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Sponsors: Terri Conerway

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9/25/2019	1	Board of Directors	Approved	Pass

Collective Bargaining Agreement 2018- 2021 with American Federation of State County and Municipal Employees, AFL-CIO, Local 2920 (AFSCME)

Agenda of: September 25, 2019
Item No.: 2019-347
Amount: N/A

TO: The Honorable
Board of Directors
Great Lakes Water Authority

FROM: Sue F. McCormick
Chief Executive Officer
Great Lakes Water Authority

DATE: September 25, 2019

RE: **Collective Bargaining Agreement 2018- 2021 with American Federation of State County and Municipal Employees, AFL-CIO, Local 2920 (AFSCME)**

MOTION

Upon recommendation of Terri Conerway, Chief Organizational Development Officer, 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, AFL-CIO,**

Local 2920 for a term ending June 30, 2021; and authorizes the CEO to take such other action as may be necessary to accomplish the intent of this vote.

BACKGROUND

Under the terms of the Lease Agreements, CBA's that were in place with DWSD were assigned to the GLWA on the Effective Date of the Leases. Employees who were offered employment by GLWA and who were members of a union with an assigned CBA, continued under the terms of that CBA.

AFSCME represents workers in a wide variety of classifications across the utility. At the time of the Leases' Effective Date, AFSCME had a CBA in place that was assigned to GLWA. That CBA expired on June 30, 2018. The GLWA and the union have reached a tentative agreement on a CBA covering the period of July 1, 2018 to June 30, 2021, and the union has ratified that CBA. Although the term of this CBA is sequential to the prior CBA, as required by law, there are no retroactive benefits or adjustments.

JUSTIFICATION

The terms of the CBA with the AFSCME are largely consistent with the terms of other CBA's governing GLWA employees and with the Employment Terms adopted by the GLWA prior to determining its staffing needs and making any offers of employment. However, the CBA does contain certain provisions unique to qualified AFSCME members represented this CBA.

The following aspects of the CBA are highlighted:

1. 2.75% and 2.5% prospective performance-based adjustments to pay for eligible members of the union upon ratification of the CBA. The CBA provides that, eligible Team Members who received a performance rating of "meets" or "exceeds" expectations" for the 2017-18 Fiscal Year will receive a prospective 2.75% adjustment to their base compensation. The CBA also provides that, eligible Team Members who received a performance rating of "meets" or "exceeds" expectations" for the 2018-19 Fiscal Year will receive a prospective 2.50% adjustment to their base compensation.
2. On October 1, 2019, and on October 1 of each year following during the term of the Collective Bargaining Agreement (CBA), 40 hours of time will be "front loaded to bargaining unit member's PTO (Paid Time Off) banks.
3. 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 employees are evaluated on an annual basis and any prospective adjustment to their pay is made based upon performance and within available budgeted resources.
4. 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.
5. Establishment of boot allowance. The CBA provides that union members in eligible classifications will receive boots or a boot allowance of \$100.00.
6. Ratification Bonus. GLWA will pay a signing bonus of \$225.00 to all members of the bargaining unit having regular status at the time of ratification.

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

Because this CBA was just ratified by the union yesterday, it is being presented directly to the full Board.

SHARED SERVICES IMPACT

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