

## Request for Board Action Details

**File #:** 2021-227

**Type:** Administrative Item      **Status:** Passed

**In control:** Board of Commissioners

**On agenda:** 5/11/2021      **Final action:** 5/11/2021

**Title:** Terms of Collective Bargaining Agreements with the Technical Employee Association for the Year 2021

**Sponsors:** Human Resources

**Indexes:**

**Code sections:**

**Attachments:** 1. 2021 Technical Employee Association Tentative Agreement Summary List, 2. Resolution

Date	Ver.	Action By	Action	Result
5/11/2021	1	Board of Commissioners	approved	Pass

**Sponsor:** Human Resources

**Title**

Terms of Collective Bargaining Agreements with the Technical Employee Association for the Year 2021

**Recommendation**

1. Approve the terms of the collective bargaining agreement with the Technical Employee Association for the year 2021.
2. Authorize the Chair and the County Manager, as representatives of the County, to approve and sign the agreement incorporating these terms and conditions.

**Background and Rationale**

Collective bargaining with Technical Employee Association has resulted in a tentative agreement for a one-year contract for the year of 2021. This bargaining unit represents approximately twenty-one employees who are Engineering Technicians in Public Works.

The current agreement expired December 31, 2020 and County Board approval of new agreements 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 April 7, 2021. The Union subsequently voted to ratify the tentative agreement on April 14, 2021. Although the challenges were significant, there was ample opportunity to address the interests of both union and management and there is a successful conclusion of this process. The proposed settlement addresses the important interests of affected employees and the County while staying within the financial parameters authorized by the County Board.

**County Goals** (Check those advanced by Action)

- Well-being     
  Prosperity     
  Opportunity     
  Accountability

**Racial Equity Impact**

Once approved, this action will establish terms and conditions of employment that support the attraction and retention of a diverse workforce.

**Community Participation Level and Impact**

This action is strictly operational and internal facing. The residents of Ramsey County do not participate in labor contract negotiations. The community is informed of this action through County Board documentation.

Inform       Consult       Involve       Collaborate       Empower

**Fiscal Impact**

Sufficient funds are available for the 0.5% general wage adjustment in the Ramsey County Public Works Department 2021 operating budget.

**County Manager Comments**

County Board approval is required for labor agreements.

**Last Previous Action**

None

**Attachments**

1. 2021 Technical Employee Association Tentative Agreement Summary List