



To: Members of Dublin City Council
From: Marsha I. Grigsby, City Manager 
Date: October 31, 2013
Initiated By: Tim D. Wagner, Director of Human Resources
Re: Resolution No. 66-13 - Ratifying a New Collective Bargaining Agreement with the United Steelworkers of America

Summary

Attached for your consideration is Resolution No. 66-13, authorizing the City Manager to enter into a Collective Bargaining Agreement (CBA) with the United Steelworkers of America regarding wages, hours, and terms and conditions of employment for employees within the Maintenance Worker, Auto Mechanic I, and Custodial Worker bargaining unit. (This bargaining unit is comprised of 79 employees within the Divisions of Streets & Utilities, Parks, Facilities Management, and Engineering.)

Below for your reference are the highlights of the changes from the previous Agreement. The term of this Agreement is three (3) years, from September 1, 2013 through August 31, 2016. The Bargaining Unit conducted a ratification vote on the proposed CBA on October 22, 2013 and consequently ratified the proposed CBA by a vote of 44-16.

Key Economic Terms

- Wage increases for mechanics and maintenance workers for year one are 2%.
- Wage increases for mechanics and maintenance workers for year two and three are 1% each year.
- Wage increase for custodial staff for year one is 1% and ½% in year two. There is no wage increase in year three.
- \$450 signing bonus for each bargaining unit member paid upon ratification.
- All other supplements and benefits remained the same (e.g. longevity, shift differential, tool allowance, uniform and boot allowance).
- There was a reduction in the amount of compensatory time that could be carried over from one year to the next. That cap was reduced from 240 hours to 160 hours.
- Healthcare has been minimally modified to comply with the Patient Affordability Act and an increased incentive for BMI biometric for the employee and spouse up to \$300 per person.

The fiscal impact of the wage package in this Agreement is projected to be approximately \$450,000 over the term of the three-year contract. This projection includes an overtime

compensation calculation, which is based on the overtime compensation received by each employee in 2012.

Recommendation

Staff recommends that Council postpone Resolution 66-13 until the November 18, 2013 Council meeting to allow time for the final document to be produced and printed. The provisions of the document have all been agreed upon by both parties. The final contract will be provided to Council in the packet distributed on November 14, 2013 and staff is recommending adoption at the November 18, 2013 Council meeting.

RECORD OF RESOLUTIONS

Dayton Legal Blank, Inc., Form No. 30045

66-13

Resolution No. _____

Passed _____

, 20____

A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A COLLECTIVE BARGAINING AGREEMENT WITH UNITED STEELWORKERS OF AMERICA REGARDING WAGES, HOURS, AND TERMS AND CONDITIONS OF EMPLOYMENT FOR EMPLOYEES WITHIN THE MAINTENANCE WORKER, AUTO MECHANIC I AND CUSTODIAL WORKER BARGAINING UNIT.

WHEREAS, the City of Dublin and the United Steelworkers of America have reached tentative agreement regarding wages, hours, terms and conditions of employment for employees within the Maintenance Worker, Auto Mechanic I, and Custodial Worker bargaining unit; and

WHEREAS, Council has determined that the attached Agreement should be ratified by Council.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Dublin, State of Ohio, _____ of the elected members concurring that:

Section 1. The City Manager be, and hereby is, authorized to enter into the attached Collective Bargaining Agreement with the United Steelworkers of America Ohio regarding wages, hours, and terms and conditions of employment for employees within the Maintenance Worker, Auto Mechanic I, and Custodial Worker bargaining unit.

Section 2. As referenced in Section 1.4 of the attached Agreement, said Agreement shall supersede and replace all applicable state and local laws, which it has the authority to supersede and replace.

Section 3. This Resolution shall be effective immediately upon passage as provided under Section 4.04 (a) of the Revised Dublin Charter.

Passed this _____ day of _____, 2013.

Mayor - Presiding Officer

ATTEST:

Clerk of Council