

RESOLUTION NO. 2018-90

**A RESOLUTION TO APPROVE A COLLECTIVE BARGAINING AGREEMENT
WITH SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 517M**

WHEREAS, the City has previously entered into a collective bargaining agreement with Service Employees International Union Local 517M covering public works and clerical employees, which agreement concludes on June 30, 2018; and

WHEREAS, the parties to the agreement, through their respective representatives, have negotiated a successor agreement describing the terms and conditions of employment for members of the aforementioned bargaining unit; and

WHEREAS, the agreement includes modifications to the predecessor agreement generally described as follows:

- Job Classification and Compensation: Limit additional fringe benefits offered to recruit or retain employees to additional vacation allowance;
- Grievance Procedure: Establish a 20-day time limit for taking a grievance to arbitration; change arbitration service to Federal Mediation and Conciliation Service.
- Clothing Allowance and Education/Tuition: Language modified to clarify intent to cover 100% of tuition costs;
- Payday: Pay will be made via direct deposit to employee's bank account;
- Drug Testing: Language updated to reflect recent changes in requirements
- Wages: 2% increase in wages for each year of the agreement; Pay scheduled modified for certain classifications to aid in recruitment
- Duration: date of Council approval – June 30, 2021;

and

WHEREAS, entering into this agreement serves to promote harmony with the members of the bargaining unit and preserves a constructive labor environment which is a benefit to all citizens;

NOW, THEREFORE, BE IT RESOLVED that the Council does hereby approve the terms of the collective bargaining agreement, including the modifications generally described above, and authorizes the Mayor, City Manager and City Clerk to execute the agreement on behalf of the City.