



Legislation Details (With Text)

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Title: Collective Bargaining Agreement 2020-2024 with Association of Professional Construction Inspectors

Sponsors: William Wolfson, Randal Brown

Indexes: General Counsel, Organizational Development

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
10/27/2021	1	Board of Directors	Approved	Pass
10/13/2021	1	Operations and Resources Committee	Recommended for Approval	Pass

Collective Bargaining Agreement 2020-2024 with Association of Professional Construction Inspectors

Agenda of: October 27, 2021
Item No.: **2021-386**
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: October 6, 2021

RE: **Collective Bargaining Agreement 2020- 2024 with Association of Professional Construction Inspectors**

MOTION

Upon recommendation of William M. Wolfson, Chief Administrative and Compliance Officer, and Randal M. Brown, General Counsel, the Board of Directors (Board) of the Great Lakes Water Authority (GLWA), **authorizes the GLWA’s Interim Chief Executive Officer to execute a Collective Bargaining Agreement (CBA) with the Association of Professional Construction**

Inspectors 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

The Association of Professional Construction Inspectors (APCI) and GLWA were parties to a CBA through June 30, 2020. The parties agreed to extend the term of the CBA to continue negotiations of a new CBA. During that period, APCI and GLWA reached a tentative agreement on a CBA, and APCI has since ratified the new CBA.

JUSTIFICATION

The following aspects of the CBA are highlighted:

1. 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.
2. No change to retirement, medical, or other related benefits. The proposed CBA with APCI reflects the same retirement, healthcare, and other benefits package offered to other unionized GLWA team 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 October 13, 2021 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.