RESOLUTION NO. 15-66

A RESOLUTION APPROVING CWA CONTRACT
FOR PERIOD OF JULY 1, 2015 THROUGH JUNE 30, 2018

WHEREAS, the City of Council Bluffs, Iowa is a Public Employer, as defined by the Iowa Public Employment Relations Act; and

WHEREAS, the Communication Workers of America - Clerical/Technical Employees is an employee organization certified by the Iowa Public Employment Relations Board as the exclusive bargaining representative of a bargaining unit consisting of certain public employees employed by the City of Council Bluffs, Iowa; and

WHEREAS, the respective authorized bargaining representatives of the City of Council Bluffs, Iowa and the Communication Workers of America - Clerical/Technical Union have in good faith reached agreement on a proposed collective bargaining agreement concerning wages and other terms and conditions of employment; and

WHEREAS, after study and consideration, and being fully advised in the matter, this City Council deems the approval, acceptance, and ratification of the proposed collective bargaining agreement to be in the best interests of the City of Council Bluffs, Iowa:

NOW, THEREFORE, BE IT RESOLVED

BY THE CITY COUNCIL

OF THE

CITY OF COUNCIL BLUFFS, IOWA:

That the terms and conditions of the proposed collective bargaining agreement for the period beginning July 1, 2015 and ending June 30, 2018 between the City of Council Bluffs, Iowa, and the Communication Workers of America-Clerical/Technical Employees, be and the same is hereby approved and ratified and the Director of Human Resources as the authorized bargaining representative for the City of Council Bluffs, Iowa, is hereby authorized, empowered and directed to execute the agreement. This agreement shall reflect the following amendments:

Wages

Effective July 1, 2015 employees will received a 2.5% increase which is the amount included in the budget for next year. Only 1, 2016 the across the board increase will be a 2.0%. A 2.0% increase will be given on July 1, 2017.

Vacation Sellback

Employees with 7 or more years of service will be able to sell back up to 80 hous of their vacation accumulation every year. This reduces the accrual/cash in benefit for employees when they leave employment. This change goes into efect the seocnd year of the contract.

ADOPTED
AND
APPROVED February 23, 2015

Mattehw J. Walsh, Mayor

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Human Resources Case/Project No. Applicant: Ellen Stageman	Ordinance No. Resolution No. 15-66	Council Action: 2/23/2015

Subject/Title

APPROVAL OF CWA CONTRACT FOR THE PERIOD OF JULY 1, 2015 THROUGH JUNE 30, 2018

Background/Discussion

The City has reached tentative agreement with the Communication Workers of America for a three year contract covering the time period of July 1, 2015 through June 30, 2018. This would impact 75 full time and 10 part-time employees. The economic changes in the proposed contract are described below:

Wages

Effective July 1, 2015 employees will receive a 2.5% increase which is the amount included in the budget for next year. On July 1, 2016 the across the board increase will be 2.0%. A 2.0% increase will be given on July 1, 2017.

Vacation Sellback

Under the new agreement employees with 7 or more years of service will be able to sell back up to 80 hours of their vacation accumulation every year. This reduces the accrual/cash in benefit for employees when they leave employment. This change goes into effect the second year of the contract.

Recommendation

Approval of this three-year package is recommended. I have prepared a resolution that will effectuate these changes.

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Mayor Signature