

Submitted by: Chair of the Assembly at the
Request of the Mayor
Prepared by: Employee Relations
For Reading: February 12, 2008

CLERK'S OFFICE

APPROVED

Date: 2-26-08
IMMEDIATE RECONSIDERATION
FAILED 2-26-08

ANCHORAGE, ALASKA

AR NO. 2008- 25

**A RESOLUTION RATIFYING A THREE YEAR & FOUR MONTH COLLECTIVE
BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE
AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 959.**

WHEREAS, the current collective bargaining agreement between the Municipality of Anchorage (hereinafter "MOA") and the International Brotherhood of Teamsters, Local 959, (hereinafter "L-959") expired August 31, 2007; and

WHEREAS, L-959 and MOA entered into good faith negotiations that resulted in a ratified collective bargaining agreement through December 31, 2010; and

WHEREAS, Anchorage Municipal Code section 3.70.130 requires Assembly ratification of any negotiated bargaining agreement ratified by the represented employees covered hereunder; and

WHEREAS, it is in the best interest of the MOA and L-959 for this labor agreement to be subject to the public review and approval process in order to foster good labor-management relationships; and

WHEREAS, the Administration recommends ratification of this negotiated contract as set forth in the Assembly Memorandum attached hereto; now, therefore,

THE ANCHORAGE MUNICIPAL ASSEMBLY RESOLVES:

Section 1. The collective bargaining agreement between the Municipality of Anchorage and the International Brotherhood of Teamsters, Local 959, attached hereto and described in the Assembly Memorandum submitted herewith, is ratified by the Assembly.

Section 2. This resolution shall become effective immediately upon its passage and approval by the Assembly.

PASSED AND APPROVED by the Anchorage Assembly this 26th day of February 2008.

Chair

ATTEST:

Brian E. Jensen
Municipal Clerk

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- Utilities

AR Number: 2008-25

Title: A RESOLUTION RATIFYING A THREE YEAR & FOUR MONTH
COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS, LOCAL 959.

Sponsor: Mayor

Preparing Agency: Employee Relations

Others Impacted: SWS Customers and SWS's Employees Represented by the IBT Local No. 959

CHANGES IN EXPENDITURES AND REVENUES:

(In Thousands of Dollars)

	FY08	FY09	FY10
Operating Expenditures:			
1000 Personal Services	\$52	\$105	\$153-172
2000 Supplies			
3000 Other Services			
4000 Debt Service			
5000 Capital Outlay			
TOTAL DIRECT COSTS	\$52	\$105	\$153-172
Add: 6000 Charges from Others			
Less: 7000 Charges to Others			
FUNCTION COST:	\$52	\$105	\$153-172

REVENUES:

CAPITAL:

POSITIONS: FT/PT and TEMP

PUBLIC SECTOR ECONOMIC EFFECTS:

Employee costs represented here reflect only Solid Waste Services employees. The contract provides for competitive salary and benefits that will help to attract and retain employees to meet the needs of the citizens of Anchorage for the present and into the future. Benefit costs are included in wages. This contract expires 12/31/10. All financial components are effective January 1, 2008, even though the previous contract actually expired August 31, 2007.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

Prepared by: David Otto, Employee Relations Telephone: 343-4399

MUNICIPALITY OF ANCHORAGE
Summary of Economic Effects -- General Government

AR Number 2008-25

Title: A RESOLUTION RATIFYING A THREE YEAR & FOUR MONTH COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 959.

Sponsor: Mayor
Preparing Agency: Employee Relations
Others Impacted: Public Transportation

CHANGES IN EXPENDITURES AND REVENUES:

(In Thousands of Dollars)

	<u>FY08</u>	<u>FY09</u>	<u>FY10</u>		
Operating Expenditures					
1000 Personal Services	\$259	\$520	\$762-851		
2000 Non-Labor					
3900 Contributions					
4000 Debt Service					
TOTAL DIRECT COSTS:	<u>\$259</u>	<u>\$520</u>	<u>\$762-851</u>		
Add: 6000 Charges from Others					
Less: 7000 Charges to Others					
FUNCTION COST:	<u>\$259</u>	<u>\$520</u>	<u>\$762-851</u>		
REVENUES:					
CAPITAL:					
POSITIONS: FT/PT and Temp					

PUBLIC SECTOR ECONOMIC EFFECTS:

Employee costs represented here reflect only Public Transportation Department employees. The contract provides for competitive salary and benefits that will help to attract and retain employees to meet the needs of the citizens of Anchorage for the present and into the future. Benefit costs are included in wages. This contract expires 12/31/10. All financial components are effective January 1, 2008, even though the previous contract actually expired August 31, 2007.

