

METROPOLITAN EXPOSITION RECREATION COMMISSION

Resolution No. 16-23

For the purpose of ratifying the Letter of Agreement with the American Federation of State, City and Municipal Employees (AFSCME), Local 3580-1.

WHEREAS, the Metropolitan Exposition Recreation Commission's (MERC) designated representatives for labor relations and AFSCME have negotiated in good faith; and

WHEREAS, the parties have reached an agreement that continues all provisions of the current collective bargaining agreement for one year and increases wages as described in Exhibit A of Exhibit 1; and

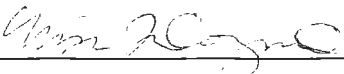
WHEREAS, the Union membership ratified the Letter of Agreement on August 19, 2016; and

WHEREAS, MERC believes that the Letter of Agreement is fair, reasonable, and in the public interest.

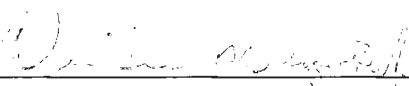
BE IT THEREFORE RESOLVED, that the Metropolitan Exposition Recreation Commission:

- 1) Approves the Letter of Agreement attached to this Resolution as Exhibit 1.
- 2) Authorizes and directs the General Manager of Visitor Venues, or her designees to execute the Letter of Agreement and forward it to the Union for signature.

Adopted by the Commission on September 7, 2016



Chair



Secretary/Treasurer

Approved as to Form:
Alison R. Kean, Metro Attorney



By: _____
Nathan A. S. Sykes, Deputy Metro Attorney

Exhibit 1 to Resolution 16-23

**Letter of Agreement
Metro/MERC and AFSCME Local 3580-1**

This is a letter of agreement (LOA) between the Metropolitan Exposition Recreation Commission, an appointed commission of Metro ("Employer") and AFSCME Local 3580-1 ("the Union") (collectively referred to as the "parties").

RECITALS

- A. The parties have completed collective bargaining for a one year extension of the 2013-2016 collective bargaining agreement (CBA);
- B. The parties agreed that they would only bargain wages for the year following the expiration of the CBA and extend all other terms of the CBA for one year until successor bargaining began with AFSCME Local, 3580.
- C. This LOA shall expire on June 30, 2017 and shall not be precedent setting for any future bargaining or agreements between the parties.

AGREEMENT

The parties hereby agree that all terms of CBA shall remain in effect during the Term of the Agreement except for the following amendments to the CBA as follows:

1. ARTICLE 13: SALARY ADMINISTRATION

Section 1.

Effective July 1, 2016 wages will be increased 2.0%. The pay schedule, Exhibit A, will reflect this increase as specified herein.

Section 2.

Upon successful completion of initial probation, an employee shall move to the non-probationary pay rate for their classification.

Section 3.

Standard paydays will be on the 10th and the 25th of each month or the immediately preceding business day in the case where a payday falls on a holiday or weekend.

Exhibit 1 to Resolution 16-23

2. ARTICLE 40: TERM OF AGREEMENT

This Agreement shall be in full force and effect from July 1, 2016 until June 30, 2017, and it shall cease and expire on that date.

The Union will notify the Employer, not later than January 15, 2017, that it intends to reopen this Agreement for the purpose of negotiating all or part of this Agreement.

If notice is given as herein provided, representatives of the Employer and the Union shall meet and shall negotiate proposed changes without unnecessary delay. In the event that agreement is not reached prior to the expiration of this contract, the contract shall remain in effect during the continued good faith negotiations.

Exhibit 1 to Resolution 16-23

Agreed to by both parties on this _____ day of _____, 2016 by:

METROPOLITAN EXPOSITION RECREATION COMMISSION	AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, LOCAL 3580-1
Teri Dresler General Manager, Visitor Venues	Bao Nguyen Staff Representative, AFSCME Local 3580-1
Matthew Uchtman, Director of Operations, OCC	Ross Kiely Staff Representative, AFSCME Local 3580-1
Chuck Dills Operations Manager, Expo	Kati Hanks-Lashley Utility Worker II
Travis Brown Labor Relations Program Manager	Stacey Kuehnl Utility Worker II
Ross Hume Employee Relations Partner	Angela Houck Treasurer, AFSCME 3580-1

Exhibit 1 to Resolution 16-23

EXHIBIT A

**METROPOLITAN EXPOSITION-RECREATION COMMISSION
AFSCME, LOCAL 3580-1 PAY SCHEDULE**

Pay Range	Job Code	Classification	Probationary Step	Regular Step
970	8485	Event Custodian	\$ 13.96	\$ 15.80
951	8190	Utility Worker I	\$ 16.34	\$ 18.41
952	8500	Utility Worker II	\$ 17.67	\$ 19.90
849	8170	Utility Maintenance Technician*	\$ 18.78	\$ 20.48
941	8490	Utility Grounds Maintenance*	\$ 19.18	\$ 21.83
961	8495	Utility Lead*	\$ 20.71	\$ 21.69
950	8175	Utility Maintenance	\$ 21.39	\$ 24.09
962	8300	Utility Maintenance Specialist **	\$ 22.72	\$ 24.88
972	8385	Utility Maintenance Lead	\$ 24.52	\$ 26.87

*This classification is currently vacant.

**This classification shall be used at Expo only.

MERC STAFF REPORT

Agenda Item/Issue: For the purpose of ratifying the Letter of Agreement with the American Federation of State, City and Municipal Employees (AFSCME), Local 3580-1.

Resolution No.: 16-23

Presented by: Mary Rowe

Date: September 7, 2016

BACKGROUND AND ANALYSIS: Bargaining began on November 4, 2015. Tentative agreement was reached on the contract on July 19, 2016. Ratification was reached by AFSCME membership on August 19, 2016.

Parties agreed at the onset of negotiations to open only articles on Salary Administration and Term of Agreement, with the goal of reaching a one year agreement in anticipation of AFSCME 3580-1 and 3580 merging in 2017.

RESOLUTION: The resolution states the MERC Commission approves ratification of the contract. All changes to the contract are included in a Letter of Agreement, attached as Exhibit 1. The major elements of the Agreement are as follows:

- Term of Agreement: July 1, 2016 through June 30, 2017.
- Wages: Wages will be increased 2% effective July 1, 2016.

SHORT RANGE FISCAL IMPACT: The costs of the collective bargaining agreement are within budgeted amounts for FY 16-17.

LONG RANGE FISCAL IMPACT: The costs of the collective bargaining agreement will be reflected in future budget years and are viewed as reasonable and consistent with other employee compensation.

RECOMMENDATION: Staff recommends approval of Resolution 16-23 which states the MERC Commission approves ratification of the contract. All changes to the contract are included in a Letter of Agreement, attached to the resolution as Exhibit 1.