



WEST DES MOINES WATER WORK BOARD OF TRUSTEES MEETING COMMUNICATION

ITEM:

DATE: December 10, 2018

4. Recommendations from Committees

b. Ad Hoc - Contract Negotiation

1. 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 2019

FINANCIAL IMPACT:

A 2.75% base wage increase.

SUMMARY:

This action formally approves the negotiated bargaining agreement between WDMWW and AFSCME for the year 2019.

BACKGROUND:

The Tentative Agreement was agreed to on November 26, 2018 by bargaining teams representing the union employees and management. The Agreement following this memo and resolution was developed from the terms agreed to within the Tentative Agreement.

This Agreement amends the Agreement that was effective on January 1, 2018 by AFSCME and WDMWW as it applies to all members of the collective bargaining unit of WDMWW employees.

The Resolution, Tentative Agreement and 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 2019.

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 2019

WHEREAS, on November 26, 2018, 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 2019 for presentation to the Board of Trustees of the West Des Moines Water Works, and

WHEREAS, employee members of AFSCME ratified the terms of the Tentative Agreement in a vote held December 3, 2018, and

WHEREAS, an Agreement was developed based on the terms agreed upon within the Tentative Agreement, and

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

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

1. That the Agreement developed from the Tentative Agreement which was approved on November 26, 2018 by West Des Moines Water Works employees who are members of AFSCME Local Union 3861, which 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' Secretary or other designated representative, 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 10th day of December, 2018.

BOARD OF TRUSTEES, WEST DES MOINES WATER WORKS

Brian P. Rickert
Chair

Attest:

Diana J. Wilson
Secretary

West Des Moines Water Works Counter Proposal to Union Initial Proposal November 26, 2018

ARTICLE I

GENERAL

1.1 Agreement

No change other than date revisions.

1.2 Bargaining Unit

No change

2.1 Base Wage

Change to reflect:

2.75% COLA wage increase ATB to base wages January 1, 2019

Wage adjustment shall apply to all job classifications and all bargaining unit employees.

Individual wage adjustments for all bargaining unit employees who have not reached the maximum wage for their job classification shall receive an additional 1.5% increase to base wage on January 1, 2019.

2.2 Placement Upon Hiring

No Change

ARTICLE III

DURATION

Change to reflect:

One (1) year contract

Approved

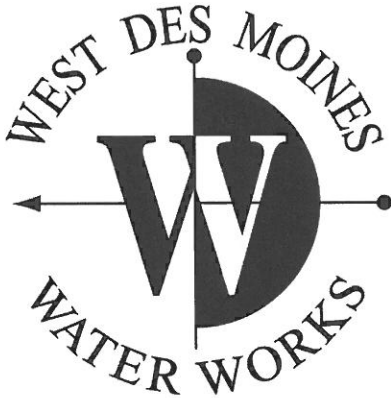


AGREEMENT BETWEEN
WEST DES MOINES WATER WORKS

AND

**THE AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO
LOCAL 3861**

January 1, 2019 – December 31, 2019



ARTICLE I

GENERAL

1.1 Agreement

This Agreement is entered into this 1st day of January, 2019, 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

Effective January 1, 2019, the following adjustments to bargaining unit employee wages shall apply:

The base annual wage for each pay grade shall increase by 2.75% and will be as follows:

<u>Pay Grade</u>	<u>Base Wage</u>
6	\$40,584
7	\$45,121
8	\$52,756
9	\$59,976

An ATB wage increase of 2.75% shall apply to all job classifications and all bargaining unit employees.

Individual wage adjustments for all bargaining unit employees who have not reached the maximum wage for their job classification range shall receive an additional 1.5% increase to base wage, up to the maximum of the established range.

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, 2019, and remain in full force and effect through December 31, 2019 unless the parties mutually agree in writing to extend any or all of the terms of this agreement.

IN WITNESS WHEREOF, the parties have caused this agreement to be signed by their representatives and their signatures placed thereon, all on this _____ day of _____, 2018 at West Des Moines, Iowa.

AFSCME/IOWA COUNCIL 61
LOCAL 3861

WEST DES MOINES WATER WORKS

By _____

Rick Eilander
AFSCME/Iowa Council 61

By _____

Diana Wilson
General Manager
West Des Moines Water Works

By _____

By _____