



# Albuquerque Bernalillo County Water Authority

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### Approval of Collective Bargaining Agreement with AFSCME Local 3022

#### BACKGROUND:

As a result of rulings from the Second Judicial District Court and subsequent appellate court proceedings, the Collective Bargaining Agreement (CBA) applicable to AFSCME Local 3022 Management Series, which was due to expire on June 30, 2019, was rendered to be of no effect. Accordingly, the Water Authority and Local 3022 initiated negotiations for a new CBA on May 17, 2018. On June 14, 2018, a tentative Collective Bargaining Agreement between the Water Authority and AFSCME Local 3022 Management Series was ratified by the Union Membership.

#### SUMMARY:

The CBA includes a four-year wage proposal from FY19 through FY22. Article 9 Wages includes a 2% base pay (1 Step) increase for employees at Step 19 or below and a one-time lump sum payment of \$750 for employees at Step 20 (top of the pay range) for FY19 and FY20. In addition, 14 employees at Step 19 or below will receive a 2% base pay (1 Step) increase in FY19 and FY20. This was negotiated to address some possible internal inequities in pay.

In FY21 and FY22, the salary schedule will be adjusted by four steps to align with other Salary Schedules within the Water Authority and includes a 2% base pay (1 Step) adjustment for all employees for two years. Shift differential for employees required to work swing and graveyard shifts was increased by 5% to compensate for possible impacts on quality of life and to attract more senior employees to bid for these shifts.

Certification and training programs will be developed to better equip Management employees in using technology, enhance their writing skills, and emphasize supervisory/leadership development. The four-year contract will align with the two other bargaining units if respective three-year contracts are negotiated again in Spring of 2019.

#### FISCAL IMPACT:

The CBA is within the 2% increase in the ten-year financial plan for the Water Authority and in line with the FY/19 Operating Budget recently approved. The equity adjustments will be absorbed with salary savings.