

Request for Board Action Details

File #: 2022-240

Type: Administrative Item **Status:** Passed

In control: Board of Commissioners

On agenda: 5/3/2022 **Final action:** 5/3/2022

Title: Terms of Collective Bargaining Agreement with International Union of Operating Engineers Local 49 for the Years 2022, 2023 and 2024

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. IUOE 49 2022-2024 TA list.pdf, 2. Resolution

Date	Ver.	Action By	Action	Result
5/3/2022	1	Board of Commissioners	approved	Pass

Sponsor: Human Resources

Title
Terms of Collective Bargaining Agreement with International Union of Operating Engineers Local 49 for the Years 2022, 2023 and 2024

- Recommendation**
- Approve the terms of collective bargaining agreement with International Union of Operating Engineers Local 49 for the years 2022, 2023 and 2024.
 - Authorize the Chair and the County Manager to execute the agreement incorporating the terms and conditions.

Background and Rationale
Collective bargaining with the International Union of Operating Engineers Local 49 bargaining unit has resulted in a tentative agreement for a three-year contract for the years 2022, 2023 and 2024. This bargaining unit represents fifty-seven employees who work in the Public Works department.

The current agreement expired December 31, 2021 and Ramsey County Board approval of a new agreement is required. The proposed settlement is the successful result of negotiations between the parties. This agreement reflects the diligent efforts of union and management participants in the bargaining process. The settlement was reached between the parties on March 29, 2022 and was ratified by the members on April 13, 2022. There were ample opportunities to address the interests of both union and management. The proposed settlement addresses the important interests of affected employee and the county while honoring the fiscal limitation expressed by the Ramsey County Board.

County Goals (Check those advanced by Action)

Well-being Prosperity Opportunity Accountability

Racial Equity Impact
With approximately 4,332 employees employed by Ramsey County, 40% are racially and ethnically diverse

with the overall rate of new hires of racially and ethnically diverse background at 63%. Collective bargaining agreements are essential to establishing equitable and consistent wages and benefit structure with equitable opportunities and outcomes in support of the attraction and retention of a diverse workforce who provide the numerous resident facing services to the residents of Ramsey County and promote the county's vision, mission and goals.

Community Participation Level and Impact

This action is strictly operational and internal facing. The union completed a vote to ratify the agreement pursuant to the internal union process. This agreement is the result of a traditional negotiation process in which the county and the union meet to resolve identified issues using both a collaborative and productive approach.

Inform Consult Involve Collaborate Empower

Fiscal Impact

Sufficient funds are available in the Ramsey County's 2022-23 operating budget.

County Manager Comments

No additional comments.

Last Previous Action

None.

Attachments

1. IUOE Local 49, 2022-2024 Tentative Agreement