



Board:	City Commission
Agenda Date:	06-09-2025
Department:	City Hall
Presenter:	Eric Buckman

Staff Report

Agenda Item Title:

Local Union 406 Teamsters – Letter of Agreement

Background:

Letter of Agreement regarding City Hall 4/10 Summer Work Schedule

Fiscal Effect:

Supporting Documentation:

Letter of Agreement

Recommendation:

Motion to approve the letter of agreement between City of Gladstone and General Teamsters Local Year Union No. 406 regarding City Hall 4/10 Summer Work Schedule as presented.

LETTER OF AGREEMENT
Between
CITY OF GLADSTONE
And
GENERAL TEAMSTERS LOCAL UNION NO. 406

REGARDING: CITY HALL 4/10 SUMMER WORK SCHEDULE

WHEREAS, the City of Gladstone (hereinafter, "Employer") and General Teamsters Local Union No. 406 (hereinafter, "Union"), collectively (hereinafter, "Parties"), are signatories to a collective bargaining agreement (hereinafter, "Agreement") for certain City of Gladstone employees who work at City Hall, Department of Public Works, Water & Wastewater Departments, and Recreation Department. The term of the current Agreement is April 1, 2023, through March 31, 2026.

WHEREAS, the parties wish to structure a mechanism to evaluate the benefits and feasibility of an alternative summer work schedule for employees at City Hall, including potential increases in employee satisfaction, energy savings, and public service efficiency.

THEREFORE, the parties agree to the following trial period modifications contrary to Article 10, Section 10 of the current Agreement.

- (1) Starting June 1, 2025, and terminating on August 31, 2025, City Hall employees will work a modified summer work schedule. The standard work week during the trial period will consist of four (4) ten (10) hour shifts, Monday – Thursday.
- (2) The typical workday will be from 7:00 a.m. to 5:30 p.m., including a 30-minute unpaid lunch period.
- (4) Fridays will be scheduled off for all participating employees covered by the Agreement.
- (5) Employees working the 4/10 schedule will continue to accrue leave and receive benefits in accordance with the current Agreement, without change. Overtime will be compensated as outlined in the Agreement, recognizing that the regular workday under this agreement is ten (10) hours.
- (6) The City and Union both agree to meet near the end of the trial period, if so requested by either party, to assess the impact of the alternative work schedule. Evaluation criteria may include employee feedback, service delivery outcomes, and operational impacts.
- (7) This Letter of Agreement shall expire on August 31, 2025, at which time the standard work schedule outlined in the current Agreement shall resume, unless the parties mutually agree to extend or amend the arrangement in writing.

- (8) This Letter of Agreement is non-precedent setting and shall not be used to establish past practice or to interpret any provision of the existing Agreement between the parties.
- (9) This Letter of Agreement may be terminated by either party with fourteen (14) days written notice to the other party.

WHEREBY, all other terms and conditions of the current Agreement remain unchanged and in effect. The parties signify their agreement to the above by representative signatures appearing hereon.

CITY OF GLADSTONE

**GENERAL TEAMSTERS
LOCAL UNION NO. 406**

BY: _____
Eric Buckman
City Manager

BY: _____
Anthony LaPlant
Business Agent

DATE: _____

DATE: _____