

Sponsored by: Council Member Pruhs  
Introduced: February 8, 2016

**ORDINANCE NO. 6006**

**AN ORDINANCE RATIFYING A LABOR AGREEMENT BETWEEN  
THE CITY OF FAIRBANKS AND THE AFL-CIO CRAFTS COUNCIL**

**WHEREAS**, the three-year collective bargaining agreement between the City of Fairbanks and the AFL-CIO Crafts Council, effective January 1, 2014 through December 31, 2016, includes "reopener" provisions for wages and benefits for years two and three (2015 and 2016); and

**WHEREAS**, the AFL-CIO and City's negotiating team have reached a tentative agreement on 2016 wages and benefits, plus other administrative changes to the CBA.

**NOW, THEREFORE, BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF FAIRBANKS, ALASKA, as follows:**

**SECTION 1.** That the attached Letter of Agreement, detailing wage and benefit terms for 2016 and other administrative changes to the original 2014 – 2016 collective bargaining agreement between the City and the AFL-CIO Crafts Council, is hereby ratified.

**SECTION 2.** That this ordinance becomes effective upon ratification of the Letter of Agreement by both parties.

**SECTION 3.** That once ratified, the terms of the Letter of Agreement are effective as of January 1, 2016.

**SECTION 4.** That the City's 2016 operating budget will be amended to include the increased expenditures as reflected in the attached fiscal note.

**John Eberhart, City Mayor**

**AYES:** Huntington, Matherly, Pruhs, Cleworth

**NAYS:** None

**ABSENT:** Gatewood, Walley

**ADOPTED:** February 22, 2016

**ATTEST:**

**APPROVED AS TO FORM:**

**D. Danyielle Snider, CMC, City Clerk**

**Paul J. Ewers, City Attorney**

**CITY OF FAIRBANKS**  
**FISCAL NOTE**

**I. REQUEST:**

Ordinance or Resolution No: 6006

Abbreviated Title: AFLCIO 1.1% Increase

Department(s): Public Works and Engineering (1 individual)

Does the adoption of this ordinance or resolution authorize:

1) additional costs beyond the current adopted budget? Yes X No \_\_\_\_\_

2) additional support or maintenance costs? Yes \_\_\_\_\_ No X

If yes, what is the estimate? \_\_\_\_\_

3) additional positions beyond the current adopted budget? Yes \_\_\_\_\_ No X

If yes, how many positions? \_\_\_\_\_

If yes, type of positions? \_\_\_\_\_ (F - Full Time, P - Part Time, T - Temporary)

**II. FINANCIAL DETAIL:**

<b>PROJECTS:</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>Total</b>
Public Works AFLCIO member increase	\$45,630	\$45,630	\$45,630	\$136,890
Engineering AFLCIO member increase (1 employee)	\$493	\$493	\$493	\$1,479
				\$0
				\$0
				\$0
				\$0
<b>TOTAL</b>	<b>\$46,123</b>	<b>\$46,123</b>	<b>\$46,123</b>	<b>\$138,369</b>

<b>FUNDING SOURCE:</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>Total</b>
General Fund	\$46,123	\$46,123	\$46,123	\$138,369
	\$493	\$493	\$493	\$1,479
				\$0
<b>TOTAL</b>	<b>\$46,616</b>	<b>\$46,616</b>	<b>\$46,616</b>	<b>\$139,848</b>

The 1.1% increase carries forward in perpetuity. The Engineer cost is net of grant recoveries.

Reviewed by Finance Department:

Initial CR

Date \_\_\_\_\_

1/25/2016

**Letter of Agreement**

**City of Fairbanks (COF)**

**and**

**Fairbanks AFL-CIO Crafts Council (the Union)**

The three-year collective bargaining agreement (CBA) between the City of Fairbanks and the AFL-CIO Crafts Council, effective January 1, 2014 through December 31, 2016, included “reopener” provisions for wages and benefits for years two and three (2015 and 2016).

The City’s negotiating team and AFL-CIO have reached a tentative agreement on 2016 wages and benefits, plus other administrative changes to the current CBA.

**THE CITY AND AFL-CIO HEREBY AGREE AS FOLLOWS:**

**Article 1. DURATION, MODIFICATIONS AND CHANGES**, Section 1.1 is amended as follows:

- 1.1 This agreement shall become effective on January 1, 2014, and shall remain in effect until December 31, ~~2017~~2016. Any retroactivity contained herein shall affect only those employees covered by this Agreement and actually employed by the Employer on the effective date of this Agreement.

**Article 6. WORKING RULES**, Section 6.3(d) is amended as follows:

- (d) Employees who work overtime may elect, in lieu of being paid overtime, to accrue compensatory time at the rate of 1.5 hours for every hour of overtime. Compensatory time may be taken and used in the same manner and terms as Personal Leave (when mutually agreeable by the employee and Department Head). **Employees may carry 80 hours of comp time into the next calendar year. If Any comp time over 80 hours that is** not fully scheduled or used by December 31st of each year, ~~compensatory time balances~~ will be paid by the City to the employee.

**Article 23. SCHEDULE “A” WAGES**, Sections 23.1 and 23.3 are amended as follows:

**Section 23.1** – The following language shall be added to Section 23.1:

**Effective January 1, 2016, employees will receive a 1.1% increase to the 2015 package rate.**

**Section 23.3** is amended as follows:

23.3 This Agreement is effective until December 31, ~~2017~~2016 PROVIDED THAT the parties agree to reopen negotiations on the economic issues only for 2015 and 2016. Such negotiations will commence in October of 2014 for 2015 and 2015 for 2016. The parties agree to a full contract opener for 2017 to commence in October of 2016. The parties agree to utilize mediation and arbitration if the reopened negotiations result in impasse.

**This letter of agreement was ratified by Union membership on February 2, 2016, and approved by the City Council by approval of Ordinance No. 6006 on February 22, 2016.**

SIGNED FOR THE FAIRBANKS  
AFL-CIO CRAFTS COUNCIL:

SIGNED BY THE CITY OF FAIRBANKS

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Lake Williams  
President, AFL-CIO Crafts Council  
Business Representative, IUOE 302

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Paul J. Ewers  
City Attorney

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Kevin Pomeroy  
Business Manager, Laborers 942

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JB Brainerd  
Deputy City Attorney

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Laird Grantham  
Business Manager, Carpenters 1243

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Kyle Perry  
Business Representative, Pipefitters 375

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Eileen Whitmer  
Business Manager, Teamsters 959

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Doug Tansy  
Business Representative, IBEW 1547