



## Legislation Details (With Text)

**File #:** 23-2006      **Version:** 1      **Name:** 12/18/23 Teamsters CBA 2024-2026  
**Type:** Resolution      **Status:** Passed  
**File created:** 12/18/2023      **In control:** City Council  
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**Enactment date:** 12/18/2023      **Enactment #:** R-23-458  
**Title:** Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Teamster Civilian Supervisors, effective January 1, 2024 - December 31, 2026

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 2024 - 2026 Teamster Contract - Clean 231025.pdf

Date	Ver.	Action By	Action	Result
12/18/2023	1	City Council	Approved	Pass

Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and Teamster Civilian Supervisors, effective January 1, 2024 - December 31, 2026

Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the Teamsters Civilian Supervisors, who are supervisors over AFSCME employees in eight service units of the City.

Budget/Fiscal Impact: The wage increases associated with this contract are higher than were originally anticipated in the FY24 budget, however, it is expected that the additional costs can be absorbed in FY24 due to the vacancies throughout the City. The wage increase shall be included in the FY25 City Administrator's recommended budget.

Highlights of the negotiated agreement include:

- 1) Three (3) year agreement;
- 2) 3% wage adjustment for each year 2024, 2025, 2026

Other changes of the negotiated agreement include:

- 1) Minor change in Management Rights Article;
- 2) Change in sick leave accrual to reflect current practice for current employees - COVID related;
- 3) Gender neutral language included;
- 4) Created committee to address emergency staffing.

Human Resources Services recommends approval of the attached Resolution to approve the January 1, 2024 - December 31, 2026 Collective Bargaining Agreement negotiated between the City and the Teamsters Civilian Supervisors.

Prepared by: Marc Thompson, Interim Human Resources Director

Reviewed by: Marti Praschan, Chief Financial Officer

Reviewed by: Margaret Radabaugh, Deputy City Attorney

Approved by: Milton Dohoney Jr., City Administrator

Whereas, The parties have reached a settlement on a new agreement, which includes a three year term (January 1, 2024 to December 31, 2026); and

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

RESOLVED, That the City Council approve the three year collective bargaining agreement ending December 31, 2026; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2024 to December 31, 2026 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.