



Legislation Details (With Text)

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**Title:** Ratification of Amendments to the Agreement between the Communications Workers of America (Non-Supervisory Unit) for January 1, 2016-December 31, 2018 (B)

This item is a request for the City Commission to ratify amendments to the three year collective bargaining agreement between the City and the CWA Bargaining Unit.

**Sponsors:**

**Indexes:**

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**Attachments:** 1. 170005A\_CWA Non-Supv 2016-2018 Living Wage Amendment Strikethrough\_20170518.pdf, 2. 170005B\_CWA Non-Supv 2016-2018 Living Wage Amendment Clean\_20170518.pdf

Date	Ver.	Action By	Action	Result
6/1/2017	1	City Commission	Approved as Recommended	

**Ratification of Amendments to the Agreement between the Communications Workers of America (Non-Supervisory Unit) for January 1, 2016-December 31, 2018 (B)**

**This item is a request for the City Commission to ratify amendments to the three year collective bargaining agreement between the City and the CWA Bargaining Unit.**

At its December 15, 2016 regular meeting, the City Commission provided direction to staff aimed at establishing a ‘Living Wage’ for all employees, to be set at \$12.25 per hour. Currently, that rate applies to all non-represented employees, and all represented employees not covered by the Communications Workers of America bargaining units. Only the Communications Workers of America, Non-Supervisory bargaining unit has pay plans with pay range minimums that are lower than \$12.25 per hour. The Living Wage for employees of the CWA Non-Supervisory unit is presently governed by ordinance in Chapter 2, Article IX. As provided by ordinance, the current Living Wage rate is \$11.8269 per hour (health benefit wage) and \$13.08 per hour (non-health benefit wage).

State law requires that certain changes to terms and conditions of employment for represented employee groups be bargained, one of which is wages. The CWA and the City have an agreement that is effective through December 31, 2018. Accordingly, the change to the Living Wage required mutual consent to renegotiate terms of the Agreement. The CWA agreed to negotiate the Living Wage provision, the result of which is amendments to Article 34 - Wages.

The amendments to the Agreement between the CWA and the City were ratified by the CWA on May 9, 2017. The amendments will be effective for the remainder of the term of the Agreement, through December 31, 2018.

The cost impact of the Living Wage adjustments for CWA employees is estimated to be approximately \$14,500 for nine months and was included in FY 17 budgeted payroll. The full year impact of just under \$20,000 will be

included in the FY 18 budget.

The City Commission ratify amendments to the Agreement between the CWA Non-Supervisory Bargaining Unit and the City of Gainesville.