



MEMO TO: Members of the City Council

FROM: Mayor John Marchione

DATE: October 15, 2019

SUBJECT: **Approval of the 2019-2022 Collective Bargaining Agreement with the Redmond City Hall Employees Association (RCHEA) and Adoption of an Ordinance for the Amended 2019 R Pay Plan and Amended 2019 Supplemental R-S Pay Plan**

I. RECOMMENDED ACTION

Approve the 2019-2022 Collective Bargaining Agreement with the Redmond City Hall Employees Association (RCHEA) (Attachment A); and adopt the proposed salary ordinance establishing the Amended 2019 R Pay Plan and Amended 2019 Supplemental R-S Pay Plan (Attachment B).

II. DEPARTMENT CONTACTS

Cathryn Laird, Human Resources Director

425-556-2125

III. DESCRIPTION/BACKGROUND

The City and the Redmond City Hall Employees Association (RCHEA) reached a negotiated agreement that meets the needs of both RCHEA and the City. The Collective Bargaining Agreement with the RCHEA bargaining unit will result in the following changes:

Article 1, Bargaining Unit and Membership, and Article 2, Association and Agency Fees: removal of language that conflicts with Janus decision. Addition of language providing RCHEA 30 minutes with new employees.

Article 4, Layoff Procedures: Added language permitting the use of late performance evaluation if lateness is due to employee's action/inaction.

Article 4.7, Sick Leave: Language added that permits reinstatement of Regular Sick Leave and Washington State Sick Leave if employees are rehired within two years of being laid off.

Article 6, Grievances: Replace “Labor Relations Manager” with “HR Director.” Removed specific names of arbitrators and instead agreed to selection process based on qualifications.

Article 11, Health and Welfare: Removed outdated language.

Article 12, Sick Leave and Shared Leave: Remove language that no longer applies due to I-1433. Refer to Personnel Manual for sick leave bonus language and sick leave accrual language. Language added that permits employees to donate Regular Sick Leave.

Article 13, Death and Bereavement Leave: Expanded definition of “immediate family” (adding persons living in the employee’s immediate household, and grandparents of employee’s spouse).

Article 15, Hours of Work and Overtime: Added language clarifying that lunch is unpaid and two fifteen-minute breaks are permitted. Also clarified that flex time cannot be used to create overtime. Added reopener language for standby and callbacks.

Article 18, Term of Agreement: Term ends on December 31, 2022, instead of ending on September 30, 2022, creating consistency with other collective bargaining agreements.

Appendix A, COLA and Pay Plans: The duration of the collective bargaining agreement is three years and three months. COLAs for 2020, 2021, and 2022 will be based on June CPI-W and will have a maximum of 5% and minimum of 2%.

Adjusts salary ranges of all RCHEA positions identified in Market Analysis that are 1.5% or greater below market. Individual employees do not receive a pay increase only the pay range will change. An exception was made for employees 10% or greater below market. These employees will have their pay adjusted upward to the minimum of the adjusted pay range or by the percentage their salary range is below market, whichever is greater.

Benefit premiums: premiums removed from the collective bargaining agreement; current rates located on Connect2MyBenefits.

IV. PREVIOUS DISCUSSIONS HELD

City Council Executive Session on October 1, 2019.

V. IMPACT

A. Service/Delivery:

None.

B. Fiscal Note:

The approximate cost to implement the proposed Collective Bargaining Agreement is: \$448,724 for 2020, \$688,872 for 2021, and \$711,932 for 2022, for salary changes due to COLA. Funds to implement these contractual changes are included in approved budgets.

VI. ALTERNATIVES TO STAFF RECOMMENDATION

The Council could not approve the Collective Bargaining Agreement and request that the City renegotiate an alternative agreement with the Redmond City Hall Employees Association (RCHEA).

VII. TIME CONSTRAINTS

The effective date of this Collective Bargaining Agreement is October 1, 2019, so will be applied retroactively where necessary. COLA for 2020 is not effective until January 1, 2020.

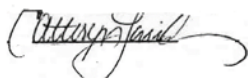
VIII. LIST OF ATTACHMENTS

Attachment A: Redline of the 2019-2022 Collective Bargaining Agreement with the Redmond City Hall Employees Association (RCHEA)

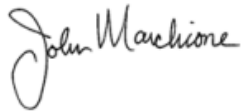
Attachment B: Ordinance Setting Updated 2019 Salaries for the Amended 2019 R Pay Plan and Amended 2019 Supplemental R-S Pay Plan (effective October 1, 2019)

Exhibit 1: Amended 2019 R Pay Plan

Exhibit 2: Amended 2019 Supplemental R-S Pay Plan



Cathryn Laird, Human Resources Director



Approved for Agenda _____
John Marchione, Mayor