

BILL NO. 19-36

AN ORDINANCE APPROVING THE 2019 LABOR AGREEMENT BY AND BETWEEN THE CITY OF LEE'S SUMMIT, MISSOURI AND THE INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS LODGE #778 AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE SAME BY AND ON BEHALF OF THE CITY; APPROPRIATING \$288,486.36 AND CONTAINING AN EMERGENCY CLAUSE.

WHEREAS, the International Association of Machinists and Aerospace Workers Lodge #778 (hereinafter IAM) represents custodians, mechanics, equipment operators and maintenance workers of the City of Lee's Summit, Missouri (hereinafter "City") regarding terms and conditions of employment; and,

WHEREAS, in 2012 the City and the IAM reached the first collectively bargained agreement following the 2007 Missouri Supreme Court decision in Independence-National Education Association v. Independence School District; and,

WHEREAS, the 2012 Agreement was eligible for re-negotiation in June 2015, and, upon duly provided notice by IAM, City and IAM began the process of renegotiation soon thereafter; and,

WHEREAS, on February 12, 2019, FOP and City finalized the terms of a three-year agreement for presentation to the City and members of the IAM for consideration (hereinafter "the 2019 Agreement"); and,

WHEREAS, the 2019 Agreement contains several substantive modifications to the 2012 Agreement including, among other items, a "step plan" pay program for 48 members to be effective March 9, 2019, provisions intended to clarify management's rights and responsibilities regarding City and Departmental policies and procedures, and the modification of the process of consideration and implementation of past practices; and,

WHEREAS, the IAM Lodge #778 ratified the 2019 Agreement on March 5, 2019; and,

WHEREAS, City has appropriated partial year funding for IAM wage adjustments as part of FY19 Budget Amendment #7, in order to allow for changes to wages as contemplated therein to take effect on March 9, 2019, as well as to allow for immediate operation under the new provisions contemplated therein.

NOW THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF LEE'S SUMMIT, MISSOURI, as follows:

SECTION 1. That the 2019 Labor Agreement by and between the City of Lee's Summit, Missouri and the International Association of Machinists and Aerospace Workers #778, a true and accurate copy being attached hereto and incorporated herein as though fully set forth as Exhibit A, be and hereby is approved.

SECTION 2. That the City Manager is authorized to execute said Agreement by and on behalf of the City.

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SECTION 3. That there is hereby appropriated an annual amount of \$288,486.36 to be pro-rated as provided in ordinance No. 8563 passed by the Council of the City of Lee's Summit, Missouri on the 19th day of February, 2019, with wage adjustments implemented in a manner as shown in Exhibit B .

SECTION 4. That should any section, sentence, or clause of this ordinance be declared invalid or unconstitutional, such declaration shall not affect the validity of the remaining sections, sentences or clauses.

SECTION 5. That this Ordinance approving, and ratifying the 2019 Agreement with the International Association of Machinists and Aerospace Workers #778 is an emergency within the meaning of Sections 3.13(f) (1) and (3) of the Charter of the City of Lee's Summit, Missouri in that it relates to the public peace, property, health safety and morals of the City and provides for an appropriation of the current expenses of the City government. The same shall be in full force and effect immediately from and after its adoption and approval by the Mayor.

PASSED by the City Council of the City of Lee's Summit, Missouri, this 5th day of March, 2019.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED by the Mayor of said city this ____ day of _____, 2019.

Mayor *William A. Baird*

ATTEST:

City Clerk *Trisha Fowler Arcuri*

APPROVED AS TO FORM:

City Attorney *Brian W. Head*