



## Legislation Text

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**File #:** 170586., **Version:** 1

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### **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 an amendment to the three year collective bargaining agreement between the City of Gainesville and the CWA Bargaining Unit.**

In the course of FY 18 budget planning, the City Commission provided direction to staff aimed at increasing the Living Wage for all employees, from \$12.25 per hour to \$12.75 per hour.

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 modification, the result of which is an amendment to Article 34 - Wages.

The amendments to the Agreement between the CWA and the City were ratified December 19, 2017 by the CWA Non-Supervisory Unit. 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 \$35,000 for nine months and was included in FY 18 budgeted payroll. The full year impact of approximately \$46,000 will be included in FY 19 budgets.

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