



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: October 7, 2024

Re: Authorizing the second amendment to the Collective Bargaining Agreement (CBA) between the City and the Laborers' International Union of North America, Local 955 (LiUNA).

## Executive Summary

The City of Columbia has negotiated a (CBA) amendment with LiUNA to implement compression pay adjustments for eligible employees.

## Discussion

In January the City of Columbia management team began negotiations with LiUNA by submitting a pay compression proposal. Negotiations on pay compression with LiUNA have concluded and are memorialized in the attached CBA amendment. Negotiations are ongoing regarding CBA Section 12.3, annual wage reopener, and Section 18, open bargaining items.

## Fiscal Impact

Short-Term Impact: The costs are accommodated in the FY 25 budget.

Long-Term Impact: Ongoing costs for employee salary and benefits.

## Strategic & Comprehensive Plan Impact

### Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Resilient Economy, Tertiary Impact: Not Applicable

### Comprehensive Plan Impacts:

Primary Impact: Economic Development, Secondary Impact: Livable & Sustainable Communities, Tertiary Impact: Not Applicable

## Legislative History

Date	Action
9/18/23	Authorizing a collective bargaining agreement with Laborers' International Union of North America, Local 955 for a four-year labor contract. <a href="#">B221-23</a>
02/19/24	Authoring a first amendment to the collective bargaining agreement with LiUNA. <a href="#">R40-24</a>

## Suggested Council Action

Approve the proposed CBA amendment between LiUNA and the City of Columbia.