

**CITY COUNCIL  
COMMUNICATION:**

**ITEM \_\_\_\_\_**

**OFFICE OF THE CITY MANAGER  
CITY OF DES MOINES, IOWA**

**98-469**

**AGENDA:**

**OCTOBER 19, 1998**

**SUBJECT:**

**LABOR AGREEMENT  
WITH INTERNATIONAL  
ASSOCIATION OF  
MACHINISTS AND  
AEROSPACE WORKERS  
PROFESSIONAL LODGE  
254 AND PUBLIC  
LIBRARY OF DES  
MOINES**

**TYPE**

**RESOLUTION  
ORDINANCE  
RECEIVE/ FILE**

**SUBMITTED BY:**

**WILLIAM STOWE  
HUMAN RESOURCES  
DIRECTOR**

**SYNOPSIS —**

Negotiations with the International Association of Machinists and Aerospace Workers (IAM), Local Lodge No. 254, representing the Librarians and Library Assistants have resulted in an initial labor agreement following the March representation election. The Agreement is effective October 5, 1998, and expires June 30, 2000. The bargaining unit members ratified the Agreement on October 14, 1998.

**FISCAL IMPACT —**

The agreement provides for a 2.9 percent across-the-board increase effective October 5, 1998. In addition to this increase, full time employees (24) will receive a ratification bonus of \$185 and part-time employees (3) will receive a \$95 bonus. The Agreement also calls for a three percent across-the-board increase effective June 28, 1999. The Library had budgeted a three percent increase and associated "roll-up" costs for FY 98/99. This Agreement will not increase the budgeted costs materially other than future overtime wage expense. Librarians as professionals were considered exempt and not compensated for overtime hours worked prior to this agreement. The Labor Agreement now will require Librarians and Library Assistants to be compensated at one and one-half times their normal hourly rate for hours worked in excess of 40 in a workweek.

Employees hired into either of the covered classifications after October 5, 1998, will be ineligible for longevity pay; will contribute on the same basis as the other IAM library union for medical coverage; and will be eligible only for a match of up to two percent of the employee's deferrals

to the 457 savings plan. This will slightly reduce the cost of library operations as current employees leave City employment.

### **RECOMMENDATION —**

**Approval.**

### **BACKGROUND —**

In March of this year, the IAM was selected by the professional employees of the Library to represent them in collective bargaining. The parties began the bargaining process on June 29, 1998, and concluded the Agreement on October 7, 1998, after six closed and two public meetings.

The Library management needed to retain broad transfer authority as provided in Iowa Code Chapter 20 and desired to pay overtime only for hours worked in excess of 40 in a week. This Agreement meets these requirements and also positions the Library for reduced compensation costs in the future.