



Department Source: City Manager

To: City Council

From: City Manager & Staff

Council Meeting Date: December 16, 2024

Re: Authorizing a third amendment to the collective bargaining agreement with Laborers' International Union of North America, Local 955

Executive Summary

The City of Columbia has negotiated a (CBA) amendment with LiUNA local 955 to implement pay adjustments for eligible employees, and amending the language in Section 16.

Discussion

The City of Columbia management team engaged in negotiations with LiUNA regarding CBA Sections 12.3, 16 and 18. The pay adjustment will be effective the beginning of the pay period following approval by City Council. The pay adjustment includes increasing the steps in the step scale by 2% and moving eligible members one step, with the exception of employees in the Refuse Collector I and II classifications. Refuse Collectors I and II shall receive a 4% across the board increase; not to exceed the maximum of the pay ranges.

Section 16 has been amended to renew a trial period for union orientation.

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
10/07/2024	Authorizing the second amendment to the Collective Bargaining Agreement (CBA) between the City and the Laborers' International Union of North America, Local 955 (LiUNA). R176-24



City of Columbia

701 East Broadway, Columbia, Missouri 65201

02/19/2024	Authoring a first amendment to the collective bargaining agreement with LiUNA. R40-24
09/18/2023	Authorizing a collective bargaining agreement with Laborers' International Union of North America, Local 955 for a four-year labor contract. B221-23

Suggested Council Action

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