



Legislation Text

File #: 21-0100R, **Version:** 1

RESOLUTION APPROVING A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DULUTH AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 101 FOR THE YEAR 2021.

CITY PROPOSAL:

RESOLVED, that the proper city officials are hereby authorized to execute and implement a collective bargaining agreement with the International Association of Fire Fighters Local 101, substantially the same as that attached hereto as Exhibit A, covering the terms and conditions for International Association of Fire Fighters Local 101 bargaining unit members for the year 2021.

STATEMENT OF PURPOSE: The city and International Association of Fire Fighters (IAFF) Local 101 have been in negotiations for a successor agreement to their current 2018-2020 collective bargaining agreement. The parties tentatively agreed to a 2021 collective bargaining agreement on December 17, 2020, and the IAFF Local 101 membership ratified this 2021 collective bargaining agreement on February 5, 2021. The agreement is a one-year contract with no general wage increase. Effective January 1, 2021, bargaining unit members will receive one additional shift in personal leave. Unused personal leave will be compensated at the basic hourly rate, not the overtime rate. After accruing a certain amount of vacation time, hours over the annual allowance will be converted to cash and deposited in the employee's HCSP. Bargaining unit members will also be able to sell back 96 hours of vacation leave at the basic hourly rate. Bargaining unit members and the city also agreed to minor changes to the uniform policy, procedures for fitness reimbursement, and the use of employee and family sick leave requiring a doctor's authorization.