

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF RATIFYING THE 2011-	)	RESOLUTION NO. 11-4291
2014 COLLECTIVE BARGAINING	)	
AGREEMENT BETWEEN AFSCME 3580 AND	)	Introduced by Dan Cooper, Acting Chief
METRO.	)	Operating Officer, in concurrence with
	)	Council President Hughes

WHEREAS, Metro's designated representatives for labor relations have negotiated in good faith with AFSCME Local 3580 ("the Union"); and

WHEREAS, Metro's designated representatives for labor relations and the Union's designated bargaining representatives have reached a signed tentative agreement for a three year collective bargaining agreement; and

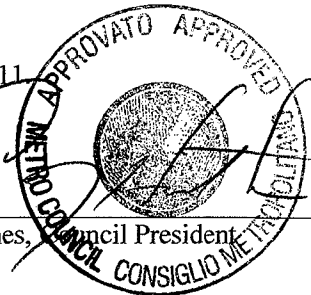
WHEREAS, the Union membership has duly ratified the tentative agreement; and

WHEREAS, Metro's designated representatives recommend and support ratification by the Council;

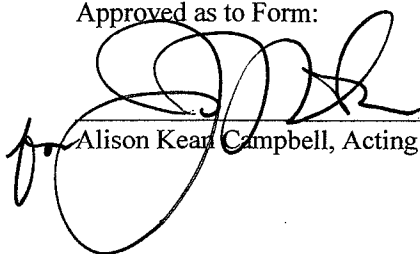
Now Therefore

BE IT RESOLVED that the Metro Council hereby ratifies the tentative agreement attached to this resolution as Exhibit A.

ADOPTED by the Metro Council this 15 day of September, 2011

  
for Tom Hughes, Council President

Approved as to Form:

  
Alison Kean Campbell, Acting Metro Attorney

## **STAFF REPORT**

IN CONSIDERATION OF RESOLUTION NO. 11-4291, FOR THE PURPOSE OF RATIFYING THE 2011 – 2014 COLLECTIVE BARGAINING AGREEMENT BETWEEN AFSCME 3580 AND METRO.

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Date: September 1, 2011

Prepared by: Mary Rowe  
x1572

### **BACKGROUND**

This resolution is submitted to ratify the tentative agreement between AFSCME 3580 and Metro for the period July 1, 2011 through June 30, 2014. Total membership in AFSCME 3580 is 308 employees. This three-year agreement contains the following key economic elements:

#### **I. Wages - Cost-of-Living Adjustments:**

- a. Upon ratification 1.0% lump sum payment not added to base wages or as an adjustment to the wage schedule.
- b. July 1, 2012 1.25% - 2.95% , based on Consumer Price Index (CPI). Note this lowers the cost of living adjustment floor by .25% from the current contract.
- c. July 1, 2013 1.25% - 2.95% , based on CPI. Note this lowers the cost of living adjustment floor by .25% from the current contract.

#### **II. Health insurance – Premium Sharing:**

- a. Metro will pay 94 % of the health insurance plan costs and the employee will pay 6%.
- b. Opt out funds AFSCME has retained discretion over from the 2006-07 fiscal year to be spent down to offset the employee paid portion of the health insurance plan costs.

#### **III. PERS:**

- a. Employees hired July 1, 2012 and thereafter will pay the 6% employee portion of PERS.

#### **IV. Additional Time Off Provisions In Exchange For Above Economic Considerations:**

- a. Employees hired July 1, 2012 and thereafter will have increased vacation accruals to match those of non represented employees.
- b. If business operations allow, employees will receive the day after Thanksgiving off as an additional personal holiday. When business operations preclude an employee from taking the day after Thanksgiving off, those employees will schedule an alternative day off with the approval of their supervisor.

#### **V. Seniority:**

- a. Layoffs will be by department with those with lowest seniority in the impacted classification being laid off first. This better aligns with Metro's budgeting process.

### **ANALYSIS/INFORMATION**

#### **1. Known Opposition: none**

2. **Legal Antecedents:** Previously ratified AFSCME 3580-1 collective bargaining agreements.
3. **Anticipated Effects:** Metro operations will continue uninterrupted.
4. **Budget Impacts:** For the current year beginning July 1, 2011, the lump-sum COLA and the health insurance premium costs are accounted for in the 2011-2012 budget passed by Council.

#### **RECOMMENDED ACTION**

The Interim Chief Operating Officer recommends approval of the resolution.