Legislation Details (With Text)

File #:	2021-387	**Version:**	1	**Name:**	
Type:	Resolution			**Status:**	Passed
File created:	10/8/2021			**In control:**	Board of Directors
On agenda:	10/27/2021			**Final action:**	10/27/2021
Title:	Collective Bargaining Agreement 2020-2024 with Senior Water Systems Chemists Association				
Sponsors:	Randal Brown, William Wolfson				
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 Senior Water Systems Chemists Association

Agenda of: October 27, 2021
Item No.: **2021- 387**
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 8, 2021

RE: **Collective Bargaining Agreement 2020- 2024 with Senior Water Systems Chemists Association**

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 (ICEO) to execute a Collective Bargaining Agreement (CBA) with the Senior Water Systems Chemists Association 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 Senior Water Systems Chemists Association (SWSCA) and GLWA were parties to a collective bargaining agreement covering the period from July 1, 2017 through June 30, 2020. SWSCA and GLWA reached a tentative agreement on a CBA covering the period July1, 2020 through June 30, 2024. SWSCA has since ratified the tentative agreement on that CBA.

JUSTIFICATION

The following aspects of the CBA are highlighted:

1. Redefined Paid Time Off (PTO). The terms of the CBA with the SWSCA are largely consistent with the terms of its CBA which expired on July 31, 2020, however, 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 SWSCA reflects the same retirement, healthcare, and other benefits package offered to other unionized GLWA employees.

4. Lookback period for discipline shortened to 12 months. The lookback period for progressive discipline purposes is now 12 months reduced from 24 months.

5. Retention of Shift Premium. The parties agreed that current entitlement to shift premium payments would be retained.

6. Recognition of Juneteenth Holiday. GLWA and SWSCA have agreed to recognize the United State’s Juneteenth holiday. This provision will take effect upon similar agreement with all other unions representing GLWA employees to recognize this holiday.

7. $700 Signing Bonus The parties agreed to a $700 signing bonus if the CBA was ratified by the union on or before October 31, 2021, and subsequently approved by the Board.

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.

powered by Legistar™

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.