

**Third Amendment to
COLLECTIVE BARGAINING AGREEMENT**

**Between Laborers' International Union of North America, Local 955; and
City of Columbia**

Effective: Upon execution by last signatory through September 30, 2027

The parties have met to further negotiate those issues reserved pursuant to the collective bargaining agreement in effect for the period from October 1, 2023 to September 30, 2027 (“Agreement”) and such other issues as have been negotiated on the mutual consent of the parties. The parties 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 issues raised by the parties.

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, 2027. Terms defined in the Agreement shall have the same definition in this amendment.

Section 12.3 is replaced with the following:

12.3 Compensation and Wage Reopener

The City will make the following pay adjustments for employees of the City represented by Laborers’ International Union of North America, Local 955. Adjustments herein will be made in the order presented.

1. Effective the beginning of the pay period following approval by City Council, the City will increase the steps in the current step scale by 2% as demonstrated in the Step Plan attached hereto as **Exhibit A**.
2. All eligible members except for employees in the Refuse Collector I and Refuse Collector II classifications will move one step.
3. Implementation of the pay scale shall be as follows;
 - a. The parties agree that the pay scale above shall be in effect as provided herein.
 - b. If a member is currently above the top step, that employee will remain at the current pay rate. Upon reaching the top step, members shall not receive an increase to their pay rate that exceeds the step to which the member is assigned.

- c. No member shall have their current pay rate reduced by any amount except as a result of demotion as defined in Art. VII, Sec. E of the Administrative Rules Supplement to Chapter 19.
4. Future pay changes and/or upward movement within the pay scale/steps shall be negotiated as part of an annual wage reopener.
5. Refuse Collector I and Refuse Collector II will receive a 4% raise; not to exceed the maximum of the pay ranges

The rate of pay for new hires, promotions, transfers and demotions shall be in accordance with City personnel rules and regulations.

Annually beginning in 2025, in accordance with Section 19-25.1 of the Code of Ordinances, the City and the Union shall meet and confer on the issue of salaried compensation. Changes in the terms of compensation will be memorialized in the form of a work ordinance or other mutually agreeable form.

Section 16 is replaced with the following:

SECTION 16: UNION ORIENTATION

On a trial basis through September 30, 2025, union stewards will provide new employees in positions represented by Local 955 a Union information sheet during their first full week of employment. The information sheet, which must be mutually agreed upon annually by the parties prior to distribution, will have factual information regarding the Union and notice regarding orientation meetings and will not conflict with any City rules or regulations. Both parties agree that any concerns related to the union orientation will be discussed informally with the Union representative and the Deputy City Manager or Human Resources Director prior to exercising the right to file a complaint. Additionally, union orientation flyers may only be posted in city facilities using the union provided bulletin boards in accordance with Section 10 of this agreement.

The union will be allowed to conduct contract orientation meetings for new 955-eligible workers hired in that quarter. Management shall accommodate new hires who want to attend the meetings. The meetings will be held in a city facility on the second Wednesday of the month in January, March, May, July, September and November from 8:30 - 9:15 a.m. and from 3:00 - 3:45 p.m. Management may be present for the first ten minutes of the meeting, but shall not be present for the last thirty-five minutes. The presentations will be given by Union staff or stewards. It is the responsibility of the Union and or the Stewards to notify the new members of the meeting. New hires will be paid if the meetings occur during their regularly scheduled shift. New hires not working during that specific time will not be compensated. A maximum of two union stewards may request to use

applicable accruals to conduct the orientation. Stewards are required to give proper notice to their supervisor and approval shall be given as long as the steward has applicable accruals available and their absence will not hinder city services.

The trial period may be extended through the remainder of the contract if agreed in writing no later than August 1, 2025. If no agreement for extension of the trial period is reached by August 1, 2025, the trial period will end September 30, 2025.

[SIGNATURES ON FOLLOWING PAGE]

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

City of Columbia, Missouri

By: _____
De'Carlton Seewood, City Manager

Date: _____

ATTEST:

By: _____
Sheela Amin, City Clerk

APPROVED AS TO FORM:

By: _____
Nancy Thompson, City Attorney

I hereby certify that this Agreement is within the purpose of the appropriations to which it is to be charged.

Matthew Lue, Director of Finance

Laborers' International Union of North America, Local 955:

~~_____~~
Representative: Andrew Hutchinsen
Title: Union Representative

Date: 12/9/24

DAVID RINLEY
Representative: David Rinley
Title: Business manager

Date: 12/9/24

Exhibit A

Local 955 Step Plan															
Pay Grade	Entry	1	2	3	4	5	6	7	8	9	10	11	12	13	14
101	\$ 15.30	\$ 15.61	\$ 15.92	\$ 16.24	\$ 16.56	\$ 16.89	\$ 17.23	\$ 17.58	\$ 17.93	\$ 18.29	\$ 18.65	\$ 19.02	\$ 19.40	\$ 19.79	\$ 20.19
102	\$ 16.07	\$ 16.39	\$ 16.71	\$ 17.05	\$ 17.39	\$ 17.74	\$ 18.09	\$ 18.45	\$ 18.82	\$ 19.20	\$ 19.58	\$ 19.98	\$ 20.37	\$ 20.78	\$ 21.20
103	\$ 16.87	\$ 17.21	\$ 17.55	\$ 17.90	\$ 18.26	\$ 18.62	\$ 19.00	\$ 19.38	\$ 19.76	\$ 20.16	\$ 20.56	\$ 20.97	\$ 21.39	\$ 21.82	\$ 22.26
105	\$ 18.60	\$ 18.97	\$ 19.35	\$ 19.74	\$ 20.13	\$ 20.53	\$ 20.94	\$ 21.36	\$ 21.79	\$ 22.23	\$ 22.67	\$ 23.12	\$ 23.59	\$ 24.06	\$ 24.55
106	\$ 20.64	\$ 21.06	\$ 21.48	\$ 21.91	\$ 22.35	\$ 22.79	\$ 23.25	\$ 23.71	\$ 24.19	\$ 24.67	\$ 25.16	\$ 25.67	\$ 26.18	\$ 26.70	\$ 27.24
107	\$ 22.91	\$ 23.37	\$ 23.84	\$ 24.32	\$ 24.80	\$ 25.30	\$ 25.81	\$ 26.32	\$ 26.85	\$ 27.38	\$ 27.93	\$ 28.49	\$ 29.06	\$ 29.64	\$ 30.24
108	\$ 25.43	\$ 25.94	\$ 26.46	\$ 26.99	\$ 27.53	\$ 28.08	\$ 28.64	\$ 29.22	\$ 29.80	\$ 30.40	\$ 31.01	\$ 31.63	\$ 32.26	\$ 32.90	\$ 33.56
109	\$ 28.23	\$ 28.80	\$ 29.37	\$ 29.96	\$ 30.56	\$ 31.17	\$ 31.79	\$ 32.43	\$ 33.08	\$ 33.74	\$ 34.42	\$ 35.10	\$ 35.81	\$ 36.52	\$ 37.25