

LABOR RELATIONS MANAGER'S REPORT

Laborers International Union of North America Local 236
2015 Collective Bargaining Agreement

Background: This agreement is based upon the existing contract that was settled thru December of 2014. This will result in new contract effective January 1, 2015 thru December 31, 2015. This agreement is the result of ongoing discussion to reach agreement based on a concessionary settlement achieved with the AFSCME during the last quarter of 2012.

1. Vacation/Floating Holiday buyback:

Employees will receive 3.5 fewer floating holidays and 2.5 fewer vacation days in the calendar year 2015, which will be bought back through biweekly payroll deductions of post tax wages, which is tied to an up to 3% wage reduction in the AFSCME Local 60 contract in 2014. If the AFSCME Local 60 wage reduction is less than 3%, there will be a correlating reduction in pay periods impacted in the vacation/floating holiday buy back.

2015 Cost/Benefit: See associated fiscal note.

2. Other concessions:

If, by operation of law, the vacation/floating holiday buyback results in compensation for overtime, or compensation for the vacation/floating holiday buyback, the parties will enter discussions for purpose of arriving at concessions equal to a 3% reduction of wages.

2015 Cost/Benefit: 0

3. Wages:

There shall be no decrease in wages, and no increase beyond 3% of wages. There shall be no increase of wages until wage increases are equalized with AFSCME Local 60 bargaining units.

2015 Cost/Benefit: See associated fiscal note.

4. Seniority:

Seniority will be adjusted for leaves of absence without pay in excess of the first cumulative thirty working days in a calendar year.

2015 Cost/Benefit: 0

5. Job Share MOU:

A job share MOU will be enacted to continue the job share plan between Engineering and Streets, to allow for a transfer of four Streets Operator 1s to Engineering, April 1 through October 1 of each year, subject to the approval of the Common Council.

2015 Cost/Benefit: See associated fiscal note.

6. Layoffs:

The City agrees to work cooperatively through the meet and confer process to avoid layoffs.

2015 Cost/Benefit: 0

7. Boot allowance:

Modification of the boot allowance to allow up to \$80.50 per calendar year and to combine any two calendar years, excluding any calendar years prior to 2014.

2015 Cost/Benefit: 0