



# City of Grand Island

Tuesday, May 8, 2018

Council Session

## Item G-18

**#2018-133 - Approving Addendum to the Labor Contract between the City of Grand Island and the IBEW Local 1597 Utilities Department Bargaining Unit**

Staff Contact: Aaron Schmid, Human Resources Director

# Council Agenda Memo

**From:** Aaron Schmid, Human Resources Director

**Meeting:** May 8, 2018

**Subject:** Consideration of Approving Addendum to the Labor Contract between the City of Grand Island and the IBEW Local 1597 (Utilities Department) Bargaining Unit

**Presenter(s):** Aaron Schmid, Human Resources Director

## Background

The City of Grand Island maintains a labor agreement with the IBEW Local 1597 (Utilities Department) Bargaining Unit. The current labor contract is effective October 1, 2017 through September 30, 2020. Changes to the labor agreement require Council approval.

## Discussion

The proposed change to the labor contract amends Article V, Paragraph B entitled “Accrual and Use” by deleting the following: “The amount of medical leave granted for necessary care of a sick member of any employee’s immediate family or household shall not exceed thirty work days in any 12 month period.”

The purpose of the change is to allow employees to continue to care for an immediate family member should care need to extend beyond 30 days. Once the 30 days has expired under the current conditions, the employee must; return to work, use vacation or go on leave without pay. However, in many instances, the employee still has a medical leave bank available. The proposed change would allow the employee to continue to draw down the medical leave bank.

Please find attached the proposed First Addendum to the Labor Contract between the City of Grand Island and the IBEW Local 1597 (Utilities Department) Bargaining Unit. The remaining terms of the labor contract will remain unchanged for the duration of the contract.

## **Alternatives**

It appears the Council has the following alternatives concerning the issue at hand. The Council may:

1. Move to approve.
2. Refer the issue to a Committee.
3. Postpone the issue to future date.
4. Take no action on the issue.

## **Recommendation**

The City Administration recommends approval of the First Addendum to the Labor Contract between the City of Grand Island and the IBEW Local 1597 (Utilities Department) Bargaining Unit .

## **Sample Motion**

Move to approve first addendum of the labor contract between the City of Grand Island and the IBEW Local 1597 (Utilities Department) Bargaining Unit.

FIRST ADDENDUM TO THE LABOR CONTRACT BETWEEN THE CITY OF GRAND ISLAND AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1597 UTILITIES DEPARTMENT BARGAINING UNIT

This Addendum to the Labor Contract between the City of Grand Island and the International Brotherhood of Electrical Workers Local 1597 Utilities Department Bargaining Unit sets forth terms and conditions agreed to by the parties as follows:

I.

This Addendum applies only to the aforementioned Agreement between the parties that is presently in effect from October 1, 2017 to September 30, 2020.

II.

This Addendum hereby amends Article V, Paragraph B entitled "Accrual and Use" of the aforementioned Agreement by deleting the following: "The amount of medical leave granted for necessary care of a sick member of any employee's immediate family or household shall not exceed thirty work days in any 12 month period."

III.

Any other changes to the terms of the aforementioned Agreement will take the form of separate written Addenda agreed to by the parties.

Witness Our Hands:

THE CITY OF GRAND ISLAND

\_\_\_\_\_  
Date

By

\_\_\_\_\_  
Jeremy L. Jensen, Mayor

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS LOCAL 1597

\_\_\_\_\_  
Date

By

Larry Grin  
Larry Grin, President

RESOLUTION 2018-133

WHEREAS, pursuant to Neb. Rev. Stat., §16-201, the City has the authority to make all contracts and do all other acts in relation to the property and concerns of the City necessary to the exercise of its corporate powers; and

WHEREAS, an employee bargaining unit at the City Of Grand Island is represented by the Internal Brotherhood of Electrical Workers (IBEW) Local 1597; and

WHEREAS, representatives of the City and IBEW, Local 1597 met to negotiate a first labor addendum; and

WHEREAS, the first labor addendum amends Article V, Paragraph B entitled “Accrual and Use” by deleting the following: “The amount of medical leave granted for necessary care of a sick member of any employee’s immediate family or household shall not exceed thirty working days in any 12 month period”; and

WHEREAS, the City reached an agreement with the IBEW and the agreement has been presented to City Council for approval,

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND COUNCIL OF THE CITY OF GRAND ISLAND, NEBRASKA, that the Mayor is hereby authorized to execute the First Labor Addendum by and between the City Of Grand Island and the Internal Brotherhood of Electrical Workers (IBEW) Local 1597 for the period of May 8, 2018 through September 30, 2020.

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Adopted by the City Council of the City of Grand Island, Nebraska, May 8, 2018.

\_\_\_\_\_  
Jeremy L. Jensen, Mayor

ATTEST:

\_\_\_\_\_  
RaNae Edwards, City Clerk

Approved as to Form	☐ _____
May 4, 2018	☐ City Attorney