

Columbia City Council,

We are the workers who keep the City of Columbia running. We are the bus drivers, solid waste workers, mechanics, sewer and road maintenance worker, custodians – the service and maintenance workers who keep this City humming. We are the essential workers who kept the City running through a pandemic. We put our lives on the line during COVID-19 and we are asking the City to show us the same loyalty that we show them everyday.

Our contract expires next year. We are bargaining with City staff over our entire CBA. We have conducted multiple employee town halls and received bargaining surveys from our members. Our members' goals in negotiations this year are the following listed below.

1. Pay:
  - a. We need to distance ourselves from the midpoint system and implement a longevity step-based system for raises.
    - i. There are no guaranteed raises other than COLA raises for employees after five years. This leads to wage compression and provides no incentive to stay employed at the City.
  - b. We need significant market adjustments. Vacancies are beginning to harm delivery of services and are leading to employee burnout. Wages are not high enough to attract new employees. We need to address the severe vacancies throughout the City so we can continue to provide services to our citizens and retain quality employees.
2. Fix the grievance process.
  - i. We need our own grievance process in the CBA that has third party binding arbitration as a final step.
3. Fix equity issues between departments.
  - a. We need standard attendance and discipline policies in the CBA to reduce discrimination and favoritism. We need to eliminate department and division rules and standardize City policy across all departments.
  - b. We need to enshrine work rules, policies and procedures in the CBA. Employees should know the rules of their workplace and rules should be constantly changing.
4. Paid family leave & bereavement leave.
  - a. Paid family leave: We have attached language from the Missouri Budget Project on an estimated cost of what this would cost and what benefits it would entail.
  - b. Bereavement leave: We are asking for paid leave for two days for bereavement & funeral preparations of a family member. This leave shall be separate from sick & vacation leave. Employees could use additional sick or vacation leave if they deem it necessary.
5. End pre-employment drug testing.
  - a. The passage of Amendment 3 gives the City of Columbia an opportunity to end pre-employment drug testing for marijuana. While we understand that CDL and safety sensitive positions will still require random drug tests – we believe that ending pre-employment drug testing is a step in the right direction towards an inclusive workforce.

Thank you for your service to the City of Columbia and for listening to our proposals.

In solidarity,  
LiUNA Local 955 Negotiating Committee