
Sponsor: Human Resources

Meeting Date: 12/22/2020

Title: Terms of Collective Bargaining Agreements with American Federation of State, County and Municipal Employees (AFSCME) Bargaining Unit Locals: 8 (General County), 8 (Professional), 8 (Public Health Registered Nurses), 151 (Social Services Department, Financial Assistance Services Department and the Administrative Division of the Health and Wellness Service Team) [formerly Community Human Services], 151 (Licensed Practical Nurses), 151 (Workforce Solutions), 707 (Lake Owasso Residence), 1076 (Ramsey County Care Center), and 1935 (Parks & Recreation), for the Year 2021.

File Number: 2020-566

Background and Rationale:

Collective bargaining with nine AFSCME bargaining units has resulted in tentative agreements for three-year contracts for the year 2021. All of the affected units have voted to ratify the tentative agreements. The bargaining units are AFSCME Local 8 (General County), 8 (Professional), 8 (Public Health Registered Nurses), 151 (Social Services Department, Financial Assistance Services Department and the Administrative Division of the Health and Wellness Service Team) [formerly Community Human Services], 151 (Licensed Practical Nurses), 151 (Workforce Solutions), 707 (Lake Owasso Residence), 1076 (Ramsey County Care Center), and 1935 (Parks & Recreation). These bargaining units represent approximately 2,350 employees (approximately 54% of the County workforce.)

The settlement was reached by consensus of the entire union-management bargaining team, using the interest-based bargaining process. The proposed settlement is the successful conclusion of this process. Consensus of 48 team members on all aspects of over 35 issues required considerable effort. Although the challenges were significant, there was ample opportunity to address the interests of both union and management.

Recommendation:


The Ramsey County Board of Commissioners resolved to:

1. Approve the terms of collective bargaining agreements with AFSCME Local 8 (General County), 8 (Professional), 8 (Public Health Registered Nurses), 151 (Social Services Department, Financial Assistance Services Department and the Administrative Division of the Health and Wellness Service Team) [formerly Community Human Services], 151 (Licensed Practical Nurses), 151 (Workforce Solutions), 707 (Lake Owasso Residence), 1076 (Ramsey County Care Center), and 1935 (Parks & Recreation), for the year 2021.
2. Authorize the Chair and the County Manager, as representatives of the County, to approve and sign the agreements incorporating these terms and conditions

A motion to approve was made by Commissioner McDonough, seconded by Commissioner Reinhardt.

Motion passed.

Aye: - 7: Carter, Frethem, MatasCastillo, McDonough, McGuire, Ortega, and Reinhardt

By: 

Janet Guthrie, Chief Clerk - County Board