



TO: Jim Scholl, City Manager
Greg Veliz, Assistant City Manager

FROM: Samantha Farist, Human Resources Director

DATE: August 14, 2017

RE: Teamster Union Local 769
Collective Bargaining Agreement

EXECUTIVE SUMMARY

ACTION ITEM

Approve the three (3) year collective bargaining agreement for the period October 1, 2017 through September 30, 2020, as negotiated between the City of Key West and the Teamster Local 769 and ratified by the Teamsters members.

BACKGROUND

The most recent Teamster Local 769 collective bargaining agreement expires on September 30, 2017. The City's management negotiation team and the Teamster Local 769 negotiation team met on numerous occasions to reach an agreement on contract terms and conditions.

The City and the Teamster Local 769 reached a tentative collective bargaining agreement in July 2017 for the three (3) year period October 1, 2017 through September 30, 2020. The Teamsters Local 769 membership ratified the agreement on August 9, 2017.

A summary of the changes to the agreement are as follows:

Article 8 – Hours of Work and Overtime

1. The City agrees to establish a four (4) day ten (10) hour work schedule at its discretion.

Article 10 – Vacations

Requests for annual leave submittals will be shorten to 30 days and City response time will be shorten to 10 days.

Article 11 – Promotions and Job Bidding

3. The City agrees to informing current employees any reasons for not being selected when bidding on an open City job.

Article 12 – Working Out of Classification

The City will reduce the days required to work in a temporary position from three (3) to two (2) before receiving out of class pay.

Article 13 – Bulletin Boards

The City agrees to provide bulletin "boards" in major work locations for Teamster postings in lieu of bulletin board "space".

Article 14 – Sick Leave

Replacing "statement" with "note" and removing the "nature of the illness".

Article 17 – Discipline and Discharge

5. Removing "but may be considered as part of the employee's overall work history when severe discipline is considered."

Article 20 – Wages and Retirement

All Teamster grade wages will increase by 4% on 10/1/2017, another 4% on 10/1/2018 and another 4% on 10/1/2019.

Article 22 – Rules and Regulations

The old job description shall accompany any changed job description when sent to the Union and stewards.

Article 23 – Labor/Management Committee

1. Striking “on a rotating basis; provided that no bargaining unit member shall attend more than one meeting per year.”

Article 24 – Probationary Period and Qualifying Period

Adding a provision for Telecommunicators probation to increase to 12 months.

Article 28 – Reopening of Negotiations

Adding “4. By mutual agreement the parties may add M.O.U.'s, L.O.U.'s and addendums to our current CBA.”

Article 33 – Performance Reviews

Adding “of initial hire” to delineate employee’s anniversary date.

Appendix B – Drug Free Work Place Policy

Revised to expand testing panel from a 10 to a 15-panel test and recognizing “abuse of prescribed drugs”.

Appendix D – Qualifying ASE Certifications

Adding Transit Bus Certifications Tests H1 through H8 to list of acceptable certifications.

RECOMMENDATION

The City’s negotiating team recommends City Commission approval of the collective bargaining agreement as negotiated and ratified by the Teamsters Local 769.

Samantha Farist

From: Rolando Pina <rpina@teamsterslocal769.org>
Sent: Thursday, August 10, 2017 2:45 PM
To: Samantha Farist
Subject: Re: Contract Ratification

Samantha,

I happy to announce that the employees covered by the CBA represented by the Teamsters have ratified our tentative agreement, please remember to add the other automotive certifications to the final draft, you can also obtain (for the signature page) signatures from the three stewards at your leisure, please provide us with three originals, thanks

Rolando "Roly" Pina
Officer/Business Agent
Teamsters Local 769
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Fax: 305-891-5896
e-mail: rpina@teamsterslocal769.org

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On Aug 10, 2017, at 9:22 AM, Samantha Farist <sfarist@cityofkeywest-fl.gov> wrote:

Roly –

Good news on the contract ratification.

If you would please send me a formal notification to include with the City Commission package at your earliest convenience. I'll send you notice as to which meeting it will be read.

Regards,

Samantha Farist, CLRP
Director Human Resources
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Key West FL 33040
305-809-3716