



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: February 19, 2024

Re: Approving Amendment #1 to the Collective Bargaining Agreement between the City and Laborers' International Union of North America, Local 955 (LIUNA).

Executive Summary

Staff is seeking Council approval of Amendment #1 to the Laborers' International Union of North America, Local 955 (LIUNA) Collective Bargaining Agreement (CBA) that incorporates newly LIUNA represented positions of the Water Distribution Division into the CBA and approved pay scale.

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, 2027.

In October 2023, Council recognized identified classifications within the Water Distribution Division of the Utilities as an additional work unit of LIUNA. This amendment adds the job titles to the CBA and further defines maximum number of stewards allowed. Finally, the Water Distribution employees agree to rescind and reimburse the City all salary increases that were provided to Water Distribution employees as authorized by Council on June 11, 2023 and again on October 1, 2023. Following repayment, Water Distribution employees will be incorporated into the City approved pay scale, identified as Exhibit A, for LIUNA employees. Employees must be actively employed in the same position on the effective date of pay rate change as identified in Exhibit C.

Staff has prepared separate legislation that officially recognizes these employees in the City's classification plan.

Council approval is required for this amendment.

Fiscal Impact

Short-Term Impact: Not applicable...pay raises were already distributed and included in the FY-2024 budget.

Long-Term Impact: Not applicable.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)



City of Columbia

701 East Broadway, Columbia, Missouri 65201

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

Comprehensive Plan Impacts:

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

Legislative History

Date	Action
10/16/2023	R161-23 Recognizing employees holding certain job classifications within the Water Distribution Division of the Utilities Department as an additional work unit of the Laborers' International Union of North America, Local 955 bargaining unit. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=6380722&GUID=4FC6F3E8-F6C0-48A6-A3D5-D50C5FCC2059&Options=ID Text &Search=Local+955
9/18/2023	B221-23 Authorizing a collective bargaining agreement with Laborers' International Union of North America, Local 955 for a four-year labor contract. https://gocolumbiamo.legistar.com/LegislationDetail.aspx?ID=6331593&GUID=61851579-57A8-4D42-8FFA-5190CD3CCE8A&Options=ID Text &Search=Local+955

Suggested Council Action

Approve the proposed amendment #1 to collective bargaining agreement between the Laborers' International Union of North America, Local 955 (LiUNA) and the City of Columbia.