



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(revised 03/25/11)

Board Clerk Use Only

Meeting Date:	<u>8/4/11</u>
Agenda Item #:	<u>R.2</u>
Est. Start Time:	<u>9:35 am</u>
Date Submitted:	<u>7/20/11</u>

Agenda Title: Approval of Multnomah County and International Brotherhood of Electrical Workers Local 48 Agreement

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date:	<u>August 4, 2011</u>	Amount of Time Needed:	<u>10 minutes</u>
Department:	<u>Dept. of County Management</u>	Division:	<u>Central HR/Labor Relations</u>
Contact(s):	<u>Jim Younger, Labor Relations Manager</u>		
Phone:	<u>503-988-5135</u>	Ext.	<u>28504</u>
Presenter Name(s) & Title(s):	<u>Jim Younger, (others: Local 48)</u>		
I/O Address:	<u>503/3/300</u>		

General Information

1. What action are you requesting from the Board?

Termination of 2007-2012 labor agreement between the County and IBEW Local 48 and approval of 2011-2016 labor agreement between the parties.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

IBEW Local 48 membership have agreed to enter into a new labor agreement effective July 1, 2011 through June 30, 2016 wherein they waive their July 1, 2011 two (2) percent COLA in exchange for the contract extension.

The highlights of this agreement are as follows:

- July 1, 2011: 0% COLA
- July 1, 2012: 1% to 4% COLA adjustment, plus possible market adjustment based on 1/1/12 comparables.
- July 1, 2013: 1% to 4% COLA adjustment.
- July 1, 2014: 1% to 4% COLA adjustment, plus possible market adjustment based on 1/1/14 comparables.

- July 1, 2015: 1% to 4% COLA adjustment.
- Agreement that, should the County offer Local 88 or IUOE Local 701 a COLA with higher minimum and/or higher maximum for any of the fiscal years listed that the County will offer Local 48 the same COLA range.
- Agreement to reopen Article 11 Health and Welfare in 2013, bargaining to commence no later than 2/1/13 for plan year beginning 1/1/14.

3. Explain the fiscal impact (current year and ongoing).

In FY 2012, the first year of the new contract, Local 48's foregone COLA will result in \$36,450 in savings to the Bridge Fund, Electronics Fund, and the Facilities Fund. Between 2013 and 2016, the foregone COLA will result in approximately \$149,000 to \$161,000 in savings due to having a lower starting point for wage increases.

Over the life of the contract, total base pay for Local 48 will grow \$53,000 if the COLA were at the 1% floor through FY 2016 or up to \$221,000 if the COLA were at the 4% ceiling through FY 2016. The cumulative cost increase associated with the COLA would range between \$184,000 and \$758,740.

These calculations assume flat benefit rates and do not include the costs of any wage or benefit reopeners or other contract terms.

4. Explain any legal and/or policy issues involved.

5. Explain any citizen and/or other government participation that has or will take place.

Required Signature

Elected Official or
Department/
Agency Director:

Mindy Harris

Date: 7/20/11