RESOLUTION 12-42

A RESOLUTION APPROVING A THREE YEAR LABOR CONTRACT BETWEEN THE CITY OF COUNCIL BLUFFS AND THE CWA (AFL/CIO) CLERICAL/TECHNICAL EMPLOYEES

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 representatives of the City of Council Bluffs and the Communication Workers of America Clerical Technical employees 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 FY 2013, FY 2014 and FY 2015, between the City of Council Bluffs, Iowa and the Communication Workers of America Clerical/Technical Employee is hereby approved and ratified and the Director of Human Resources as Authorized Bargaining Representative for the City of Council Bluffs, Iowa, is hereby authorized, empowered and directed to execute the agreement.

ADOPTED AND APPROVED February 13, 2012

Matthew J. Walsh, Mayor Pro-tem

ATTEST:

Marcia L. Worden, City Clerk

Council Communication

Department: Case/Project No. Applicant.	Ordinance No. Resolution No. 12-42	Council Action: 2/13/2012

Subject/Title

APPROVAL OF CWA CONTRACT FOR THE PERIOD OF JULY 1, 2012 THROUGH JUNE 30, 2015

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, 2012 through June 30, 2015. 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, 2012 employees will receive a 2.5% increase which is the amount included in the budget for next year. On July 1, 2013 the across the board increase will be 2.25.0%. A 2.0% increase will be given on July 1, 2014.

Insurance

The out-of pocket maximum will increase by $250 for the employee and $500 for the family effective 7-1-14. The estimated savings of this change if implemented City wide is $76,000.

Vacation

Under the new agreement employees will only be able to accumulate 80 hours more than their annual accumulation. This reduces the accrual/cash in benefit for employees by up to 3 weeks at the top accumulation rate. About 11 employees who are at least 55 years old and have at least 25 years service will be "grandfathered" with the prior benefit of twice their annual accumulation.

Recommendation

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

Department Head Signature

Mayor Signature