

RESOLUTION NO. R21-76

A RESOLUTION OF THE CITY COUNCIL APPROVING A MEMORANDUM OF UNDERSTANDING TO IMPLEMENT THE TWO-YEAR WAGE AND BENEFIT AGREEMENT NEGOTIATED BETWEEN THE CITY OF LAUREL AND LOCAL UNION LOCAL 316, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFSCME.

WHEREAS, the City of Laurel and the above Union previously negotiated a three year contract (“CBA”) which required further negotiation of wages and benefits for the second and third years of the contract; and

WHEREAS, the negotiating teams met and successfully negotiated the final two years of wages and benefits to be included in the parties’ CBA; and

WHEREAS, the Union and Library Board both approved the negotiated wage and benefit package on behalf of their respective members and entities as contained in the attached Memorandum of Understanding (“MOU”); and

WHEREAS, the City Council must next approve the attached MOU in order to finalize and implement the agreement between the parties.

NOW THEREFORE BE IT RESOLVED by the City Council of the City of Laurel, Montana:

Section 1: Approval. The attached agreement between the City of Laurel and the Union is hereby approved. In accordance with the terms of the agreement, such approval is retroactive to July 1, 2021.

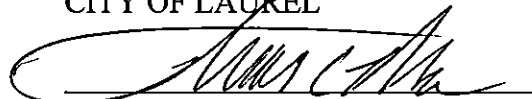
Section 2: Execution. The Mayor, Clerk-Treasurer and City’s negotiating team are hereby given authority to execute said agreement on behalf of the City.

Introduced at a regular meeting of the City Council on August 24, 2021, by Council Member McGee.

PASSED and APPROVED by the City Council of the City of Laurel this 24th day of August 2021.

APPROVED by the Mayor this 24th day of August 2021.

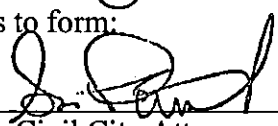
CITY OF LAUREL


Thomas C. Nelson, Mayor

ATTEST:


Bethany Langve, Clerk-Treasurer, Clerk-Treasurer

Approved as to form:


Sam Painter, Civil City Attorney

**Memorandum of Understanding
Between**

City of Laurel ("City"), Laurel Library Board of Trustees ("Library"), and the American Federation
of State, County, and Municipal Employees ("Union")

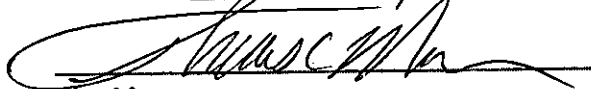
In accordance with Article XX – Terms, Amendments, and Modifications of the Agreement of the collective bargaining agreement (CBA 2020-2023), the City, Library, and Union negotiated wages and benefits for the remaining two years of the contract (7/1/2021, 7/1/2022).

City, Library, and Union agree as follows for all Union positions covered under the CBA:

1. Library Tech position base wage increase from \$15.90 to \$17.90 (Reference Library MOU, section 4).
2. Flex Plan increase from \$600 to \$650.
3. Retro pay to July 1, 2021.
4. Longevity Increase from \$7.75 to \$8.00.
5. Increase of boot allowance from \$200 to \$250.
6. Wages increase:
 - a. July 1, 2021: 3% increase to base wage
 - b. July 1, 2022: 2% increase to base wage


Consensus by all parties reached during Interest Base Bargaining negotiations with mediator from the Montana Board of Personnel Appeals on July 26, 2021 at 3:55pm.

Dated this 24th of August, 2021.



City Mayor

Dated this 24 of August, 2021.



Union President

Dated this 23 of August, 2021.



Library Board of Trustees, Chair