



## Legislation Details (With Text)

**File #:** 2022-281      **Version:** 1      **Name:**

**Type:** Resolution      **Status:** Passed

**File created:** 7/11/2022      **In control:** Board of Directors

**On agenda:** 7/27/2022      **Final action:** 7/27/2022

**Title:** Collective Bargaining Agreement 2021-2023 with Association of Municipal Engineers (AME)

**Sponsors:** William Wolfson, Randal Brown

**Indexes:** Administration & Compliance, Organizational Development

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
7/27/2022	1	Board of Directors	Approved	Pass
7/13/2022	1	Operations and Resources Committee	Recommended for Approval	Pass

### Collective Bargaining Agreement 2021-2023 with Association of Municipal Engineers (AME)

Agenda of: July 27, 2022  
Item No.: **2022-281**  
Amount: N/A

**TO:** The Honorable  
Board of Directors  
Great Lakes Water Authority

**FROM:** Suzanne R. Coffey, P.E.  
Chief Executive Officer  
Great Lakes Water Authority

**DATE:** July 11, 2022

**RE:** **Collective Bargaining Agreement 2021- 2023 with Association of Municipal Engineers**

### MOTION

Upon recommendation of William M. Wolfson, Chief Administrative and Compliance Officer, and Randal Brown, General Counsel, the Board of Directors (Board) of the Great Lakes Water Authority (GLWA), **authorizes the GLWA’s Chief Executive Officer to executive a Collective Bargaining Agreement (CBA) with the Association of Municipal Engineers (AME) for a term ending January 31, 2023;** and authorizes the CEO to take such other action as may be necessary to accomplish the intent of this vote.

## **BACKGROUND**

AME and GLWA were parties to a collective bargaining agreement covering the period from July 1, 2018, through July 31, 2021. AME and GLWA reached a tentative agreement on a CBA covering the period July 31, 2021, through January 31, 2023. AME has waived ratification of the tentative agreement on that CBA.

## **JUSTIFICATION**

The following aspects of the CBA are highlighted:

1. Adjustment to flex-time usage. With the approval of management, AME members may now receive up to 1 hour of flex time for their work shifts.
2. No additional guaranteed or automatic annual pay adjustments. GLWA utilizes a performance-based system of pay adjustment. Consistent with other GLWA CBA's and its Terms of Employment, there are no guaranteed or automatic annual pay adjustments in this CBA. GLWA team members are evaluated on an annual basis and any prospective adjustment to their pay is made based upon performance and within available budgeted resources.
3. No change to retirement, medical, or other related benefits. The proposed CBA with AME reflects the same retirement, healthcare, and other benefits package offered to other unionized GLWA employees.
4. Recognition of Juneteenth Holiday. GLWA and AME have agreed to recognize the United States' Juneteenth holiday. This provision will take effect upon similar agreement with all other unions representing GLWA employees to recognize this holiday.
5. Tuition Reimbursement. Tuition reimbursement was increased to \$5000 per year for eligible AME members.

## **BUDGET IMPACT**

The performance-based adjustment to pay for eligible members of the bargaining unit reflected in the proposed CBA was anticipated in GLWA's budget, and there are sufficient resources available to make this adjustment.

## **COMMITTEE REVIEW**

The CBA was presented to the Board's Operations and Resources Committee at its July 13, 2022 meeting. The Operations and Resources Committee unanimously recommended that the GLWA Board adopt the resolution as presented.

## **SHARED SERVICES IMPACT**

This item does not impact the shared services agreement between GLWA and DWSD.