

## Legislation Details (With Text)

**File #:** 2022-282      **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 2021-2025 with American Federation of State, County and Municipal Employees  
**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 2021-2025 with American Federation of State, County and Municipal Employees**

**Agenda of:** July 27, 2022  
**Item No.:** **2022-282**  
**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 2021-2025 with American Federation of State, County and Municipal Employees**

**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 execute a Collective Bargaining Agreement (CBA) with the American Federation of State, County and Municipal Employees (AFSCME) for a term ending June 30, 2025;** and authorizes the CEO to take such other action as may be necessary to accomplish the intent of this vote.

### **BACKGROUND**

AFSCME and GLWA were parties to a collective bargaining agreement covering the period from July 1, 2018, through June 30, 2021. AFSCME and GLWA reached a tentative agreement on a CBA covering the period July 1, 2021 through June 30, 2025. AFSCME has since ratified the tentative agreement on that CBA.

### **JUSTIFICATION**

The following aspects of the CBA are highlighted:

1. Ratification Payment. AFSCME members will receive a \$750 annual Ratification Payment. After the initial payment following approval by the Board of the CBA, the CBA allows GLWA's subsequent payments to be made anytime between June 1 and July 31, 2023, and between June 1 and July 31, 2024.

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 AFSCME reflects the same retirement, healthcare, and other benefits package offered to other unionized GLWA employees.

4. Recognition of Juneteenth Holiday. GLWA and AFSCME 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. \$100 annual boot allowance for AFSCME members within plant technician, water technician, maintenance technician, field technician, and systems technician classifications. Each year during the term of the CBA, AFSCME members within the plant technician, water technician, maintenance technician, field technician, and systems technician classifications will receive a \$100 boot allowance.

6. One time \$500 tool allowance for AFSCME members within the maintenance technician classification. During the term of the CBA, AFSCME members within the maintenance technician classification will receive a one-time \$500 tool allowance.

7. Adjustment to classification ranges. An adjustment has been made to increase the minimum pay rate for all AFSCME represented classifications to \$17.74 per hour.

8. Certification Incentive. AFSCME members will be eligible to participate in GLWA's Certification Incentive Program.

### **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.