



Legislation Text

File #: 17-2062, **Version:** 1

Resolution to Approve the Collective Bargaining Agreement with the Teamster Civilian Supervisors, Teamsters Local 214 effective January 1, 2018 - December 31, 2020
Human Resources Services recommends approval of the attached Resolution for the terms of the Collective Bargaining Agreement between the City of Ann Arbor and the Teamster Civilian Supervisors, Teamsters Local 214. The current contract expires December 31, 2017.

Budget/Fiscal Impact: The recommended changes to the agreements are within the FY2018 adopted budget and consistent with FY2019/FY2020 projections that were recently shared with Council.

Highlights of the negotiated Agreement include:

- 1) Three (3) year agreement;
- 2) 2.25% wage increase effective January 1, 2018; 2.25% wage increase effective January 1, 2019; and 2% wage increase and .5% lump sum payment effective January 1, 2020;
- 3) Tuition Reimbursement increased from \$2,500 to \$5,000 per Fiscal Year;
- 4) Retiree Health Reimbursement Account City actuarial contribution increased from \$2,500 to \$3,500 per year for all affected Teamster members (those hired on or after July 2, 2012);
- 5) Increase in Safety Shoe allowance for affected Teamster members from \$100 to \$150 annually

The City Administration recommends approval of the negotiated agreement.

Prepared by: Heather Koch, Human Resources Coordinator

Reviewed by: Robyn Wilkerson, Director of Human Resources and Labor Relations
Howard S. Lazarus, City Administrator

Whereas, The current agreement will expire on December 31, 2017,

Whereas, The parties have reached a settlement on the terms for a new collective bargaining agreement effective January 1, 2018 through December 31, 2020 which includes

- a 2.25% wage increase effective January 1, 2018 and January 1, 2019,
- a 2% wage increase and .5% lump sum payment effective January 1, 2020,
- an increase to \$5,000 in tuition reimbursement,
- an increase in the City's actuarial contribution for the Retiree Health Reimbursement Account from \$2,500 to \$3,500 per year for all affected Teamster members (those hired on or after July 2, 2012), and
- an Increase in Safety Shoe allowance for affected Teamster members from \$100 to \$150 annually; and

Whereas, The City Administrator recommends approval of the negotiated agreement;

RESOLVED, That the City Council approve the agreed upon terms of the January 1, 2018 - December 31, 2020 collective bargaining agreement including a 2.25% wage increase effective

January 1, 2018 and January 1, 2019, a 2% wage increase and .5% lump sum payment effective January 1, 2020, an increase to \$5,000 in tuition reimbursement, an increase in the City's actuarial contribution for the Retiree Health Reimbursement Account from \$2,500 to \$3,500 per year for all affected Teamster members (those hired on or after July 2, 2012), and an Increase in Safety Shoe allowance for affected Teamster members from \$100 to \$150 annually; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement effective January 1, 2018 to December 31, 2020 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.

Sponsored by: Mayor Christopher Taylor