



## Legislation Text

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**File #:** 16-0113R, **Version:** 1

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RESOLUTION APPROVING A 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 EMPLOYEES FOR THE YEARS 2016-2018.

### CITY PROPOSAL:

RESOLVED, that the proper city officials are hereby authorized to execute and implement a collective bargaining agreement with the American Federation of State, County and Municipal Employees, Minnesota Council 5, Local 66 ("AFSCME"), for the City of Duluth Basic Unit employees, substantially the same as that attached hereto as Exhibit A, covering the years 2016 through 2018.

STATEMENT OF PURPOSE: The city and the AFSCME City of Duluth Basic Unit began negotiations on October 29, 2015. The city and the union participated in labor contract mediation facilitated by Minnesota Bureau of Mediation Services Commissioner Josh Tilsen, and reached a voluntary, tentative agreement on January 7, 2016, for a 2016-2018 collective bargaining agreement (CBA). AFSCME City of Duluth Basic Unit membership ratified the tentative agreement on January 27, 2016. This CBA provides general wage increases of 3% in 2016, 3% in 2017, and 2.5% 2018. Starting in 2016, the City will double its health care savings plan contribution amounts (1% to 2% of employees' basic pay) for those employees not eligible for future retiree health insurance paid for by the city (employees hired after December 31, 2006). This CBA increases overtime and sick leave pay eligibility. Other changes are increases to, and expanded eligibility for, meal, uniform, and tool allowances.