



To: Mayor and City Council

From: Alan H. Shear, Assistant City Manager

Subject: Memorandum of Understanding between the City of Martinez and Laborers' International Union of North America Local 324

Date: March 31, 2016

Recommendation

- A. Motion approving the financial provisions agreed to in the tentative agreement reached between the City of Martinez and Laborers' International Union of North America Local 324 (Local 324) including the contract term, wages, CalPERS, long-term disability insurance, overtime, and premium pays; and
- B. Resolution authorizing the City Manager to execute a Memorandum of Understanding (MOU) between the City of Martinez and the Laborers' International Union of North America Local 324 (Local 324), for the contract period July 1, 2015 through June 30, 2018.

Background

Representatives of the City and Local 324 have met and conferred on the issue of labor negotiations in accordance with provisions set forth in Government Code Section 3500, Meyers-Miliias-Brown Act. A tentative agreement for a successor MOU has been reached and the terms were ratified by the Local 324 on March 29, 2016.

Discussion

The tentative agreement reached between the City and Local 324 includes the following provisions:

1. **Term** - three (3) years from July 1, 2015 through June 30, 2018
2. **Wages**
 - 3.0% Cost of Living Adjustment (COLA) effective 1/1/16 following Union ratification and Council Approval
 - 3.0% COLA effective 1/1/17
 - 2.0% COLA effective 1/1/18

3. CalPERS

“Classic” miscellaneous members to contribute toward the CalPERS Employee rate as follows:

- 1.0% - 1/1/17 (Employees will pay a total of 4%)
- 1.0% - 1/1/18 (Employees will pay a total of 5%)

4. Signing Bonus

\$750 lump sum payment to all bargaining unit members in employment status as of both the Union ratification date and the Council approval date. “Me too” clause to match the amount afforded any other bargaining unit that reaches a higher settlement after Local 324 has ratified the MOU.

5. Benefits/Insurance Plans

- A. During the term of this agreement, the parties will explore the option of the City contracting with CalPERS for medical plan coverage
- B. As soon as administratively feasible, the City will reduce the disability claim wait time for benefit eligibility from 60 to 30 days.

6. Overtime & Premium Pays

- A. Double Time Provision – Overtime shall be paid at the rate of two times (2X) the employee’s hourly rate for work performed on Sundays
- B. Education Incentive – City to pay employees who attain an AA degree One Hundred and Fifty Dollars (\$150) per month and pay employees who attain a BA/BS degree Two Hundred Dollars (\$200) per month. Employees are not eligible to receive educational incentive pay if the degree is a minimum requirement for the position.
- C. Class “A” License – City agrees to pay employees who acquire a Class “A” drivers license that is not a minimum qualification for the position, One Hundred and Seventy Five Dollars (\$175) per month.
- D. Cross Contamination Specialist Certification – City agrees to pay one (1) employee at a time in the Meter Repair Worker classification, certification pay of One Hundred Dollars (\$100) per month for performing cross contamination specialist duties.

7. Health Club Membership

City agrees to reimburse employees up to Twenty Five Dollars (\$25.00) per month for those employees who join or maintain membership in a health club (current reimbursement rate is up to \$17.50 per month). City agrees to reimburse unit members for this benefit at an amount equal to the highest amount afforded any other City bargaining unit.

The above list details all of the agreed upon items that have a financial implication. The City and Local 324 will work collaboratively to finalize the language of the MOU, which will include a few “housekeeping” and non-economic items. The resolution before the City Council this evening authorizes the City Manager to execute the MOU once it is finalized, which will include all of the items listed above.

Attachment

- Resolution

APPROVED BY: 
Interim City Manager

RESOLUTION NO. -16

AUTHORIZING THE CITY MANAGER TO EXECUTE A MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE CITY OF MARTINEZ AND LABORERS' INTERNATIONAL UNION OF NORTH AMERICA LOCAL 324 FOR THE CONTRACT PERIOD JULY 1, 2015 THROUGH JUNE 30, 2018

WHEREAS, representatives of Laborers' International Union of North America Local 324 (Local 324) and the City of Martinez have met and conferred on the issue of labor negotiations in accordance with provisions set forth in Government Code Section 3500 of the Myers-Milias-Brown Act; and

WHEREAS, the City and Local 324 have reached a Tentative Agreement for the period July 1, 2015 through June 30, 2018; and

WHEREAS, the terms of the Tentative Agreement have been ratified by Local 324; and

WHEREAS, the financial provisions of the Tentative Agreement, incorporated in the attached staff report, have been presented to the City Council on April 6, 2016 for approval; and

WHEREAS, the City and Local 324 will work collaboratively to finalize the language of the successor MOU, which will include the financial provisions and non-economic "housekeeping" items.

NOW, THEREFORE, BE IT RESOLVED the City Manager is authorized to execute the Memorandum of Understanding between the City and the Local 324.

* * * * *

I HEREBY CERTIFY the foregoing is a true and correct copy of a resolution duly adopted by the City Council of the City of Martinez at a Regular Meeting of said Council held on the 6th day of April, 2016, by the following vote:

AYES:

NOES:

ABSENT:

RICHARD G. HERNANEZ, CITY CLERK
CITY OF MARTINEZ