




THE CITY OF KEY WEST

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

MEMORANDUM

To: Bob Vitas, City Manager  
Mark Finigan, Assistant City Manager  
David Fernandez, Assistant City Manager

From: Sandy Gilbert, Human Resources Director 

Date: October 19, 2012

Re: Teamsters Local 769 Collective Bargaining Agreement

EXECUTIVE SUMMARY

ACTION ITEM

Approve the two year collective bargaining agreement between the City of Key West and Teamsters Local 769, Office Clerical and Blue Collar Workers effective October 1, 2012, through September 30, 2014.

BACKGROUND

The Teamsters Local 769 Collective Bargaining Agreement expired on September 30, 2012. The City's management negotiation team and the Teamsters' business agent and stewards met in June, July and September of this year to negotiate a new collective bargaining agreement.

The City and the Teamsters reached a tentative collective bargaining agreement in early October for the two year period October 1, 2012, through September 30, 2014. The Teamsters membership ratified the agreement on October 16, 2012.

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

- Article 12 Working Out of Classification
- The waiting period for higher classification pay reduced from five working days to three working days.
- Article 20 Wages
- Effective October 1, 2012, all members receive a 3% increase to base wages;
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*Key to the Caribbean – average yearly temperature 77 ° Fahrenheit.*



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- Effective October 1, 2013, all members working a shift starting after 3pm and before 4:29am will receive a shift differential increase from \$.35 per hour to \$.40 per hour.

Article 33 Performance Reviews

- Employees will receive annual performance reviews on anniversary date beginning October 1, 2013.

Article 34 D.R.I.V.E.

- New article to provide members with voluntary payroll deductions to the Teamsters Voter Education program.

Article 35 Subpoena Pay

- New article defining when an employee is entitled to paid time off to respond to a work related subpoena.

RECOMMENDATION

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

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