

STAFF REPORT

IN CONSIDERATION OF RESOLUTION NO. 25-5517 FOR THE PURPOSE OF RATIFYING THE 2025-2029 COLLECTIVE BARGAINING AGREEMENT BETWEEN AFSCME LOCAL 3580 AND METRO.

Date: August 12, 2025

Prepared by: Christina Longo, Director of Labor Relations

Department: Human Resources

Presenter: Julio Garcia, Human Resources Director

BACKGROUND

This resolution is submitted to ratify the contract between AFSCME 3580 and Metro for the period July 1, 2025 through June 30, 2029. This four-year agreement contains the following key economic elements:

I. Wages – Yearly Wage Rate Adjustments:

- a. Upon ratification, wage increase will be made to the wage schedule, retroactive to the pay period including July 1, 2025.
- b. Effective the pay period including July 1, during the term of the agreement, we will adjust the straight time rate of pay by a percentage equal to the percentage change in the CPI-U, West – Size Class A, Second Half (July-Dec) of the previous 2 years, minimum 2.0%, maximum 5.0%.
- c. For FY 2026, this adjustment is 2.67%.
- d. If the referenced CPI is less than 1% or exceeds 7%, Metro and AFSCME Local 3580 will automatically reopen the article on wages for bargaining.

II. Wages – Grade Adjustments:

- a. Four classifications received grade adjustments. These positions were identified by an independent reviewer as being below market. Variable hour status positions in these classifications will also see a wage increase.

III. Variable Hour Employees

- a. Variable Hour employees will receive a step increase upon completion of 2080 hours continuously worked, and upon completion of each block of 2080 hours continuously worked thereafter.

IV. Other Benefits

- a. Vacation – employees who accrue vacation can accumulate more than 275 during the course of the year, but unused vacation of more than 275 is forfeited if not used during each fiscal year.
- b. Clothing – increased dollars for allowances and lowered threshold to receive allowances.

V. Additional Provisions:

- a. Implemented Metro's Equal Pay Act including language changes to maintain compliance with the Act

ANALYSIS/INFORMATION

1. Known Opposition: none

2. Legal Antecedents: Previously ratified AFSCME 3580 collective bargaining agreements.

3. Anticipated Effects: Metro operations will continue uninterrupted.

4. Budget Impacts: The Fiscal Year 2025-26 Adopted Budget was finalized prior to the ratification of the agreement and anticipated these costs. If budgetary changes are necessary, they will be presented to the Metro Council for consideration later in the fiscal year.

RECOMMENDED ACTION

The Chief Operating Officer recommends approval of the resolution

ATTACHMENTS:

None.

