

## Legislation Text

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**File #:** BILL NO. 19-36, **Version:** 1

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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.

Issue/Request:

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.

Key Issues:

City staff recently concluded collective bargaining negotiations with the Executive Board of the International Association of Machinists and Aerospace Workers Lodge #778 (IAM) based upon direction provided by the City Council.

The proposed agreement provides a new pay system commonly referred to as a "step plan" for IAM members. Under this system a significant reorganization of Public Works and Water Utilities positions was accepted by the IAM. The reorganization allows for additional promotion opportunities once certain skills and certifications are attained. The pay ranges for these classifications have increased from their current amounts in an effort to be more competitive in the market. The approximate annual cost for these adjustments is \$288,486 which includes the cost of certain benefits that change based on pay rate.

In exchange for these wage adjustments, provisions in the contract were changed to clarify management's right and responsibility to change and adopt new policies and define past practices that are in conflict with organizational needs. Additionally both parties agreed to reform overtime provisions by changing the calculation of overtime from being earned on a daily basis to a work period basis. Further, the parties agreed to change the employee health insurance contribution rates.

Proposed City Council Motion:

FIRST MOTION: I move for second reading of 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.

SECOND MOTION: I move for adoption of 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.

Background:

If approved, this would be the second agreement between the City and the IAM. The first agreement was approved in 2012. Prior to the agreements, "meet and confer" meetings were held to help resolve issues.

Nick Edwards, Assistant City Manager, Administrative Services  
Beth Murano, Chief Counsel of Public Safety - Civil Rights Specialist

Recommendation: Staff recommends approval of 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.

Committee Recommendation: N/A