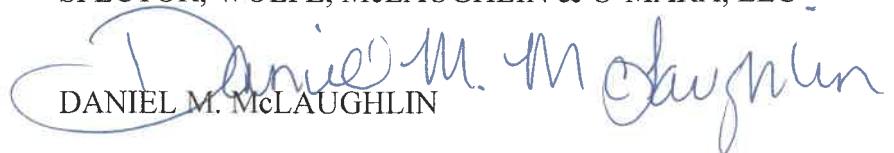
- Wages +4%;
- Review newest pension for possible mods;
- Review clothing allowances to reflect real life standards;
- Review the quarterly labor management meeting process to be more efficiently utilized;
- Review premium pays to more accurately reflect responsibilities, training, and licensing;
- Review and make appropriate modifications to work with City in advancing membership in the union for all current and new employees.

It has yet to be determined who from the City will present on behalf of the Local given the current circumstance. However, it is likely to be myself or Jim Hobbie. Finally, as for the upcoming negotiations the Local intends to have a representative at the table from each individual department. We will provide the names of the committee as that is developed.

Thank you for your attention to this matter. Should you have any questions or comments, please do not hesitate to contact my office to discuss in further detail.

Very Truly Yours,

SPECTOR, WOLFE, McLAUGHLIN & O'MARA, LLC

  
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