

VILLAGE OF HOMEWOOD



BOARD AGENDA MEMORANDUM

DATE OF MEETING: November 8, 2022

To: Village President and Board of Trustees

From: Napoleon Haney, Village Manager

Topic: Memorandum of Agreement between the Village of Homewood and the American Federation of State, County, and Municipal Employees (AFSCME) AFL-CIO, Council 31, Local 2891 – Homewood’s Public Works Union

PURPOSE

The Village of Homewood recently proposed annual cost of living adjustments (COLAs) that were ratified by the Public Works union (AFSCME). The Village Board is required to approve the proposed wages and authorize the Village President to sign the memorandum of understanding (MOU) and close the five-year contract until its expiration on April 30, 2025.

PROCESS

The Village of Homewood and the Public Works Union settled a five-year agreement (May 1, 2020 through April 30, 2025) in September of 2020. The agreement includes two separate “wage only” reopeners: *one in year two of the agreement to negotiate wages for years two and three, and a second wage-only reopener in year four of the agreement designed to negotiate wages for years four and five of the contract.*

During the first “wage only” negotiation in late January 2022, the AFSCME union filed an Unfair Labor Practice (ULP) against the Village of Homewood.

After a series of negotiations, Homewood presented wages and terms that were accepted by the Public Works union evidenced by the attached Tentative Agreement (T/A) signed by representatives from both the Village and AFSCME. As part of the tentative agreement (T/A), the AFSCME Union agreed to rescind their pursuit of the filed ULP. The union also agreed to close the second “wage-only reopener” in year four of the contract.

The Village was notified that the Public Works union (AFSME) received sufficient votes to ratify the terms of the tentative agreement, triggering the drafting of a memorandum of understanding (MOU) requiring both party’s signatures. The Village Board can approve the MOU; thus closing the collective bargaining agreement until its expiration in April of 2025.

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OUTCOME

The five-year COLAs for the Public Works (AFSCME) union will be consistent between all four union groups and non-union personnel which continues the Village’s longstanding practice of “cost of living allowance COLA” parity for all Village employees. The COLAs are outlined below.

Contract Year	Year 1	Year 2	Year 3	Year 4	Year 5
<i>Fiscal Year</i>	<i>5/1/2020 to 4/30/2021</i>	<i>5/1/2021 to 4/30/2022</i>	<i>5/1/2022 to 4/30/2023</i>	<i>5/1/2023 to 4/30/2024</i>	<i>5/1/2024 to 4/30/2025</i>
COLA %	2.00%	2.00%	2.75%	3.00%	3.00%
		<i>Wage-only reopener ratified and approved</i>		<i>Wage-only reopener - closed</i>	

FINANCIAL IMPACT

Budgeted Amount: N/A

LEGAL REVIEW

Completed by Village’s Labor Attorney

RECOMMENDED BOARD ACTION

Approve the memorandum of understanding (MOU) between the Village of Homewood and the Public Works union represented as the American Federation of State, County, and Municipal Employees (AFSCME) AFL-CIO, Council 31, Local 2891. Approval of the MOU effectively closes the collective bargaining agreement until its expiration on April 30, 2025.

ATTACHMENT(S)

- Tentative Agreement
- Memorandum of Understanding