



CITY OF MARSHALL AGENDA ITEM REPORT

Meeting Date:	Tuesday, February 12, 2019
Category:	NEW BUSINESS
Type:	ACTION
Subject:	Consider approval of labor agreements between the City of Marshall and AFSCME Council No. 65
Background Information:	<p>The 2016-2018 labor agreement with AFSCME expired on December 31, 2018. Tentative agreement on contract terms for a new three-year agreement (2019-2021) has been reached.</p> <p>Summary of contract amendments:</p> <ol style="list-style-type: none">1) Duration: January 1, 2019 – December 31, 20212) Union Security—technical change relating to the payment of dues by union members; language was proposed by the City as recommended by our labor attorney3) Overtime/Compensatory time—housekeeping item---compensatory time records are maintained by the Human Resource department4) Standby—housekeeping item---addition of job title to clause5) Insurance—amended contract years; new clause added to permit 1-3 union representatives on an insurance committee—this clause will sunset on 12/31/2019.6) Holidays—on 3 designated holidays, employees who are not scheduled to work, but are called in to work, will be compensated double overtime for actual hours worked. The holidays are: Thanksgiving Day, Christmas Day, and New Year’s Day.7) Separation from Employment—this is new “good standing” language proposed by the City. This clause mirrors the personnel policy language. Employees must provide a two-week written notice to resign/retire in good standing; if less than two weeks’ notice is provided, the employee is not eligible for a payout of leave accruals or severance benefits and not eligible for re-hire.8) Wages: 2% general wage increase for 2019, 3.25% general wage increase for 2020, and 3.25% general wage increase for 2021.9) Memorandum of Understanding—identifies the effective dates of the proposed wage schedule for the term of the agreement (effective 1st day of the pay period that includes January 1). <p>Attachments: Resolution, proposed Agreement with red-lined changes, proposed Agreement, and proposed Memorandum of Understanding.</p>
Fiscal Impact:	A 2% general wage increase is consistent with the non-union employee group increase and budget for 2019.
Alternative/ Variations:	EnterTextHere
Recommendations:	The adoption of RESOLUTION NUMBER XXXX, SECOND SERIES approving a collective bargaining agreement and memorandum of understanding between the City of Marshall and AFSCME Council 65 and authorizes proper City officials to sign said agreements.