

## STAFF REPORT

### IN CONSIDERATION OF RESOLUTION NO. 19- 4955, FOR THE PURPOSE OF RATIFYING THE 2018-23 COLLECTIVE BARGAINING AGREEMENT BETWEEN LIUNA AND METRO

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Date: January 9, 2019

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## BACKGROUND

### **Background and Analysis:**

The Metro-LiUNA Local 483 collective bargaining agreement represents a contract of the terms and conditions of employment for employees currently represented by Local 483.

The negotiations began on March 15, 2018 and a tentative agreement was reached on December 12, 2018. Union membership voted for ratification of the agreement on December 20, 2018.

This resolution is submitted to ratify the contract between LiUNA Local 483 and Metro for the period July 1, 2018 through June 30, 2023. This five-year agreement contains the following key economic provisions:

### **WAGE INCREASES:**

- I. \$15 minimum wage effective July 1, 2018
  - i. The following classifications will increase to at least \$15 per hour effective July 1, 2018:
    - Guest Service Worker
    - Lead Guest Service Worker
    - Litter Patrol
    - Laborer
- II. Cost of Living Increase
  - i. Effective July 1, 2018, a 3.25% wage increase will be made to the wage schedule
  - ii. Effective July 1, 2019, a 2.5% wage increase will be made to the wage schedule.
  - iii. Effective July 1, 2020, a 2.5% wage increase will be made to the wage schedule
  - iv. Effective July 1, 2021, a 2.5% wage increase will be made to the wage schedule.
  - v. Effective July 1, 2022, a 2.5% wage increase will be made to the wage schedule

### **HOLIDAYS:**

- I. Holidays
  - i. Add the day after Thanksgiving for regular status employees as a paid holiday to be consistent with other employee groups.

**TERMS OF AGREEMENT:**

- I. 5 year agreement effective upon ratification of the agreement through June 30, 2023.

**SHORT RANGE FISCAL IMPACT:**

The costs of the collective bargaining agreement are within budgeted amounts.

**LONG RANGE FISCAL IMPACT:**

The costs of the collective bargaining agreement will be reflected in future budget years and are viewed as reasonable and consistent with other employee compensation.

**RECOMMENDATION:**

Staff recommends approval of the collective bargaining agreement.