

CITY COUNCIL COMMUNICATION 97-078
FEBRUARY 17, 1997 AGENDA

SUBJECT:	TYPE:	SUBMITTED BY:
LABOR AGREEMENT WITH AFSCME, COUNCIL 61 & AFFILIATED LOCAL 3673	◆ RESOLUTION ORDINANCE RECEIVE/FILE	LYNN D. LESLIE CIVIL SERVICE/PERSONNEL ADMINISTRATOR

SYNOPSIS —

Negotiations with the American Federation of State, County and Municipal Employees (AFSCME), Council 61 & Affiliated Local 3673 have resulted in a tentative labor agreement for the period July 1, 1997 through June 30, 2000. The agreement has been ratified by the bargaining unit members. AFSCME represents employees in the Housing Services Department.

FISCAL IMPACT —

The two-year agreement provides for a three percent (3%) across-the-board wage increase effective June 30, 1997 for FY1997-98 and a three percent (3%) across-the-board wage increase effective June 29, 1998 for FY1998-99.

The additional cost of wages and associated benefits for FY1997-98 is as follows:

Wages	\$34,722
Longevity	307
Retirement	<u>2,014</u>
Total	\$37,043

The total cost of the agreement averages 3.05 percent per year for the two-year period.

In addition to the economic items enumerated above, the agreement calls for the following language changes:

Article V, Union Rights shall be amended to include the following new sections with the remaining sections renumbered accordingly:

Section 3. Authorized Union Business

Union stewards and members of the Union Bargaining Committee may conduct the following business on City time:

1. The receiving and filing of grievances.
2. Members of the bargaining committee and those stewards directly involved may participate in hearings before a hearing examiner, or arbitrator or mediator or before the Public Employment Relations Board.

Section 4. New Employees

The City agrees to furnish to the Union a list of all new permanent employees monthly.

ARTICLE XXII. Job Openings - Transfer Procedures shall be amended to read as follows:

All job openings within the bargaining unit, other than an opening in a temporary position, shall be posted for ten (10) work days. The posting will list the minimum job requirements, and all employees who possess the minimum job requirements are eligible to apply for the position. The Employer shall determine the qualifications of all applicants who apply for each vacancy and reserves the right to hire the applicant, either internal or external, who the Employer determines is the most qualified to fill the vacancy. The Employer will, if requested in writing, inform any employee who applies for a position of the reasons why the Employer believed the employee was not the most qualified applicant for the position, if that is the case.

When two or more internal applicants have relatively equal qualifications, the internal applicant with the greatest seniority will be given priority provided he or she is the most qualified applicant within the meaning of this article. When determining qualifications the Employer may consider prior work performance and evaluations, educational background and training, skills and ability and other relevant factors.

RECOMMENDATION —

Approval.