



## Legislation Text

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**File #:** 20-0537R, **Version:** 1

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RESOLUTION APPROVING AN AMENDED COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DULUTH AND CITY OF DULUTH SUPERVISORY ASSOCIATION FOR THE YEARS 2020-2021 (REPLACEMENT).

**CITY PROPOSAL:**

RESOLVED, that the proper city officials are hereby authorized to execute and implement an amended collective bargaining agreement with the City of Duluth Supervisory Association ("CDSA") substantially the same as that attached hereto as Exhibit A, covering the years 2020 through 2021.

STATEMENT OF PURPOSE: The City and the City of Duluth Supervisory Association (CDSA) began negotiations several months ago to amend their current collective bargaining agreement (CBA) due to COVID-19 impacts to the city's operating budget. The City and CDSA participated in numerous contract negotiations and reached a tentative agreement in June on an amended labor contract, subject to ratification by union membership and the City Council. CDSA membership ratified the tentative agreement on June 30, 2020.

This CBA amendment provides wage, step, and longevity freezes for all employees effective July 13, 2020 through the end of 2021. The CBA also requires employees to take six unpaid work days in 2020 and twelve unpaid work days in 2021. Employees will not receive pay for the unpaid days but shall retain and accrue all other benefits, including health and dental insurance. The CBA also provides that the City and CDSA will reopen the 2021 CBA if the City's budget significantly improves.