



WEST DES MOINES WATER WORK BOARD OF TRUSTEES MEETING COMMUNICATION

ITEM:**DATE:** December 18, 2017**5. Recommendations from Committees****a. Personnel and Compensation****2. Resolution**

- Providing for Action on an Agreement
Between West Des Moines Water Works
And the American Federation of State,
County and Municipal Employees, Local
Union 3861 for the Calendar Year 2018

FINANCIAL IMPACT:

A 2.5% base wage increase.

SUMMARY:

This action formally accepts the Tentative Agreement between WDMWW and AFSCME for the year 2018.

BACKGROUND:

The Tentative Agreement was agreed to on December 8, 2017 by bargaining teams representing the union employees and management.

This agreement amends the agreement that was effective on January 1, 2015 by AFSCME and WDMWW as it applies to all members of the collective bargaining unit of WDMWW employees.

The Resolution and Tentative Agreement follow this memo.

RECOMMENDED ACTION BY THE BOARD OF TRUSTEES:

To Adopt the Resolution Accepting Action on the Agreement Between West Des Moines Water Works and American Federation of State, County and Municipal Employees, Local 3861 for the Calendar Year 2018.

Prepared by: _____

Approved for Content by: _____

RESOLUTION

A RESOLUTION PROVIDING FOR ACTION ON AN AGREEMENT BETWEEN WEST DES MOINES WATER WORKS AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, LOCAL UNION 3861 FOR THE CALENDAR YEAR 2018

WHEREAS, on December 8, 2017, West Des Moines Water Works employees who are members of American Federation of State, County and Municipal Employees Local Union 3861 (AFSCME) approved a Tentative Agreement for calendar year 2018 for presentation to the Board of Trustees of the West Des Moines Water Works, and

WHEREAS, said Board of Trustees, after careful, thoughtful and thorough consideration desires to take action on said Tentative Agreement,

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE WEST DES MOINES WATER WORKS, AS FOLLOWS:

1. That the Tentative Agreement which was approved on December 8, 2017 by West Des Moines Water Works employees who are members of AFSCME Local Union 3861, which Tentative Agreement amends the agreement effective January 1, 2018 to December 31, 2018 by AFSCME and WDMWW, is hereby approved in its entirety, as it applies to all members of the certified collective bargaining unit or WDMWW employees.
2. That the Water Works' legal representative, James C. Hanks, Esq., is hereby authorized and directed to accomplish all necessary steps, filings and actions appropriate to follow-up this decision of this Board.

PASSED AND APPROVED this 18th day of December, 2017.

BOARD OF TRUSTEES, WEST DES MOINES WATER WORKS

Karen Novak Swalwell
Chair

Attest:

Diana Wilson
Secretary

TENTATIVE AGREEMENT
BETWEEN
WEST DES MOINES WATER WORKS
BOARD OF TRUSTEES
AND
AFSCME, LOCAL 3861
January 1, 2018 – December 31, 2018

Notes: As of the effective date of the collective bargaining agreement which is the subject of these negotiations, all provisions of the existing collective bargaining agreement identified below will be deleted from the agreement because they are excluded or permissive subjects of bargaining:

Article I	Untitled: Sections 1.2 and 1.3
Article II	Recognition and Union Security: Sections 2.2 through 2.7
Article III	Grievance Procedure: entire article
Article IV	Seniority: entire article
Article V	Lay-Off Procedure: entire article
Article VI	Job Postings – Transfer Procedures: entire article
Article VII	Hours of Work: entire article
Article VIII	Wages and Fringe Benefits: entire article
Article IX	Leaves of Absence: entire article
Article X	Miscellaneous: entire article
Article XI	Health and Safety: entire article
Article XII	No Strike No Lockout: entire article
Article XIII	General: entire article
Wage Administration:	Sections 1 through 4 and 5 through 9
Side Letter	Entire letter
Appendix A	Entire Appendix

Those items which are removed from the collective bargaining agreement may be placed in an employee handbook and may be modified at the discretion of the Board.

ARTICLE I

GENERAL

1.1 Agreement

This Agreement is entered into this 1st day of January, 2018, by the West Des Moines Water Works ("Water Works") and the American Federation of State, County and Municipal Employees Council 61 and Local 3861 ("Union").

1.2 Bargaining Unit

The Water Works hereby recognizes the Union as the sole and exclusive bargaining representative for the purpose of collective bargaining for all regular full-time and regular part-time workers of the Water Works excluding administrative and/or managerial employees, professional employees, supervisors, and all employees excluded by Section 4 of the Public Employment Relations Act, as set forth in the Iowa Public Relations Board Order of Certification Case No. 6163.

ARTICLE II

WAGES

2.1 Base Wage

The base annual wage for each pay grade will be as follows:

<u>Pay Grade</u>	<u>Base Wage</u>
6	\$39,498
7	\$43,913
8	\$51,344
9	\$58,371

2.2 Placement Upon Hiring

The Water Works may hire a new employee at any wage rate which is within the pay grade applicable to the employee and which is required to cause the desired individual to commit to Water Works employment. No employee shall be paid at a rate higher than the maximum pay rate for the applicable pay grade.

ARTICLE III

DURATION

This agreement shall become effective on January 1, 2018, and remain in full force and effect through December 31, 2018 unless the parties mutually agree in writing to extend any or all of the terms of this agreement.