

## Request for Board Action Details

<b>File #:</b>	2020-566	<b>Status:</b>	Passed
<b>Type:</b>	Administrative Item	<b>In control:</b>	Board of Commissioners
<b>On agenda:</b>	12/22/2020	<b>Final action:</b>	12/22/2020
<b>Title:</b>	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.		
<b>Sponsors:</b>	Human Resources		
<b>Indexes:</b>			
<b>Code sections:</b>			
<b>Attachments:</b>	1. 2021 AFSCME Local (General County) - Collective Bargaining Agreement (redline version), 2. Memorandum of Agreement for AFSCME Local 8, 3. Resolution		

Date	Ver.	Action By	Action	Result
12/22/2020	1	Board of Commissioners	approved	Pass

**Sponsor:** Human Resources

**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.

### Recommendation

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

### 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.

**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 workplace.

**Community Participation Level and Impact**

This action is strictly operational and internal facing. The result of the action helps support residents by offering effective, efficient and accessible operations. The collective bargaining agreements are available on Ramsey County's employee information webpages. Information on this item is available on Ramsey County's website at

<https://www.ramseycounty.us/your-government/leadership/board-commissioners/board-meetings-information>.

☒ Inform      ☐ Consult      ☐ Involve      ☐ Collaborate      ☐ Empower

**Fiscal Impact**

Sufficient funds are available in the 2021 budget.

**County Manager Comments**

The current agreements expire on December 31, 2020 and County Board approval of new agreements is required. The proposed settlement is the successful result of using an interest-based approach to collective bargaining. Ramsey County's success in reaching a tentative agreement on November 24, 2020, before the previous contracts expired, reflects the diligent efforts of union and management participants in the bargaining process, and of the facilitators from the Minnesota Bureau of Mediation Services who assisted the County. The proposed settlement addresses the important interests of affected employees and the County and stays within the financial parameters authorized by the County Board. All of the affected units have voted to ratify the tentative agreements.

**Last Previous Action**

None.

**Attachments**

1. 2021 AFSCME Local (General County) - Collective Bargaining Agreement (redline version)
2. Memorandum of Agreement for AFSCME Local 8