



# CITY OF CARSON

## Legislation Text

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File #: 2018-778, Version: 1

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### Report to Mayor and City Council

Wednesday, November 07, 2018

Discussion

#### **SUBJECT:**

**ADOPTION OF RESOLUTION NO. 18-136 APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 809, FOR THE PERIOD OF JULY 1, 2016 THROUGH JUNE 30, 2021 (CITY COUNCIL)**

#### **I. SUMMARY**

At the direction of the City Council, the City's negotiating team has met and conferred in good faith, as required by State law, with representatives of the American Federation of State, County and Municipal Employees (AFSCME) Union, Local 809.

As a result of these meetings an agreement has been reached with this bargaining unit. In accordance with Government Code Section 3505.1, the attached Resolution No. 18-136 comprises the ratified Tentative Agreement for a Successor Memorandum of Understanding between the City and AFSCME, Local 809, for the period of July 1, 2016 through June 30, 2021.

#### **II. RECOMMENDATION**

1. WAIVE further reading and ADOPT Resolution No. 18-136, "RESOLUTION NO. 18-136 APPROVING THE TENTATIVE AGREEMENT FOR SUCCESSOR MEMORANDUM OF UNDERSTANDING (DEAL POINTS) BETWEEN THE CITY OF CARSON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) UNION, LOCAL 809, FOR THE PERIOD OF JULY 1, 2016 to JUNE 30, 2021.

### III. ALTERNATIVES

None. The deal points for this MOU were successfully negotiated at the direction of the City Council.

### IV. BACKGROUND

Since September 2016, the City's negotiating team has been meeting and conferring with the American Federation of State, County and Municipal Employees (AFSCME) Union, Local 809, on a successor Memorandum of Understanding (MOU). The most current MOU amendment between the City and AFSCME, Local 809, expired on June 30, 2016. On September 4, 2018, the tentative agreement was reached.

The major deal points of the AFSCME, Local 809, tentative agreement are as follows:

- **Successor MOU:** All terms and conditions of prior MOU to continue unless expressly modified or changed herein.
- **Term/duration:** July 1, 2016 through and including June 30, 2021
- **Compensation:** Represented employees shall receive a three percent (3%) base salary increase to their pay ranges the first full payroll in July 1, 2018. The attached salary tables for 2018, 2019 and 2020 are representative of the 3% COLA, rounded to a monthly amount and should not be considered exact.
- **Bereavement Leave:** With this adoption, expand covered list of family members to include parents-in-law, brothers-in-law, sisters-in-law, sons-in-law and daughters-in-law.
- **Home Telephone Calls:** Employees shall receive compensation for telephone calls received off duty for time actually worked receiving and responding to such calls.
- **Redemption of Accumulated Leave:** Effective upon City Council adoption, redemption is limited to up to 75 hours per fiscal year.

- **Agency Shop:** Article XIV, Section 3, is deleted in its entirety and replaced with a retitled Union Access to New Employee Orientation and Information, effective upon City Council adoption of this Tentative Agreement.

This tentative agreement (deal points) were ratified by the AFSCME Union, Local 809. As a result of this agreement Resolution No. 18-136 is being presented to the City Council for approval.

Concurrently, the City agrees to continue discussion of AFSCME's proposed revisions to the salary tables as part of the actual MOU drafting process.

The City's negotiating team appreciates the time and effort that the AFSCME Union, Local 809, representatives have devoted to achieve these bargaining agreements. Staff also thanks the AFSCME Union, Local 809, membership for ratifying the deal points and for their patience during this lengthy negotiation period.

## **V. FISCAL IMPACT**

The 3% salary increase is \$456,261.69 for fiscal year 2018-2019.

## **VI. EXHIBITS**

1. Resolution No. 18-136,(pgs. 4-6)
2. Tentative Agreement - AFSCME, LOCAL 809, (pgs. 7-90)

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