PRIVATE SECTOR ECONOMIC EFFECTS:

None

Prepared by: David Otto, Employee Relations

Telephone: 343-4399



MUNICIPALITY OF ANCHORAGE

ASSEMBLY MEMORANDUM

No. AM 98-2008

Meeting Date: February 12, 2008

1 **FROM: MAYOR**
2
3 **SUBJECT: A RESOLUTION APPROVING AND RATIFYING A**
4 **THREE YEAR & FOUR MONTH COLLECTIVE**
5 **BARGAINING AGREEMENT BETWEEN THE**
6 **MUNICIPALITY OF ANCHORAGE AND THE**
7 **INTERNATIONAL BROTHERHOOD OF TEAMSTERS,**
8 **LOCAL 959.**
9

10 The Administration is proud to announce it reached an agreement on a three year, 4-month
11 collective bargaining agreement (CBA) with the International Brotherhood of Teamsters, Local
12 959 (L-959). This agreement accomplishes all seven Assembly objectives, as set forth in
13 AR 2007-84, and compares favorably with the recent public negotiations. For instance, this three
14 year contract is much less expensive than the State of Alaska (SOA) and the Anchorage School
15 District's recent bargained contracts. The SOA beginning year salary increases from 3% to 5 %
16 with all the out years at 3% each year; this is a cost savings compared to other public bargained
17 agreements.
18

19 Although the contract is described in detail below, including full compliance with the Assembly
20 bargaining guidelines, it is important to recognize the ratification vote means our Teamsters'
21 employees agree this is a fair and equitable agreement. The cost saving associated with labor
22 peace is profound as it allows employees to focus on service to the public and not on personal
23 concerns of employment.
24

25 The changes most pertinent to the direction contained in AR 2007-84 are as follows:
26

- 27 • Freezes the Service Recognition Program (SRP) for those employees currently receiving
28 SRP and introduces a performance pay system. This action eventually eliminates SRP
29 through attrition
- 30 • Requires employees to pay 50% of cost increases in health benefits for 2009 and 2010
- 31 • Eliminates MOA's supplemental Injury Leave compensation
- 32 • Wage rates: 2.7% in 2008; 3.0% in 2009; previous year CPI-U (minimum of 2.5% and
33 maximum of 3.9%) in 2010.
- 34 • Numerous changes to reduce administrative burdens (e.g., elimination of injury leave,
35 freezes to non-cashable annual leave accounts and combining non-cash and annual leave
36 into one account; clarification of formulas used to pro-rate pay and benefits; elimination
37 of Blood Donation language; recognition of MOA's right to collect overpayments)
- 38 • Creates a Union leave bank funded by employee donations with a 500 hour cap. This
39 eliminates the need for the MOA to fund negotiations and other Union business

- Introduces a health wellness program and garners Union support for employee participation
- There is no "Strike" language in this contract.
- All financials are effective on or after the first full pay period in January 2008, even though the CBA expired August 31, 2007. This represents an additional four month savings

**THE ADMINISTRATION RECOMMENDS APPROVAL OF A
RESOLUTION RATIFYING A THREE YEAR & FOUR MONTH
COLLECTIVE BARGAINING AGREEMENT BETWEEN THE
MUNICIPALITY OF ANCHORAGE AND THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS, LOCAL 959.**

Prepared by: Employee Relations Department
Approved by: David Otto, Employee Relations Director
Concur: Mike Abbott, Municipal Manager
Respectfully submitted: Mark Begich, Mayor

Content ID: 005980**Type:** AR_AllOther - All Other Resolutions**Title:** Teamsters Contract**Author:** maglaquijp**Initiating Dept:** ER**Description:** AR's and AM for Teamsters Contract**Date Prepared:** 1/31/08 2:05 PM**Director Name:** David K. F. Otto**Assembly Meeting Date:** 2/12/08**Public Hearing Date:** 2/26/08

Workflow Name	Action Date	Action	User	Security Group	Content ID
MuniMgrCoord_SubWorkflow	2/1/08 2:20 PM	Approve	Heather Handyside	Public	005980
MuniMgrCoord_SubWorkflow	2/1/08 2:18 PM	Checkin	Joy Maglaqui	Public	005980
MuniManager_SubWorkflow	2/1/08 12:04 PM	Approve	Michael Abbott	Public	005980
ER_SubWorkflow	1/31/08 4:38 PM	Approve	David Otto	Public	005980
AllOtherARWorkflow	1/31/08 4:38 PM	Checkin	Jafra White	Public	005980
AllOtherARWorkflow	1/31/08 2:30 PM	Checkin	Jafra White	Public	005980
AllOtherARWorkflow	1/31/08 2:23 PM	Reject	System Administrator	Public	005980
AllOtherARWorkflow	1/31/08 2:19 PM	Checkin	Jafra White	Public	005980