



## Legislation Details (With Text)

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<b>Type:</b>	Resolution	<b>Status:</b>	Passed
<b>File created:</b>	10/2/2020	<b>In control:</b>	Personnel
<b>On agenda:</b>	10/12/2020	<b>Final action:</b>	10/12/2020
<b>Title:</b>	RESOLUTION APPROVING AN AMENDED COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DULUTH AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES MINNESOTA COUNCIL 5, LOCAL 66, FOR CITY OF DULUTH BASIC UNIT FOR YEARS 2020-2021.		

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. First Amendment to Memorandum of Agreement -AFSCME and City of Duluth

Date	Ver.	Action By	Action	Result
10/12/2020	1	City Council	adopted	

RESOLUTION APPROVING AN AMENDED COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DULUTH AND AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES MINNESOTA COUNCIL 5, LOCAL 66, FOR CITY OF DULUTH BASIC UNIT FOR YEARS 2020-2021.

**CITY PROPOSAL:**

RESOLVED, that the proper city officials are hereby authorized to execute and implement an amended collective bargaining agreement with the American Federation of State, County and Municipal Employees Minnesota Council 5, Local 66 for the City of Duluth Basic Unit ("AFSCME") substantially the same as that attached hereto as Exhibit A, covering the years 2020 through 2021.

**STATEMENT OF PURPOSE:** The City and AFSCME previously modified their current collective bargaining agreement (CBA) to avoid layoff of union employees due to COVID-19 impacts on the City budget. The amended CBA dated June 13, 2020 was approved by City Council on June 22, 2020 pursuant to Resolution No. 20-0514R. This resolution authorizes a new amended CBA in which the City returns many of the financial concessions made by the union in the previous amended CBA.

This CBA amendment restarts wage, step, and longevity increases for employees retroactive to June 13, 2020 through the end of 2021. Employees are no longer required to take six unpaid leave days in 2020 and twelve unpaid leave days in 2021. Employees are allowed to retroactively substitute paid leave for any unpaid leave already taken in 2020 pursuant to the previous amended CBA.