

## Legislation Text

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File #: 2021-386, Version: 1

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### **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.