Legislation Text

File #: 2020-276, **Version:** 1

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

Agenda of: August 12, 2020
Item No.: **2020-276**
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: August 10, 2020

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

MOTION

Upon recommendation of Terri Conerway, Chief Organizational Development Officer, Randal Brown, General Counsel, and Cheryl Yapo, Director of Strategic Workplace Relations, the Board of Directors (Board) of the Great Lakes Water Authority (GLWA), **authorizes the GLWA's Chief Executive Officer to executive a Collective Bargaining Agreement (CBA) with the Senior Water Systems Chemists Association for a term ending June 30, 2024**; and authorizes the CEO to take such other action as may be necessary to accomplish the intent of this vote.

BACKGROUND

The Senior Water Systems Chemists Association and GLWA were parties to a collective bargaining agreement covering the period from July 1, 2017 through June 30, 2020. The parties agreed to extend the term of the CBA until July 31, 2020 to continue negotiations of a new CBA. During that period, the Senior Water Systems Chemists Association and GLWA reached a tentative agreement on a CBA. The Senior Water Systems Chemists Association has since ratified the new CBA.

JUSTIFICATION

The following aspects of the CBA are highlighted:

1. Redefined Paid Time Off (PTO). The terms of the CBA with the Senior Water Systems Chemists Association 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 employees 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 Senior Water Systems Chemists Association 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.

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 August 12, 2020 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.