

STAFF REPORT

IN CONSIDERATION OF RESOLUTION NO. 24-5388 FOR THE PURPOSE OF RATIFYING THE 2023-2027 COLLECTIVE BARGAINING AGREEMENT BETWEEN LIUNA LOCAL 483 AND METRO.

Date: February 8, 2024

Prepared by: Christina Longo, Labor and Employee Relations Program Supervisor

BACKGROUND

This resolution is submitted to ratify the contract between LiUNA 483 and Metro for the period July 1, 2023 through June 30, 2027. This four-year agreement contains the following key economic elements:

I. Wages - Cost-of-Living Adjustments:

- a. Upon ratification, an 8.0% cost of living adjustment will be made to the wage schedule, retroactive to the pay period including July 1, 2023.
- b. Effective the pay period including July 1, during the term of the agreement, wages will be increased by the following amounts: 2024 – 4.0%, 2025 – 3.0%, 2026 – 3.0%.

II. Wages – Market Rate Adjustments:

- a. 23 classifications received market rate adjustments. Variable hour status positions in these classifications will also see a wage increase.

III. Retirement

- a. All eligible employees continue to receive 6% PERS pick up.

IV. Time Off

- a. Formally added Juneteenth as a paid holiday.
- b. Updated vacation years of service to align with other unions.
- c. Expanded sick leave to include both physical and mental illness.
- d. Removed discipline related to excessive sick leave abuse.
- e. Expanded bereavement leave to include immediate family as defined by the employee (family of choice).

IV. Additional Provisions:

- a. The parties agreed to a Variable Hour and Seasonal Health Incentive Pilot Study to determine if negotiated changes to the healthcare incentive for these employees is benefitting them as intended.

ANALYSIS/INFORMATION

1. Known Opposition: none

2. Legal Antecedents: Previously ratified LiUNA 483 collective bargaining agreements.

3. Anticipated Effects: Metro operations will continue uninterrupted.

4. Budget Impacts: The Fiscal Year 2023-24 Adopted Budget was finalized prior to the ratification of the agreement. Finance and department staff are closely monitoring budgets, and any necessary budget amendments will be presented to the Metro Council for consideration prior to June 30th. Finance staff are also incorporating any cost increases as a result of the agreement into the FY2024-25 budget that the Metro Council will consider over the next several months.

RECOMMENDED ACTION

The Chief Operating Officer recommends approval of the resolution