

RESOLUTION NO. R23-87

A RESOLUTION OF THE CITY COUNCIL APPROVING A MEMORANDUM OF UNDERSTANDING FOR THE 2023-2026 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF LAUREL AND LOCAL UNION 316, AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, AFSCME REGARDING TIMECARD PROCEDURES AND BOOT ALLOWANCE.

WHEREAS, the City of Laurel and Local Union 316, American Federation of State, County, and Municipal Employees, AFSCME (hereinafter “the Union”) have negotiated a Collective Bargaining Agreement for Years 2023-2026 (hereinafter “the CBA”), which has already been approved by the City and the Union;

WHEREAS, the City and the Union have agreed to memorialize certain additional provisions of the Union employees’ employment by way of a Memorandum of Understanding, attached hereto and fully incorporated herein (hereinafter “the Timecard Procedure and Boot Allowance MOU”), and formalize them in the MOU;

WHEREAS, these terms specifically apply to Timecard Procedures and a Boot Allowance for Union Members and do not modify any other terms and conditions of the CBA or other MOUs entered into between the City and the Union; and

WHEREAS, City personnel and Union personnel have agreed that the MOU is in the best interests of both parties.

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

Section 1: Approval. The Timecard Procedure and Boot Allowance MOU between the Union and the City is hereby approved and effective upon the date written herein.

Section 2: Execution. The Mayor is hereby given authority to execute the MOU on behalf of the City.

Introduced at a regular meeting of the City Council on the 28th day of November, 2023, by Council Member Mize.

PASSED and APPROVED by the City Council of the City of Laurel the 28th day of November, 2023.

APPROVED by the Mayor the 28th day of November, 2023.



CITY OF LAUREL

Dave Waggoner, Mayor

ATTEST:

Kelly Strecker, Clerk-Treasurer

APPROVED AS TO FORM:

Michele L. Braukmann, Civil City Attorney

MEMORANDUM OF UNDERSTANDING
BETWEEN City of Laurel, Laurel Library Board of Trustees, American Federation of State, County and
Municipal Employees (AFSCME) Local 316
VACATION/SICK/COMP TIMECARD PROCEDURE & BOOT ALLOWANCE

Date: November 9, 2023

Regards: Contract Adjustments Acknowledging Past and Current Practice

Items:

Article XI - Annual Vacation Leave, Section 10.

"Vacation charges and credits shall be charged to the nearest ~~full~~ half hour."

Article XII - Sick Leave, Section 8.

"Sick leave charges and credits shall be charged to the nearest ~~full~~ half hour."

Article XV – Health, Safety and Welfare, Section 4, subsection a.

" ... The City shall only be responsible to pay ~~\$200~~ \$250 toward the purchase of safety footwear. Any amount above the ~~\$200~~ \$250 shall be paid by the Employee."

Explanation:

Annual/Sick/Comp: Past Practice and current practice for years has been employees rounding to the nearest half hour, not full hour. This mistake was noticed in the contract in October and both the City and Union have a desire for the contract language and practice to be the same and clear.

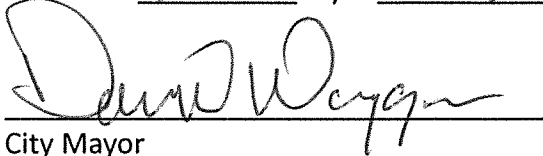
Boot Allowance: The Boot Allowance was increased to \$250 during the 2021 fiscal package of the 2020-2023 Collective Bargaining Agreement during the session concluded on July 26, 2021 at 3:55pm. MOU attached. This update fully clarifies the language that should have been updated back in 2021.

This MOU is tied to the Collective Bargaining Agreement dated 2023-2026 as it modifies specific language present in that document. This MOU will dissolve when the language is either left static or re-negotiated in 2026.

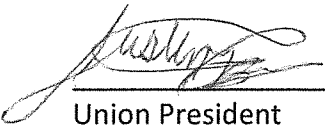
This MOU does not modify any portions of the CBA unless specifically noted above; and all provisions remain in effect as negotiated.

ATTEST:

Dated this 28th day of November, 2023


City Mayor

Dated this 16 day of November, 2023



Union President