

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF RATIFYING ) RESOLUTION NO. 95-2205  
THE AFSCME LOCAL 3580 COLLECTIVE )  
BARGAINING AGREEMENT ) Introduced by Mike Burton,  
) Executive Officer

WHEREAS, the Metro Code requires Council ratification of collective bargaining agreements; and

WHEREAS, Metro and AFSCME Local 3580 have reached agreement on a one-year successor agreement; and

WHEREAS, the agreement provides to freeze salary ranges, cap insurances at current costs, and remove the Council support staff from the bargaining unit; and


WHEREAS, the agreement is consistent with the adopted FY95-96 budget figures and is cost neutral to Metro; now, therefore,

BE IT RESOLVED,

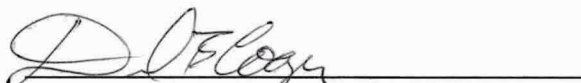
1. That the AFSCME Local 3580 collective bargaining agreement is amended to include the agreement in Exhibit A attached hereto.

2. That the pay schedule for AFSCME Local 3580 remain as ratified in Resolution 94-2055 as shown in Exhibit B attached hereto.

ADOPTED by the Metro Council this 7 day of Sept., 1995.

  
\_\_\_\_\_  
J. Ruth McFarland, Presiding Officer

Approved as to form:

  
\_\_\_\_\_  
Daniel B. Cooper, General Counsel

## STAFF REPORT

### CONSIDERATION OF RESOLUTION NO. 95-2205, FOR THE PURPOSE OF RATIFYING THE AFSCME LOCAL 3580 COLLECTIVE BARGAINING AGREEMENT

Date: August 29, 1995

Presented by: Paula Paris

**BACKGROUND:** The AFSCME Local 3580 contract expired on June 30, 1995. The union submitted its requested to bargain a successor agreement on December 13, 1994, and the parties began a collaborative approach to bargaining in February 1995. The collaborative process was unsuccessful, and the parties mutually agreed to request mediation in May 1995. The mediation process was also unsuccessful, and in June the parties mutually agreed to go to factfinding. A Factfinder was selected and factfinding was scheduled for October 1995.

For purposes of bargaining, Human Resources completed a wage survey of eleven comparable regional public and private sector employers. The survey indicated that the AFSCME salary range minimum rates are generally within 5% of the comparables, but the top steps of the ranges are approximately 15% above market. The AFSCME ranges are large with 8 steps, whereas most comparable employer pay ranges have 5 to 6 steps. The two additional top steps account for approximately 10% of the discrepancy between the AFSCME maximum rates and those of the comparable employers.

In addition to the current above-market salary ranges, AFSCME represented employees have received automatic 5% step increases, additional possible 5% merit step increases, and automatic cost of living increases of 3% - 4% (COLA) each year of the past 4-year contract, which increased wage roll-over costs for each contract year.

Based on resulting monetary impacts of the past 4-year contract and the wage survey information, Metro proposed to freeze the pay ranges and steps, along with maintaining the insurance cap at the current FY95-96 actual costs, and a few revisions to contract provisions. Also because SB750 was being considered to amend the public employee collective bargaining act and public employers and unions were unsure what impact, if any, this would have on the status of current bargaining, the parties had agreed during bargaining to a one-year successor agreement.

Another unresolved but important issue was to remove the Council clerical support staff from the bargaining unit consistent with the Metro Charter. The union refused to discuss or concede these changes to the bargaining unit and the issue became very contentious.

Due to ongoing but unsuccessful attempts to complete negotiations for a successor agreement, Metro was seriously considering implementing its final offer. While effective, this action would have created consequential labor relations rifts between Metro and the AFSCME bargaining unit. Through ad hoc communications between the Executive Officer, the HR Director, and the AFSCME Executive Director, we went back to the bargaining table on August 15, 1995 and were able to reach accord on a one-year agreement which freezes salary ranges, caps insurance at the current fiscal year costs, and systematically removes the Council support staff from the bargaining unit, see attached Exhibit A.

**FISCAL IMPACT:** There will be minimal salary savings for FY95-96 relative to employees who are at the top of the salary ranges. Insurances will be cost neutral based on figures included in the adopted FY95-96 budget.

**RECOMMENDATION:** Metro's survey and analysis of AFSCME pay ranges make it appropriate, relative to the labor market, to freeze current ranges and cap insurances at the current costs. This agreement is consistent with Resolution 95-2180 which freezes the non-represented employee salary ranges, allows the Council to retain essential confidentiality with its staff, and will maintain a stable labor relations environment between Metro and AFSCME for the current fiscal year and upon which to enter into negotiations for a successor agreement next year. It is, therefore, recommended by the Executive Officer that Resolution No. 95-2201 be approved.

AFSCME LOCAL 3580 & METRO - 8/15/95

All other terms and conditions of the current collective bargaining agreement remain unchanged, except as specified below.

ARTICLE 28 - TERM OF AGREEMENT - This Agreement shall remain in full force and effect from July 1, 1995 to June 30, 1996. Either party may give written notice sixty (60) days prior to the expiration of the Agreement of its intention to renegotiate the terms and provisions of this Agreement.

ARTICLE 15 - WAGES

Section 15.1 - Employees shall be paid in accordance with the classifications and rates of pay contained in Exhibit A (attached).

Section 15.2 - modified by Agreement effective 12/16/94.

Section 15.3 - Employees shall move to the next highest step in the salary range on the employee's anniversary date during the life of this agreement.

Section 15.4 - delete

Section 15.5 - delete

Section 15.6 - delete

Section 15.7 - no change, renumber to 15.4

Section 15.10 (should read 15.8) - no change, renumber to 15.5

New Section 15.6 - No later than January 15, 1996, a joint six member committee comprised of three (3) members appointed by the union and three (3) members appointed by the employer shall be formed for the purpose of a joint management/labor compensation study. A meeting shall be comprised of an equal number of union and employer representatives with not less than two members of each group. The Committee shall provide information to the parties no later than April 1, 1996.

