

Update on Collective Bargaining AFSCME Council 93, Local 2417

Overview

- 3-year collective bargaining agreements for each of the County's three union employee units—Registry, Maintenance and Engineering—were for FY17, FY18 and FY19; agreements ended on June 30, 2019
- Negotiations for successor Collective Bargaining Agreements began in March 2019
- Salary Reserve established and funded by Advisory Board on October 16, 2019 for union and non-union employee COLA increases
- Registry and Maintenance MOUs ratified by Commissioners during the December 4, 2019 meeting
- Agreement with the Engineering Unit was reached in mid-February through a state mediator; MOU approved by the County Commissioners on February 26, 2020.
- No additional cost appropriation is needed in FY20 due to existing available funding in the Engineering Department budget. Costs for Year 2 of the Collective Bargaining Agreement have also been included in the Commissioners' FY21 budget recommendation.

Details of Engineering Agreement

- Agreement includes Grade increase for all three existing unit employees as of July 2019 with Cost of Living Adjustment (COLA) of 1.35% for FY20, 2% for FY21, and 2.25% in FY22.
 - Similar to COLA structure of various Norfolk County communities
 - In line with cost structure prioritized by County Commissioners in negotiations with all units; grade increase means higher hourly base rate in Year 2 and beyond.
- Limitations on Sick-Leave Buyback established in MOU—20% of up to 300 days upon retirement; language will be incorporated into Employee Handbook for union and non-union personnel and will help address liabilities as reflected in Financial Statements
- \$100 increase in longevity payments in Years 2 and 3.
- Update in bereavement leave provisions

Proposed Motion

To approve the Engineers MOU for July 1, 2019 to June 30, 2022.