

STAFF REPORT

IN CONSIDERATION OF RESOLUTION NO. 21-5574 FOR THE PURPOSE OF RATIFYING THE 2021-2025 COLLECTIVE BARGAINING AGREEMENT BETWEEN AFSCME 3580 AND METRO.

Date: July 8, 2021

Prepared by: Elizabeth Arnott, Labor and Employee Relations Program Supervisor

BACKGROUND

This resolution is submitted to ratify the contract between AFSCME 3580 and Metro for the period July 1, 2021 through June 30, 2025. Total current membership in AFSCME 3580 is 349 employees. This four-year agreement contains the following key economic elements:

I. Wages - Cost-of-Living Adjustments:

- a. Upon ratification, a 1.74% cost of living adjustment will be made to the wage schedule.
- b. Effective the pay period including July 1, during the term of the agreement, wages will be increased by the following amounts: 2022 – 2%, 2023 – 2.5%, 2024 – 2.5%.
- c. Upon ratification, the cost of living will be added to Step 1 of the first pay range of the contract's pay schedule for each year and the remainder of the schedule will be developed maintaining an approximate spread of 5% between steps and ranges.

II. Wages – Grade Adjustments:

- a. 28 classifications were re-graded, with the plan to increase the minimum wage at Metro to \$20 (from \$16) at Metro by July 1, 2022. Variable hour status positions in these classifications will also see a wage increase.

III. Retirement

- a. All eligible employees will receive 6% PERS pick up. Employees who were not receiving the PERS pickup previously will see a 6% increase in take home pay beginning with the June 28 pay period.
- b. All employees can request a one-time cash out of up to 80 hours of vacation until Dec. 31, 2021.

IV. Time Off

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

IV. Additional Provisions:

- a. The parties have agreed to develop the following organization-wide policies with Union input: Inclement Weather, Bi-Lingual Pay, Parking, Transportation, Remote Work. The parties have agreed that the effects of such policies will be bargained.

ANALYSIS/INFORMATION

1. Known Opposition: none

2. Legal Antecedents: Previously ratified AFSCME 3580 and 3580-1 collective bargaining agreements.

3. Anticipated Effects: Metro operations will continue uninterrupted.

4. Budget Impacts: The 21-22 Adopted Budget was finalized prior to the ratification of the agreement. 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