



## Legislation Text

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**File #:** 22-0503, **Version:** 1

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Resolution to Approve the Collective Bargaining Agreement between the City of Ann Arbor and AFSCME Local 369, effective January 1, 2022 - December 31, 2025

Human Resources Services recommends approval of the new Collective Bargaining Agreement between the City of Ann Arbor and the AFSCME Union who have employees in eight service units of the City.

Budget/Fiscal Impact: The recommended changes are within the FY2022 adopted budget.

Highlights of the negotiated agreement include:

- 1) Four (4) year agreement;
- 2) 2.25% wage increase in 2022, 2023 and 2024 and 0% wage adjustment for 2025, with a;
- 3) A \$1,250 signing bonus;
- 4) Paid Parental Leave added as a time off benefit.

Other major changes of the negotiated agreement include:

- 1) Compliance with City's HR Policies for Funeral Leave and Holiday;
- 2) Union President now must approve or reject progression related documents within 90 calendar days.
- 3) Clarification of overtime rules for snow events.
- 4) Uniform Service extended to the fleet maintenance staff.

Human Resources Services recommends approval of the attached Resolution to approve the January 1, 2022 - December 31, 2025 Collective Bargaining Agreement negotiated between the City and the AFSCME Union.

Prepared by: Janet Carpenter, Human Resources Service Partner

Reviewed by: Marc Thompson, Interim Human Resources & Labor Relations Director

Approved by: Milton Dohoney Jr, Interim City Administrator

Whereas, The parties have reached a settlement on a new agreement, which includes a four year term (January 1, 2022 to December 31, 2025); and

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

RESOLVED, That the City Council approve the four year collective bargaining agreement ending December 31, 2025; and

RESOLVED, That the Mayor and City Clerk are authorized and directed to execute the Collective Bargaining Agreement for the term January 1, 2022 to December 31, 2025 on behalf of the City, after approval as to substance by the City Administrator and approval as to form by the City Attorney.