

Sponsored by: Mayor Eberhart
Introduced: April 6, 2015

ORDINANCE NO. 5972

**AN ORDINANCE AMENDING THE COLLECTIVE BARGAINING
AGREEMENT BETWEEN THE CITY OF FAIRBANKS AND THE
FAIRBANKS AFL-CIO CRAFTS COUNCIL**

WHEREAS, the City of Fairbanks and the Fairbanks AFL-CIO Crafts Council ratified a collective bargaining agreement (CBA), effective January 1, 2014 through December 31, 2016; and

WHEREAS, changes to the collective bargaining agreement are subject to member ratification and City Council approval; and

WHEREAS, the City Public Works Department wishes to improve efficiencies and reduce operating costs by creating a new Service Oiler job classification; and

WHEREAS, the new Service Oiler job classification, when filled with a temporary employee, will be paid at 70% of the Mechanic scale rate, resulting in a cost savings to the City; and

WHEREAS, the Service Oiler will perform very routine “apprentice-level” mechanic duties, such as oil and tire changes, lubrication, replacing headlights, turn signals, safety lights and cleaning the work areas, thus allowing the highly-trained and skilled mechanics to focus on technical maintenance and more complicated repair tasks in maintaining the City vehicle fleet; and

WHEREAS, this new job classification will be filled by currently-funded temporary employees, resulting in no increase to permanent staffing and no required increase in the City Public Works operating budget; and

WHEREAS, the AFL-CIO has tentatively agreed that the City may create this new job classification to be filled with temporary personnel on an as-needed basis.

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

SECTION 1. The Letter of Agreement amending the current CBA between the City of Fairbanks and the AFL-CIO Crafts Council and the accompanying job description, attached as Exhibit A, is approved and ratified.

SECTION 2. The effective date of this Ordinance will be the 25th day of April 2015.

John D. Wallin for Mayor Eberhart
John Eberhart, City Mayor

AYES: Gatewood, Walley, Pruhs, Matherly, Staley, Cleworth
NAYS: None
ABSENT: None
ADOPTED: April 20, 2015

ATTEST:

APPROVED AS TO FORM:

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

Paul J. Ewers
Paul J. Ewers, City Attorney

Letter of Agreement

City of Fairbanks (City)

and

Fairbanks AFL-CIO Crafts Council (the Union)

The City and Union entered a three-year collective bargaining agreement (CBA), effective January 1, 2014 through December 31, 2016. The City and the Union have agreed to amend the January 1, 2014 CBA to create a new occupational classification.

THE CITY AND AFL-CIO HEREBY AGREE AS FOLLOWS:

SERVICE OILER CLASSIFICATION

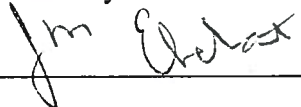
A. The Parties agree to the addition of a temporary "Service Oiler" classification. The Parties agree to extend by reference the terms of the current CBA, section 22 'Temporary Employees' to this LOA.

B. The "Service Oiler" classification wage rate will be equal to seventy percent (70%) of the current Mechanic wage and one hundred percent (100%) of the current fringe benefit allocations.

It is the understanding of the AFL-CIO that the City Public Works Department intends to pursue conversion of this temporary Service Oiler position to a full time position using currently programmed temporary labor funding, pursuant to Mayor and Council approval.

The terms of this LOA are to continue for the duration of the January 1, 2014 CBA. Either party may terminate this LOA by providing thirty (30) days written notice to the other party.

For the City:


_____, Mayor

Date: 21 April 2015

For the Union:



Date: 4/21/15

NOTICE OF POSITION VACANCY AND JOB CLASSIFICATION

AFL-CIO - OPERATORS

IN-HOUSE BID

DATE: March 10, 2015 CLOSSES: Open Until Filled
TO: All Interested AFL-CIO Personnel
FROM: Personnel Department/City of Fairbanks
POSITION: Service Oiler/Mechanic Helper
CLASSIFICATION NO: PAY SCALE: 70% of Equipment Mechanic
DEPARTMENT: Public Works

NATURE OF WORK

The positions of this class are responsible for performing preventative maintenance and general maintenance of a mechanical and hydraulic nature designed to insure the effective functioning of gasoline or diesel powered vehicles and equipment, including automobiles, trucks, tractors, graders, bulldozers and related construction and road maintenance equipment.

