

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2021-620

Introducer/Sponsor(s): Council President at the request of the Mayor

Date of Introduction: September 14, 2021

Committee(s) of Reference: TEU, F, R

Date of Analysis: September 16, 2021

Type of Action: Approving collective bargaining agreement

Bill Summary: The bill approves the collective bargaining agreement between the City and Laborers' International Union of North America (LIUNA) for the period of October 1, 2021 through September 30, 2024.

Background Information: LIUNA represents approximately 300 City workers, including part-time workers. The agreement provides for general wages increases of 3.0% effective October 1, 2021, 2.5% effective October 1, 2022, and 2.5% effective October 1, 2023, as well as two premium payments of \$2,500.00 payable in October 2021 and October 2022 in recognition of employee performance during the COVID-19 pandemic. It increases the meal allowance to \$8 and increases the safety shoe allowance to \$140. The maximum bereavement/funeral leave for nieces and nephews is increased from 2 to 3 days. A new article allows employees eligible to retire to fund their Deferred Compensation Program with leave time they do not plan to use in a fiscal year. Parents are added to the definition of "immediate family" for purposes of using Critical Emergency Leave Bank (CELB) hours and the number of CELB hours paid to an employee upon retirement is increased to 60 after 20 years of service.

Policy Impact Area: Collective bargaining

Fiscal Impact: The estimated annual cost for the LIUNA agreement is \$1 million for FY22 and FY23 and \$300,000 for FY24.

Analyst: Clements