ARTICLE 12 - HEALTH & WELFARE

Section 12.1 - no change

Section 12.2 - Effective July 1, 1995, Metro shall contribute an amount not to exceed \$388.00 for an equivalent medical, dental and vision plan provided by an HMO and/or indemnity carrier.

Section 12.3 - delete

Section 12.4 - delete

Section 12.5 - delete

Section 12.6 - no change; renumber to 12.3

AFSCME-REPRESENTED COUNCIL EMPLOYEES

The three (3) represented employees in the Council Office (2 admin. secretaries and 1 secretary) shall be laterally transferred by seniority by affected class, as vacancies occur in those represented classes and are requested to be posted in Human Resources. The affected employee will be given three (3) working days to consider the transfer opportunity. If the employee fails to respond to Human Resources within three working days or declines the transfer opportunity, her/his right to transfer with preference under this agreement is waived. As these Council positions are vacated, the positions will become non-represented. If the employee fails to respond or declines the transfer, the Council position will become non-represented. For purposes of implementing this agreement, vacancies in represented administrative secretary and secretary classes which Human Resources are requested to be filled will be held from posting from 8/24/95 and upon union ratification through 9/7/95 and upon Council ratification; positions held in these classes to be filled will be made available to the affected Council employees on 9/8/95. Vacancies of which HR is notified on or after 9/8/95 will be filled by transfer as described above. The union withdraws its grievance filed on 8/8/95 against the Council regarding the filling of a Council position.

## METRO AFSCME PAY SCHEDULE

Range #	Class Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	003*	Visitor Services Wkr 3--Regular	7.91	8.31	8.74	9.17	9.63	10.11	10.62	11.15
	012*	Office Assistant								
2			8.31	8.74	9.17	9.63	10.11	10.62	11.15	11.71
3	018*	Receptionist	8.74	9.17	9.63	10.11	10.62	11.15	11.71	12.30
	037*	Accounting Clerk 1								
	538*	Safety/Security Officer 1								
4			9.17	9.63	10.11	10.62	11.15	11.71	12.30	12.91
5	022*	Secretary	9.63	10.11	10.62	11.15	11.71	12.30	12.91	13.56
	040*	Program Assistant 1								
	364*	Graphics Technician								
	625*	Word Processing Operator								
6	013*	Scalehouse Technician	10.11	10.62	11.15	11.71	12.30	12.91	13.56	14.24
	017*	Reproduction Clerk								
	539*	Safety/Security Officer 2								
7	006*	Food Service/Retail Specialist	10.62	11.15	11.71	12.30	12.91	13.56	14.24	14.95
	015*	Building Service Worker								
	038*	Accounting Clerk 2								
	330*	Planning Technician								

\* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: December 16, 1994

Adopted: December 22, 1994, Resolution # 94-2055

Revised: July 14, 1995

## METRO AFSCME PAY SCHEDULE

Range #	Class Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
8	021*	Administrative Secretary	11.15	11.71	12.30	12.91	13.56	14.24	14.95	15.69
9	014*	Lead Scalehouse Technician	11.71	12.30	12.91	13.56	14.24	14.95	15.69	16.48
	042*	Program Assistant 2								
	626*	Lead Word Processing Operator								
10	005*	Storekeeper	12.30	12.91	13.56	14.24	14.95	15.69	16.48	17.30
	031	Administrative Assistant								
	036	Lead Accounting Clerk								
11	634*	Data Processing Operator	12.91	13.56	14.24	14.95	15.69	16.48	17.30	18.17
	016*	Building Services Technician					15.69	16.48	17.30	18.17
	020*	Maintenance/Equipment Operator					15.69	16.48	17.30	18.17
12	023	Program Coordinator	13.56	14.24	14.95	15.69	16.48	17.30	18.17	19.08
	329	Management Technician								
	331*	Hazardous Waste Technician								
	360	Graphics/Exhibit Designer								
13			14.24	14.95	15.69	16.48	17.30	18.17	19.08	20.03
14	268	Volunteer Coordinator	14.95	15.69	16.48	17.30	18.17	19.08	20.03	21.04
	333	Asst Management Analyst								
	338	Asst Public Affairs Specialist								
	348	Asst Transportation Planner								
	354	Asst Regional Planner								
	637*	Technical Specialist								

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Range #	Class Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
15	306	Asst Engineer	15.69	16.48	17.30	18.17	19.08	20.03	21.04	22.09
	343	Asst Solid Waste Planner								
	635	D.P. Operations Analyst								
16	039	Senior Accountant	16.48	17.30	18.17	19.08	20.03	21.04	22.09	23.19
	332	Hazardous Waste Specialist								
	334	Assoc Management Analyst								
	339	Assoc Public Affairs Specialist								
	349	Assoc Transportation Planner								
	355	Assoc Regional Planner								
	638	Programmer/Analyst								
17	307	Associate Engineer	17.30	18.17	19.08	20.03	21.04	22.09	23.19	24.36
	344	Associate Solid Waste Planner								
	636	D.P. Systems Analyst								
18	335	Senior Management Analyst	18.17	19.08	20.03	21.04	22.09	23.19	24.36	25.57
	340	Senior Public Affairs Specialist								
	350	Senior Transportation Planner								
	356	Senior Regional Planner								
19	308	Senior Engineer	19.08	20.03	21.04	22.09	23.19	24.36	25.57	26.86
	345	Senior Solid Waste Planner								
20	476	Construction Coordinator	20.03	21.04	22.09	23.19	24.36	25.57	26.86	28.19

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