



Wage Proposal

Executive Summary:

- Formally reinstate 5 year to midpoint.
- Add longevity/loyalty raises.
- Adjust shift differential from \$0.65/hour to \$1.00/ hour.
- Adjust standby pay from \$15.00 to \$45.00.
- Add hazard pay for of \$5/hr and \$2/hr an hr for varying degrees of hazardous conditions.
- Reinstate \$750 deductible healthcare plan.
- Adjust vacation accrual time.
- Adjust 4th of July holiday for Solid Waste workers.
- Allowance changes for winter outwear & protective footwear. \$50 to \$100 and \$150 to \$200, respectively.
- Tool allowance increase to \$1800 per year.
- Add funeral leave.
- Adjust site visit regulations.
- Adjust language regarding union representation at discipline.
- Add language regarding union representation at new employee orientation.

Work Ordinance Revisions (Chapter 19)

- Shift Differentials (Chapter 19, Division 3, Sec 19-101)
 - Increase shift differential for all hours worked between 6pm and 6am from \$0.65/hr to \$1.00/hr.
 - Add shift differential for all hours worked on Saturdays & Sundays.
- Standby Pay (Chapter 19, Division 3, Sec 19-97)
 - Adjust standby pay from \$15.00 a day to \$45.00 a day.
 - Add hazard pay for mechanics who are asked to fix a truck on the side of the road and for workers in hazardous winter weather conditions. (\$5 an hr and \$2 an hr, respectively.)

Allowance Changes

- Winter Outerwear (Chapter 19, Article IV, Division 3, Section 19-107)
 - Adjust from \$50 to \$100. Add language: the compensation shall be paid in full on the first paycheck of the fiscal year.
- Protective Footwear (same section as above)
 - Adjust from \$150 to \$200. Add language: compensation shall be paid in full on the first paycheck of the fiscal year.
- Tool allowance (Chapter 19, Article IV, Division 3, Sec 19-104)
 - Add language: **The tool allowance for union eligible positions employed by Fleet Operations shall be \$1800 per year.**

Health Insurance, Vacation, Funeral Leave

- Health Insurance:
 - The union requests the reinstatement of the \$750 deductible health insurance plan.
- Vacation accrual
 - The union proposes the following chart for adjustments to vacation accrual.
- Funeral Leave (Chapter 19, Article V, Section 19-130. Sick leave)
 - **Add: Employees will be granted a maximum of three (3) days off with compensation for regular working days to attend the funeral. If additional time is needed for funeral leave, that time may be charged against accumulated sick leave.**

Vacation Accrual Chart

Years of Service	Accrual per Pay Period
0-4	<u>4.08</u> 3.08
5-9	<u>4.85</u> 3.85
10-14	<u>5.62</u> 4.62
15-19	<u>6.38</u> 5.38
20+	<u>8.0</u> 6.15

CBA Proposals

- Union Representative Site Visits (Section 7)
 - Remove language around 1 full business day notice and taking place during rest periods.
 - Add language: **Union Representatives shall not be hindered nor harrassed by supervisors and/or management during site visits.**
- Union Representation at Discipline (Section 8.1, CBA)
 - Add language: The city shall inform the member of their right under the CBA to request a union representative or steward.
- Union Representation at Orientation (Add Section 8.4)
 - The Union proposes: The City of Columbia will schedule a time during new-hire orientation for the union representative to give an orientation to the union.

Wage Proposals (Economics)

- 11% across the board increase.
 - Reward city workers who have stayed with the city throughout the pandemic.
- Formally insert 5 year to midpoint language.
 - Workers are supposed to be elevated to the midpoint in their wage scale after 5 years of service. This raise is regularly denied because the city “lacks funds.” The union understands that budgetary issues may arise. If the raise must be denied because of budgetary concerns, then the worker shall receive a 5% increase in their wage the following year in addition to receiving their midpoint adjustment.
- Longevity/Loyalty Raises
 - Retention at the city, especially Solid Waste, is consistently an issue. The union proposes a 5% raise at 6 months of service and additional 5% raises at 1, 2, 3 and 4 years of service.