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## City Council

### Ratification of Collective Bargaining Agreement with International Union of Operating Engineers (IUOE), Local 612

**Agenda Date:** 10/15/2013

**Agenda Item Number:** 4.C

**File Number:** 13-0824

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**Type:** contract **Version:** 1 **Status:** Passed

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**Title**

Ratification of Collective Bargaining Agreement with International Union of Operating Engineers (IUOE), Local 612

**Recommended Action**

**Committee Recommendation:**

Not referred to a committee.

**City Manager Recommendation:**

Move to approve the agreement with the IUOE, and authorize the City Manager to execute this agreement.

**Body**

**Issue:**

Whether to approve the successor agreement reached in collective bargaining with the IUOE, Local 612, representing the Operations Supervisors in Public Works.

**Staff Contact:**

Caroline Lacey, Senior Personnel Analyst, Human Resources, 360.753.8303

**Presenter(s):**

None. Consent item.

**Background and Analysis:**

This agreement with the IUOE was negotiated to succeed the current agreement, which expired on August 18, 2013. The contract sets forth the wages, hours, and working conditions for the six Operations Supervisor positions in Public Works. The bargaining unit has ratified the agreement.

The new agreement aligns with the terms (January-December) of the City's other collective bargaining agreements, ties a portion of the wage increase to city revenues, incorporates the City's new insurance structure, continues Longevity Pay (maintaining the wage gap between the IUOE supervisors and those they supervise), and incorporates by reference a policy regarding payment for CDL-related costs.

**Neighborhood/Community Interests (if known):**

None known.

**Options:**

1. Approve the proposed agreement.

Implications:

- The agreement meets the needs of the Council.
- The agreement balances the current economic climate and fiscal constraints with our need for competitiveness in the labor market.

2. Reject the proposed agreement.

Implications:

- This agreement does not meet the needs of the Council.
- The parties will return to negotiations.

**Financial Impact:**

The cost to the City for implementing this contract in 2013 is approximately \$3,620. A summary of the entire economic impact of the agreement is attached. The costs for 2014 and 2015 will be determined based on insurance costs and sales tax revenue.