

Request for Board Action Details

File #: 2022-479

Type: Administrative Item **Status:** Passed

In control: Board of Commissioners

On agenda: 9/20/2022 **Final action:** 9/20/2022

Title: Terms of Collective Bargaining Agreement with Teamsters 320 Correctional Officers I & II for the years 2022, 2023 and 2024

Sponsors: Human Resources

Indexes:

Code sections:

Attachments: 1. 2022-2024 Post Arbitration Teamsters 320 Correctional Officers I & II Tentative Agreement and Arbitration Award Summary List.pdf, 2. Resolution

Date	Ver.	Action By	Action	Result
9/20/2022	1	Board of Commissioners	approved	Pass

Sponsor: Human Resources

Title

Terms of Collective Bargaining Agreement with Teamsters 320 Correctional Officers I & II for the years 2022, 2023 and 2024

Recommendation

1. Approve the terms of the collective bargaining agreement with Teamsters 320 Correctional Officers I and II for the years 2022, 2023 and 2024.
2. Authorize the Chair and the County Manager to execute the agreement.

Background and Rationale

Collective bargaining with Teamsters 320 Correctional Officers I and II has resulted in agreement for a three-year contract for the years 2022-2024. This bargaining unit represents approximately 235 employees who work at the Ramsey County Sheriff's Office and the Community Corrections department in the job classifications of Correctional Officers I and II.

The current agreement expired December 31, 2021 and Ramsey County Board approval of a new agreement is required. The proposed settlement is the result of negotiations and an Interest Arbitration Award. The arbitration hearing took place on July 12, 2022 and the arbitrators award was issued August 19, 2022. The arbitration award concluded the bargaining process on all issues for the 2022-2024 labor agreement. 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 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 engaged its membership in its right to submit issues to interest arbitration pursuant to the internal union process. This agreement is the result of both a traditional negotiation process in which the county and the union meet to resolve identified issues, as well as an arbitration hearing and award on the remaining items that the parties did not reach settlement on. The arbitration award is final and binding for both parties.

☒ Inform ☐ Consult ☐ Involve ☐ Collaborate ☐ Empower

Fiscal Impact

Sufficient funds are available in the approved 2022-23 Ramsey County Sheriff's and Community Corrections operating budgets.

Last Previous Action

None.

Attachments

1. 2022-2024 Post Arbitration Teamsters 320 Correctional Officers I & II Tentative Agreement and Arbitration Award Summary List