



Legislation Details (With Text)

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Title: Collective Bargaining Agreement 2020-2024 with Michigan Building and Construction Trades Council

Sponsors: William Wolfson

Indexes: Organizational Development

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Attachments:

Date	Ver.	Action By	Action	Result
4/13/2022	1	Board of Directors Workshop Meeting	Approved	Pass
4/13/2022	1	Operations and Resources Committee	Recommended for Approval	Pass

Collective Bargaining Agreement 2020-2024 with Michigan Building and Construction Trades Council

Agenda of: April 13, 2022
Item No.: **2022-129**
Amount: N/A

TO: The Honorable
Board of Directors
Great Lakes Water Authority

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

DATE: March 25, 2022

RE: **Collective Bargaining Agreement 2021- 2024 with Michigan Building and Construction Trades Council**

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 Interim**

Chief Executive Officer to executive a Collective Bargaining Agreement (CBA) with the Michigan Building and Construction Trades Council (BTC) for a term ending June 30, 2024; and authorizes the ICEO to take such other action as may be necessary to accomplish the intent of this vote.

BACKGROUND

BTC and GLWA were parties to a collective bargaining agreement covering the period from July 1, 2018, through June 30, 2021. BTC and GLWA reached a tentative agreement on a CBA covering the period July1, 2021 through June 30, 2024. BTC has since ratified the tentative agreement on that CBA.

JUSTIFICATION

The following aspects of the CBA are highlighted:

1. Redefined Paid Time Off (PTO). BTC members will now receive 40 hours of PTO frontloaded on October 1 of each contract year with continued (modified) accrual of PTO throughout the year. Use of preapproved PTO will be considered "hours worked" for purposes of calculating overtime.
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 BTC reflects the same retirement, healthcare, and other benefits package offered to other unionized GLWA employees.
4. Recognition of Juneteenth Holiday. GLWA and BTC 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. One-time adjustment to base wage for BTC members making less than \$70,000 per year. During the term of the prior CBA, BTC members with annual compensation levels below \$70,000 received a Market Adjustment Incentive (MAI) of \$100 per month. Upon approval of the CBA, these members will receive a one-time wage adjustment of \$1,200.
6. Market Adjustment Incentive for BTC members making less than \$60,000 per year. During the term of the CBA, BTC members with annual compensation levels below \$60,000 will receive a Market Adjustment Incentive (MAI) of \$200 per month. The MAI may be altered as provided in the CBA with GLWA having the ability to implement those changes.
7. Adjustment to classification ranges. An adjustment has been made to increase the minimum pay rate to \$17.74 per hour for the Electrical Instrumentation Control Technician (E), Electrical Instrumentation Control Technician (EI), and the maximum pay rate to \$44.08. Similarly, the minimum pay for the Maintenance Technician has been increased to \$17.74 per hour and the maximum has been increased to \$39.87.

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 April 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.