



**TO: Jim Scholl, City Manager
Sarah Spurlock, Assistant City Manager
Greg Veliz, Assistant City Manager**

FROM: Samantha Farist, Human Resources Director

DATE: January 9, 2015

RE: Teamsters Local 769 Collective Bargaining Agreement

EXECUTIVE SUMMARY

ACTION ITEM

Approve the three (3) year collective bargaining agreement between the City of Key West and Teamsters Local 769, Office Clerical and Blue Collar Workers effective October 1, 2014 through September 30, 2017.

BACKGROUND

The Teamsters Local 769 Collective Bargaining Agreement expired on September 30, 2014. The City's management negotiation team and the Teamsters' business agent and stewards met in July, August, September, October, November and December of 2014 to negotiate a new collective bargaining agreement.

The City and the Teamsters reached a tentative collective bargaining agreement in December for the three (3) year period October 1, 2014 through September 30, 2017. The Teamsters membership ratified the agreement on January 8, 2015.

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3102 Flagler Avenue – Key West – FL – 33040

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

Article 7 - Seniority; Personnel Reduction (Layoff & Recall); Subcontracting

The City agrees that seniority will be the deciding factor in matters involving vacation selection and overtime assignments among qualified employees.

The City agrees to send a notice of recall "via certified mail" to an employee's last known address, but is under no further obligation to verify the address or receipt of the notice.

Article 16 – Union Access & Union Stewards

The City agrees to remove references to a "Chief" steward and to "assistant" stewards.

The City agrees to increase paid time off to perform steward duties to four (4) days per fiscal year.

Article 17 – Discipline & Discharge

The City agrees to make all Group I offenses inactive one (1) year after issuance.

Article 20 – Wages & Retirement

The City will implement the new pay grade schedule attached.

Article 22 – Rules & Regulations

The City agrees to mark any new, modified or revised policy or procedure with the date of its revision.

Article 30 – Term of Agreement

The City and Teamsters agree upon a three (3) year agreement ending September 30, 2017.

Article 36 – ASE Certification Pay

New article to provide members with certification pay for ASE certified mechanics, previously approved by commission as a Letter of Understanding in Resolution number 14-080.

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Appendix B – Drug Free Work Place Policy

Based on the recent court opinion regarding testing of job applicants, all applicants for special risk positions, mandatory-testing positions and safety sensitive position with the City will be drug tested and must pass a 10-panel drug test before he or she is hired as an employee and before completing the City's orientation process.

Appendix D – Qualifying ASE Certification Listing

The City recognizes Appendix D as the Qualifying ASE Certification Listing.

RECOMMENDATION

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