



THE CITY OF KEY WEST

Post Office Box 1409 Key West, FL 33041-1409 (305) 809-3700

MEMORANDUM

To: Jim Scholl, City Manager
Mark Finigan, Assistant City Manager
David Fernandez, Assistant City Manager

From: Sandy Gilbert, Human Resources Director

Re: Executive Summary
Teamsters Local 769 Collective Bargaining Agreement

Date: January 4, 2012

Action Item

Approve the one year collective bargaining agreement with Teamsters Local 769, Office Clerical and Blue Collar Workers retroactive to October 1, 2011, through September 30, 2012.

Background

The Teamsters Local 769 collective bargaining agreement expired on September 30, 2011. The City's management negotiation team and the Teamsters' representatives began meetings in May, 2011, to negotiate a new collective bargaining agreement through fiscal year 2012.

The City's management negotiation team reached a tentative collective bargaining agreement with the Teamsters for fiscal year 2012 on December 8, 2011, within budgetary guidelines approved by the City Commission. The Teamsters membership ratified the agreement on January 10, 2012.

Summary of changes to the agreement as follows:

- ⇒ Article 8 Hours of Work and Overtime
Changing the number of days notice for a permanent shift change/days off from 5 days to 10 days.

- ⇒ Article 20 Wages and Retirement
Wage increase retroactive to October 1, 2011:
 - Base pay less than \$30,000 = 4%
 - Base pay between \$30,000 & \$49,999 = 3%
 - Base pay between \$50,000 & \$65,000 = 2%

Key to the Caribbean – average yearly temperature 77 ° Fahrenheit.



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Shift pay increase from \$.30 per hour to \$.35 per hour for all Telecommunicators working the night shift and general employees working a shift starting after 3:00pm and before 4:29am.

Overall increase averages 3.37% and is within the approved, budgeted dollars for fiscal year 2012.

- ⇒ Article 21 Leaves of Absence
Allowing employees to use sick time (instead of annual leave), if needed, for extended funeral leave upon approval of department head.
- ⇒ Article 23 Advisory Committee
Replacing Advisory Committee with Labor Management Committee and establishing standards for participation and meeting topics.
- ⇒ Article 26 On the Job Injury
Adding a clause to establish standards for employee reaching maximum medical improvement but unable to return to previous position due to permanent medical restrictions.
- ⇒ Article 31 Term of Agreement
One year agreement October 1, 2011, to September 30, 2012

Recommendation

City Commission approval of the collective bargaining agreement for fiscal year 2012 as negotiated by management and ratified by Teamsters Local 769.