

Request for Board Action Details

File #: 2022-460

Type: Administrative Item **Status:** Passed

In control: Board of Commissioners

On agenda: 9/6/2022 **Final action:** 9/6/2022

Title: Terms of Collective Bargaining Agreement with American Federation of State, County and Municipal Employees, Council 5, Local 8-Assistant County Attorneys for the years of 2022, 2023 and 2024

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. American Federation of State, County and Municipal Employees, Council 5, Local 8-Assistant County Attorneys 2022-2024 Tentative Agreement Summary List, 2. Resolution

| Date | Ver. | Action By | Action | Result |
|----------|------|------------------------|----------|--------|
| 9/6/2022 | 1 | Board of Commissioners | approved | Pass |

Sponsor: Human Resources

Title

Terms of Collective Bargaining Agreement with American Federation of State, County and Municipal Employees, Council 5, Local 8-Assistant County Attorneys for the years of 2022, 2023 and 2024

Recommendation

1. Approve the terms of collective bargaining agreement with American Federation of State, County and Municipal Employees, Council 5, Local 8-Assistant County Attorneys for the years of 2022, 2023 and 2024.
2. Authorize the Chair and the County Manager to execute the agreement incorporating the terms and conditions.

Background and Rationale

Collective bargaining with the American Federation of State, County and Municipal Employees, Council 5, Local 8-Assistant County Attorneys bargaining unit has resulted in a tentative agreement for a three-year contract for the years 2022, 2023 and 2024. This bargaining unit represents approximately 91 employees who are personnel in the Ramsey County Attorney's Office in the job classification of Assistant County Attorney.

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, and this agreement reflects the diligent efforts of union and management participants in the bargaining process as well as the assistance of the mediators at the Minnesota Bureau of Mediation Services. The settlement was reached between the parties on July 19, 2022 during a mediated session with the Bureau of Mediation Services. The bargaining unit subsequently voted to ratify the tentative agreement on August 5, 2022. The proposed settlement addresses the important interests of affected employees 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 protective 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 of its membership 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 2022-23 operating budget.

Last Previous Action

None.

Attachments

1. American Federation of State, County and Municipal Employees, Council 5, Local 8-Assistant County Attorneys 2022-2024 Tentative Agreement Summary List