

**2021**

**Contract  
Negotiations**

***Teamsters – Local 190  
September 13, 2021***

# Teamsters – Local 190

- *What employee groups does this Union Represent?*

Equipment Operators, Dispatchers, Police Clerks, Mechanics, Facilities Support, Parking, Library, Treatment Plant Techs, Account Clerks, Administrative Support, Animal Control, Transit Drivers, ARFF, Electricians, Combination Inspectors, and Bailiffs

# Union Team Members

Chad Bargstadt – Water Treatment Plant

Craig Callicott – Airport

Michael Gioioso – Met Transit

Pat Kittson – Solid Waste

Ralph Mann – Distribution and Collection

Doug Studiner – Water Reclamation Plant

Rhonda Johnson – Teamsters' Representative

Jim Soumas – Teamsters' Representative

# City Team Members

Jennifer Duray – Public Works

Kevin Iffland – Administration

Rusty Logan – MET Transit

Karla Stanton – Human Resources

Karen Tracy – Legal

Michael Whitaker – PRPL

Andy Zoeller – Finance

# Traditional Bargaining

Each side presents written desired changes to the CBA. Based on proposals being exchanged back and forth, teams engage in discussion until an agreement is reached.

# July 1, 2021, Contract Revisions

3% Cost of Living Adjustment for July 1, 2021, 2022, and 2023;

Shift Differential pay will increase \$0.30 per hour for night shift differential. (Hours: Midnight to 6:00 a.m.);

Standby pay will increase \$0.25 per hour;

Personal Days may be taken in 15 minute increments, instead of full days;

\$75 will be provided every other year to employees who are required to wear prescription safety glasses to perform their job;

# July 1, 2021, Contract Revisions

Revised Attendance Incentive plan to every 4 months instead of annually;

Sick leave will not be considered hours worked for the calculation of overtime. However, hours worked beyond normal shift are overtime;

If employee is suspended without pay, they cannot cash out compensatory time during the current pay period, or the pay period immediately after the initial disciplinary period;

# July 1, 2021, Contract Revisions

Updated Military Leave language to mirror MCA 10-1-1009;

Formalized day after Thanksgiving as holiday in lieu of Columbus Day;

Added to Safety language, "...obey all Federal, State, and local laws";

# July 1, 2021, Contract Revisions

Increased boot allowance for safety boots from \$130 to \$150;

Employees separating from service within 60 days are not authorized to purchase new safety shoes without supervisor preapproval. If an unauthorized purchase is made, then the employee will reimburse the City for the cost of the boots;

Updated new hire notification language to the Union;

# July 1, 2021, Contract Revisions

MET Transit – Clarified language that all blocks of work will not have more than two start times;

Solid Waste – All permanent collection routes will be bid by seniority upon route becoming vacant;

Landfill – Vacant shifts will be bid by seniority within the job classification;

# July 1, 2021, Contract Revisions

Communication Center – 12 hours rest will be required between 16-hour shifts;

Public Works Cold-weather Gear – Employees will be provided \$140 every two years for a coat, bib overall, coverall, or sweatshirt;

Water Treatment Technicians I and II will be reclassified to Treatment Technician III, excluded Technician IIA;

# July 1, 2021, Contract Revisions

Police Support Specialists will be reclassified from grade C39 to Grade C47.

# Costs of Implementation

3% COLA Adjustment in each year of the contract -  
\$766,743;

The cost of increasing Standby pay from \$1.75 per hour to \$2.00 per hour is \$14,000 annually;

The cost of increasing Graveyard Shift Differential pay from \$0.95 to \$1.25 is \$15,000 annually;

# Costs of Implementation

The cost of increasing the boot allowance from \$130 to \$150 is \$5,000 annually;

The cost to reclassify the Police Support Specialists from grade C39 to C47 is approximately \$45,000;

# Costs of Implementation

The cost to reclassify the Water Treatment Technician I and II job classification to Treatment Technician III is approximately \$ 34,000.

# Non-bargaining COLA

3% COLA for Non-bargaining employees will cost approximately \$720,957.

# City Council Options

Approve the Teamsters Contract as proposed;

Postpone action on the contract to obtain additional information;

Deny approval of the contract forcing negotiations to resume.

# Funding

The City Council will be asked to approve a budget amendment for FY22 for 1% of the proposed 3% increase.

*(A 2% COLA was included in the FY22 budget.)*

**Questions?**