

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