



## Legislation Details (With Text)

**File #:** 160823. **Version:** 1 **Name:**  
**Type:** Staff Recommendation **Status:** Passed  
**File created:** 3/6/2017 **In control:** City Manager  
**On agenda:** 3/16/2017 **Final action:** 3/16/2017  
**Title:** Ratification of Amendments to the Agreement between the Amalgamated Transit Union (ATU) Bargaining Unit and the City of Gainesville for October 1, 2015 through September 30, 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 ATU Bargaining Unit.

### Sponsors:

### Indexes:

### Code sections:

**Attachments:** 1. 160823A\_ATU 2015-2018 Living Wage Amendment-Strikethrough\_20170316-.pdf, 2. 160823B\_ATU Living Wage - Consensus Proposal Pay Plan Exhibit\_20170316.pdf, 3. 160823C\_ATU 2015-2018 Living Wage Amendment - Pay Plan Exhibit-Clean\_20170316.pdf

Date	Ver.	Action By	Action	Result
3/16/2017	1	City Commission	Approved as Recommended	

### **Ratification of Amendments to the Agreement between the Amalgamated Transit Union (ATU) Bargaining Unit and the City of Gainesville for October 1, 2015 through September 30, 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 ATU 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. Only the Amalgamated Transit Union and the Communications Workers of America, Non-Supervisory bargaining units have pay plans with pay range minimums that are lower than \$12.25 per hour. The Living Wage for employees of the ATU and CWA Non-Supervisory units 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 ATU and the City have an agreement that is effective through September 30, 2018. Accordingly, the change to the Living Wage required mutual consent to renegotiate terms of the Agreement. The ATU agreed to negotiate the Living Wage provision, the result of which is amendments to Article 31 - Wages, and Exhibit A - Pay Plan.

The amendments to the Agreement between the ATU and the City were ratified by the ATU on February 28, 2017. The amendments will be effective for the remainder of the term of the Agreement, through September 30, 2018.

Copies of the amendments to the Agreement are on file in the Office of the Clerk of the Commission. After

March 16, 2017, the amendments to the Agreement will be on file in the Human Resources Department.

The cost impact of the Living Wage adjustments for ATU employees is estimated to be approximately \$7,000 for nine months and was not included in FY 17 budgeted payroll for RTS. RTS is projected to have sufficient vacancy savings in FY 17 to cover this increased cost. The full year impact of just under \$10,000 will be included in the FY 18 budget for RTS.

The City Commission ratify amendments to the Agreement between the ATU Bargaining Unit and the City of Gainesville.