

W. 5 C 2



LANE COUNTY

HUMAN RESOURCES DEPARTMENT / 125 East 8th Ave. / Eugene, OR 97401
Phone: (541) 682-3665/ Fax: (541) 682-4290

AGENDA COVER MEMO

Memorandum Date: April 1, 2009
Order Date: April 15, 2009

TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: Roland Hoskins, Labor Relations
Greta Utecht, Human Resources

AGENDA ITEM TITLE: IN THE MATTER OF APPROVING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND LANE COUNTY PUBLIC WORKS ASSOCIATION LOCAL 626

I. MOTION

MOVE APPROVAL OF ORDER 09 -- _____ IN THE MATTER OF APPROVING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND LANE COUNTY PUBLIC WORKS ASSOCIATION LOCAL 626.

II. AGENDA ITEM SUMMARY

The current Agreement between Lane County and the Lane County Public Works Association Local 626 (Local 626), will expire on June 30, 2009.

The Board is being asked to approve the proposed three-year agreement ending June 30, 2012 with Local 626, which is included in this packet. Also, a brief summary of the proposed changes is included in this packet.

BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

The Board reviewed various contract issues and authorized the County's bargaining team to enter into negotiations for wage, benefit and language changes with Local 626. The Board established overall goals and objectives for the negotiations. In addition, the negotiations dealt with the current fiscal funding constraints and uncertainties the County is facing.

B. Policy Issues

Like other recent labor negotiations, these emphasized maintaining a competitive position in the market place for positions in the unit while protecting the County's ability to manage the County's cost increases in the face of very uncertain financial forecasts.

The local and national economy has deteriorated during the past several months and the County and Local 626 agreed to begin negotiations and develop an agreement as early as possible to allow the County and the bargaining unit members some certainty regarding future budgets and staffing levels. The County and Local 626 have successfully addressed numerous issues during the past few years based on agreements made in the negotiations for the 2006-2009 agreement, allowing both parties to keep current negotiations focused and moving forward with mutual goals, addressing the economic and mandatory subjects of bargaining. The negotiations for this proposed contract were short and successful.

C. Board Goals

This proposed contract is aligned with the strategies in the County's Strategic Plan. Section A of the strategic plan addresses strategies associated with Service Improvement and A-2 provides direction for County managers and collective bargaining units to work together to develop solutions that promote flexible classification and compensation systems that do not inhibit excellent service delivery.

Limiting the County's liability for future unfunded costs by removing or clarifying problematic language in the contract was another goal that the County's bargaining team worked to attain.

D. Financial and/or Resource Considerations

The proposed wage adjustment is 3% for year one and 2.5% for the second year of the agreement, while the third year wage increase proposal is for 1.5% - 3.5%, based on Consumer Price Index-Urban (CPI-

U) (Portland/Salem). The total cost of this agreement is approximately \$625,000 depending on the CPI-U and additional future service level changes due to budget cuts.

E. Analysis

The Tentative Agreement is for a three-year contract, July 1, 2009 – June 30, 2012. It includes wage and language changes to the previous agreement. A summary list is attached to this memorandum.

Additional Factors:

This proposed labor agreement includes a one-time cash payment of \$100.00 for each bargaining unit member and a \$100.00 donation to be made by the County to Food for Lane County on behalf of each bargaining unit member.

Additionally, the proposed agreement includes a provision allowing the County to spend up to \$10,000 per year, in each of the three years, to contract with the Lane County Sheriff's inmate program to pick up litter within the County's road right-of-way.

General:

Local 626 moved to the County's standard Health insurance benefit plan in 2002 and will continue on that plan for the duration of this proposed contract.

F. Alternatives/Options

1. Approve the proposed agreement.
2. Reject the proposed agreement.

III. TIMING/IMPLEMENTATION

Following Board action, upon the effective date of this proposed contract, County staff is prepared to implement the changes the pay plan.

IV. RECOMMENDATION

The County bargaining team recommends approval of the Board Order to approve the proposed Agreement.

V. FOLLOW-UP

After staff has implemented the Agreement, we will work to continue to the positive working relationships with Local 626 representatives and its members.

VI. ATTACHMENTS

1. Board Order
2. Summary of proposed changes to the 2009-2012 Local 626 Bargaining Agreement
3. Proposed 2009-2012 Local 626 Bargaining Agreement. Copy for public review available at front counter of Board of Commissioners office.

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.

) IN THE MATTER OF APPROVING THE
) TENTATIVE AGREEMENT BETWEEN
) BETWEEN LANE COUNTY AND THE
) LANE COUNTY PUBLIC WORKS
) ASSOCIATION, LOCAL 626.

WHEREAS, a tentative agreement has been reached between Lane County's bargaining team and the Lane County Public Works Association, Local 626.


WHEREAS, the agreement is consistent with the guidelines set forth by the Board of County Commissioners.

IT IS NOW HEREBY ORDERED that the attached tentative agreement between Lane County and the Lane County Public Works Association, Local 626.

IT IS FURTHER ORDERED that the County Administrator be authorized to execute the revised agreement on behalf of the County.

DATED this ____ day of April 2009.

Pete Sorenson, Chair
Lane County Board of County Commissioners

APPROVED AS TO FORM
Date 4/6/09 Lane County

OFFICE OF LEGAL COUNSEL

SUMMARY
Changes to Local 626 Bargaining Agreement
2009-2012

Article X Wages

- 3% wage adjustment, effective 1st full pay period following July 1, 2009
- 2.5% wage increase, effective 1st pay full period following July 1, 2010
- 1.5-3.5% base wage increase, based on the average Consumer Price Index (CPI-U) for the Salem/Portland region for fiscal year 2010-2011, effective 1st pay full period following July 1, 2012.

Additional Factors

- one-time cash payment of \$100.00 for each bargaining unit member and a \$100.00 donation to Food for Lane County on behalf of each bargaining unit member
- the County can spend up to \$10,000 per year, in each of the three years, to contract with the Lane County Sheriff's inmate program to pick up litter within the County's road right-of-way.

Article XII Insurance

Maintain Current Health benefits on County's Standard Plan.

Costs

The estimated total cost of the three-year agreement is approximately \$625,000.

General

This was a quick and productive negotiation process.

Three Year Agreement, ending June 30, 2012.