



## Legislation Details (With Text)

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<b>Type:</b>	Contract	<b>Status:</b>		City Business	
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<b>On agenda:</b>	9/14/2021	<b>Final action:</b>			
<b>Title:</b>	Approve the three-year contract between the City of Cocoa and the Laborers' International Union of North America (LIUNA) Local 630 Union for the contract term October 1, 2021 to September 30, 2024, contingent on LIUNA having a passing ratification vote. (Administrative Services Director)				
<b>Sponsors:</b>	Department Director				
<b>Indexes:</b>	Labor, labor union, LIUNA				
<b>Code sections:</b>					
<b>Attachments:</b>	1. FINAL LIUNA Contract 10-1-21 to 9-30-24.pdf				

Date	Ver.	Action By	Action	Result
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## CITY COUNCIL AGENDA ITEM

Memo Date: September 9, 2021  
Agenda Date: September 14, 2021  
Prepared By: Tammy B. Gemmati, Administrative Services Director  
Through: Stockton Whitten, City Manager  
Requested Action:

Approve the three-year contract between the City of Cocoa and the Laborers' International Union of North America (LIUNA) Local 630 Union for the contract term October 1, 2021 to September 30, 2024, contingent on LIUNA having a passing ratification vote.

### **BACKGROUND:**

The City of Cocoa and the Laborers' International Union of North America (LIUNA) Local 630 Union worked together through negotiations for a new labor agreement and now have a tentative agreement on a three-year contract effective October 1, 2021 to September 30, 2024. The City's negotiation team included Administrative Services Director Tammy Gemmati as chief negotiator, City Manager Stockton Whitten, Finance Director Rebecca Bowman, Utilities Director Jack Walsh, and Public Works Director Bryant Smith. LIUNA's Business Manager Ronnie Burris and Chief Steward Andy Newsome were the main representatives from LIUNA.

Negotiation meetings started on in April 2018 and a tentative agreement was made on September 9, 2021. The LIUNA Union will be holding their ratification vote on Wednesday, September 15. This agenda item was put together and published in advance of the vote to expedite the ratification process. Staff is requesting City Council to approve this three-year contract contingent on the Union ratification vote result that will be available on September 15. In the event the Union does not ratify the contract, the City and Union will resume negotiations and the contract will not be in effect. However, City administration is hopeful the contract will have a favorable vote.

Since this was a complete contract negotiation, there were many changes made, some administrative in nature with little impact. Highlights of the contract modifications include:

Article 6 - Union Stewards and Union Representation

- Increased the number of union stewards from 6 to 5.

Article 8 -Grievance Procedure

- Expanded on informal step of grievance process.
- Changed grievance Step for City Manager level to 20 calendar days.

Article 9 - Discipline and Discharge

- If administrative leave is without pay, the City Manager will provide a written explanation at the union's request.

Article 10 - Vacation

- Added an additional tier for 20 or more years of service to have 188 annual hours of vacation.

Article 12 - Sick Leave

- Upon normal retirement and ten years of continuous service, employees will be paid at 66 2/3% of accrued sick leave, up to a maximum payment of 800 hours.

Article 13 - Hours of Work and Overtime

- Holiday Pay and Personal Leave will count as hours worked.
- All Emergency Pay related language was moved to new Article #27.

Article 14 - Wages

- For first payroll of Fiscal Year 2022, a new pay plan is being implemented to adjust the minimums and maximums for all positions. Employees below the new minimum will be brought to the new minimum. Wage adjustments will be based on years of continuous service and the increase will range from 0-10%.
- For Fiscal Years 2023 and 2024, members will receive a 3% increase across the board, if the City Council is able to appropriate the funds.

Article 15 - Health and Welfare

- For Fiscal Year 2022, the City absorbed the dependent coverage increase on health insurance.

Article 17 - Safety and Health

- Shoe allowance will continue on an annual payment for members in November. Members hired after October 1 for each year will receive their shoe allowance at time of hire.

Article 22 - Probationary Period

- Employees that have successfully passed their initial probation are eligible for promotional opportunities during the 90-day probation with approval by the Department Director.

Article 24 - Reduction in Force

- In the event of a layoff, severance pay was increased by two weeks for employees with 6-10

years of service and 11 or more years of service.

#### Article 25 - Promotional Vacancies

- Added Apprentice Electrician to classification that is promoted to “I” when criteria are met for position.

#### Article 27 - Emergency Pay (NEW)

- The City and LIUNA established a new Emergency Pay Article as a result of a grievance that happened during 2018.
- LIUNA employees who work during an emergency period will receive double-time for all hours worked during the emergency period.
- The Article establishes when emergency pay goes into effect and ends. Also, any grievances that arise out of emergency pay would not be subject to arbitration.

#### Article 28 - Duration

- 28.2 - Three-year contract through September 30, 2024. The only article that has a potential for a reopener is Article 14 Wages.

#### Appendix B - Classification and Pay Plan

- Made administrative changes to the positions and pay grades listed.

### **STRATEGIC PLAN CONNECTION:**

Employees - Having a three-year contract in place enables stability in the workplace. Additionally, annual wage increases committed for three years will also help retain a qualified workforce and build strong labor/management relations.

### **BUDGETARY IMPACT:**

Budgeted	Pending FY22 Budget Adoption
If not budgeted, is amendment/transfer attached?	N/A

Items are budgeted by applicable Department/Division accounting lines.

### **PREVIOUS ACTION:**

At a regular City Council Meeting on September 25, 2018, Council approved a three-year contract between the City of Cocoa and the Laborers’ International Union of North America (LIUNA) Local 678 Union for the contract term October 1, 2018 to September 30, 2021.

### **RECOMMENDED MOTION:**

Approve the three-year contract between the City of Cocoa and the Laborers’ International Union of

North America (LIUNA) Local 630 Union for the contract term October 1, 2021 to September 30, 2024, contingent on LIUNA having a passing ratification vote.