



City of Bandon

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Bandon by the Sea

AGENDA REPORT

TO: Honorable Mayor and Members of the City Council

FROM: Torrey Contreras, City Manager *TC*

INITIATED BY: Paula Burris, Finance Director *PB*

DATE: August 5, 2024

SUBJECT: **ITEM 4.3: COLLECTIVE BARGAINING AGREEMENT FOR INTERNATIONAL BROTHERHOOD OF ELECTRIC WORKERS, CLERICAL AND LIBRARY, FOR FISCAL YEAR 2024-25 THROUGH FISCAL YEAR 2026-27**

BACKGROUND:

The International Brotherhood of Electric Workers Local Union No. 659 (IBEW) represents the City's Clerical (6.0 FTE's) and Library (4.0 FTE's) employees. The collective bargaining agreement expired on June 30, 2024.

ANALYSIS OF THE ISSUES:

The City and IBEW have met and reached a tentative agreement for your consideration. The following are the proposed updates that would be included in the new agreement. All other terms and conditions would remain the same.

- Contract period is from July 1, 2024 through June 30, 2027.
- Update language for **Funeral Leave** to be consistent with ORS 659A.150, which states:

"Family member" means the spouse of an employee, the biological, adoptive or foster parent or child of the employee, the grandparent or grandchild of the employee, a parent-in-law of the employee, or a person with whom the employee was or is in a relationship of in loco parentis.

- **Wages**
 - Effective July 1, 2024, a cost-of-living adjustment (COLA) wage increase of five percent (5%).
 - Effective July 1, 2025, a COLA wage increase equal to the CPI-U West for the prior year ending in December, with a minimum of 2.0% and a maximum of 4.5%

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- Effective July 1, 2026, a COLA wage increase equal to the CPI-U West for the prior year ending in December, with a minimum of 2.0% and a maximum of 4.5%.
- Increased **Longevity Compensation** from \$2,000 to \$3,000 after 30 years of service.
- Add federally recognized **Holiday**, Juneteenth.
- Struck a provision requiring all permanent positions be filled before advertising for part-time help.

FISCAL IMPACT:

The cost-of-living adjustments are in alignment with other Oregon cities of similar size and population. The FY 2024-25 Adopted Budget includes the proposed COLA increase and certification pay adjustments.

RECOMMENDATION:

The following is recommended to the City Council:

1. Review and discuss the information provided;
2. Approve Item 4.3, which is captioned below; and
3. Authorize the City Manager to enter into the agreement and make administrative amendments for the duration of the agreement:

APPROVE THE COLLECTIVE BARGAINING AGREEMENT FOR INTERNATIONAL BROTHERHOOD OF ELECTRIC WORKERS LOCAL UNION NO. 659, CLERICAL AND LIBRARY, FOR FISCAL YEAR 2024-25 THROUGH FISCAL YEAR 2026-27 AND AUTHORIZE THE CITY MANAGER TO ENTER INTO THE AGREEMENT AND MAKE ADMINISTRATION AMENDMENTS FOR THE DURATION OF THE AGREEMENT