



Legislation Text

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Ratification of Amendments to the Agreement between the Communications Workers of America (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.

The 2016-2018 CWA Supervisory Labor Agreement includes language that mandates employees participating in the Supervisor Progression through Training Program (SPTTP) receive wage increases solely in accordance with the terms of the SPTTP.

An unintended consequence of this mandate is that supervisory employees who are required to participate in the SPTTP and whose base rate of pay is equal to or greater than 75% of their pay grade range will not receive any performance based pay increases for the duration of their participation in the SPTTP (typically a 3 year commitment). This circumstance was not foreseen when the program was constructed and it is in conflict with management's desire to appropriately compensate employees in leadership roles. The proposed change will allow the few employees so affected to earn annual performance based increases in the same manner as supervisors who are not in the SPTTP. The distribution of the earned pay increase will differ to the extent that half the increase will be embedded in the SPTTP participant's base salary and the remaining half will be paid in lump sum.

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 wages required mutual consent to renegotiate terms of the Agreement. The CWA agreed to negotiate the 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.

Only one employee was adversely affected by the mandate in FY17. The unbudgeted salary increase has been projected to be \$787.69 plus overhead. In FY18 two employees will be so affected but the funding for those salary increases will be included in that year's personal services budget.

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