

# VILLAGE OF HOMEWOOD



**BOARD AGENDA MEMORANDUM**

**DATE OF MEETING: November 22, 2022**

**To:** Village President and Board of Trustees

**From:** Napoleon Haney, Village Manager

**Topic:** Two separate Memorandum of Understanding (MOUs) between the Village of Homewood and the Homewood Professional Fire Fighters Local 3656 – International Association of Fire Fighters (AFL-CIO); and between the Village of Homewood and the Teamsters Union, Local 700.

## **PURPOSE**

During negotiations with the Police Union, the Village of Homewood initiated annual cost of living adjustments (COLAs) that were slightly higher than the COLAs collectively bargained by both the Fire Fighter’s Union Local 3656 and the Teamsters Union, Local 700. Both Fire and Teamsters Union have 5-year collective bargaining agreements that extend from May 1, 2021 through April 30, 2026. The Village made the decision to extend the higher COLAs to all union and non-union employees in the interest of parity. An executed MOU is needed to codify both the Teamsters Union and Fire Union’s acceptance of the increased COLA amounts.

## **PROCESS**

After negotiations for respective 5-year collective bargaining agreements in 2021, both the Fire Fighter’s Union and the Teamsters Union (*representing Police Records Clerks, Water Billing Clerk and Building Inspector positions*) agreed to the below-listed cost of living percentages.

*IAFF and Teamster’s current cost of living adjustments*

<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>
5/1/2021 to 4/30/2022	5/1/2022 to 4/30/2023	5/1/2023 to 4/30/2024	5/1/2024 to 4/30/2025	5/1/2025 to 4/30/2026
2.00%	2.25%	3.00%	2.25%	2.00%

In the collective bargaining arena, union contracts may sometimes contain what is referred to as a “me-too” clause. The contract language would mandate that a wage/COLA increase for one union would automatically trigger the same wage increase for another union. Homewood’s collective bargaining agreements (MAP, AFSCME, Teamsters, and IAFF) do not contain me-too language as it relates to “wages”. The Village’s decision to offer the increased COLAs to all staff is based on the Village’s (Mayor and Board) practice of being flexible and responsive to economic changes while taking care of our most valued resource; our staff.

# VILLAGE OF HOMEWOOD



The Village desires to offer the following COLAs to the Teamsters Union and Fire Union.

Year 1	Year 2	Year 3	Year 4
5/1/2021 to 4/30/2022	5/1/2022 to 4/30/2023	5/1/2023 to 4/30/2024	5/1/2024 to 4/30/2025
2.00%	2.75%	3.00%	3.00%

## OUTCOME

The COLAs for all union and non-union staff will be consistent across the Village, which continues the Village’s longstanding practice of “cost of living allowance COLA” parity for all Village employees.

## FINANCIAL IMPACT

Budgeted Amount: N/A

## LEGAL REVIEW

Completed by Village’s Labor Attorney

## RECOMMENDED BOARD ACTION

Approve two separate Memorandum of Understanding (MOUs) between the Village of Homewood and the Homewood Professional Fire Fighters Local 3656 - International Association of Fire Fighters (AFL-CIO); and, between the Village of Homewood and the Teamsters Union, Local 700 for cost of living allowance (COLA).

## ATTACHMENT(S)

- Memorandum of Understanding - Homewood Professional Fire Fighters Local 3656 - International Association of Fire Fighters (AFL-CIO)
- Memorandum of Understanding - Teamsters Union, Local 700.