ESSENTIAL JOB FUNCTIONS

- 1) Employees are required to have basic understanding of automotive systems and parts, and are expected to perform monthly, quarterly and annual basic servicing of equipment.
- 2) Depending on the shop requirements, employees may be assigned to assist other technicians with repairs on equipment.
- 3) Responsible for assisting with the mechanical servicing of vehicles and equipment, to ensure the proper functioning of all vehicles and equipment to include but not limited to the following:
 - a. Grease moving parts on vehicles, trucks and equipment
 - b. Check and add fluids as required
 - c. Perform oil changes on all equipment
 - d. Inspect belts, lights, glass, tires and other parts for wear and tear
 - e. Clean work areas to assist with efficient and safe environment

- 4) Work is performed under the general direction of a maintenance supervisor, lead worker or mechanic; work is reviewed based on quality and timeliness depending on the type equipment serviced.
- 5) Assists equipment mechanic as directed with preventative maintenance and general mechanical overhaul and repair work on automobiles, trucks, tractors, graders, bulldozers and related construction and maintenance equipment through the inspection, adjustment and replacement of parts to insure the effective functioning of equipment.
- 6) Assists equipment mechanic as directed to diagnostic inspection of engines using electronic or mechanical analyzing equipment in performing engine tune ups to meet manufacturer's specifications.
- 7) Assists equipment mechanic as directed to adjust and replace components and related parts in clutch systems, main bearing assemblies, cooling, fuel and exhaust systems, valves, pistons and other related items.
- 8) Assists equipment mechanic as directed in preventative maintenance on gas or diesel equipment by checking, repairing or replacing brakes, lights, doors, windows, steering gear, fuel pumps, carburetors, generators, alternators and other related parts.
- 9) Assists equipment mechanic as directed in the repair and overhaul of transmissions, differentials, front and rear axle assemblies and ignition systems.
- 10) Assists equipment mechanic in welding, fabrication and modification of parts as directed.
- 11) Performs a variety of manual maintenance duties as assigned to include general shop housekeeping, trash removal and washing vehicles and equipment.
- 12) Uses issued personal protective equipment as directed.

The preceding examples are representative of assignments performed by this class and are not intended to be all inclusive.

KNOWLEDGE, SKILLS AND ABILITIES

These factors will be the basis for selecting those qualified candidates to be interviewed. Candidates selected for employment must satisfactorily demonstrate possession of these factors during a prescribed probationary period for continued employment.

DEMONSTRATE:

- 1) Knowledge of tools, equipment and technology used in the repair and maintenance of motorized equipment.
- 2) Knowledge of occupational hazards and safety precautions of the mechanical trade.
- 3) Knowledge of hydraulic systems and automatic transmissions.

- 4) Skill in safe use and care of tools, equipment and materials of the mechanical trade.
- 5) Ability to understand and carry out oral and written instructions and interpret plans, sketches and repair manuals.
- 6) Ability to work independently while performing regular work duties.
- 7) Ability to work any shift assigned, to work overtime and to work out-of-doors for extended periods under unfavorable weather conditions.
- 8) Ability to establish and maintain effective working relations with supervisors and other employees.
- 9) Must be punctual and dependable.
- 10) Must be courteous and tactful with the public.
- 11) Ability to accept temporary job assignments out of normal field of work such as: driving dump trucks and other equipment, assisting at burials, assisting on boiler trucks and street striping, operating portable pumps in flooded streets and throwing garbage bags on packer trucks in midwinter.

MINIMUM REQUIREMENTS:

Persons applying for this position should have the following experience and/or training:

High school diploma or equivalent preferred

Must have ability to interpret and apply verbal and written instructions

Employee must furnish all mechanics' tools normally furnished by employees in the trade.

Possession of sufficient physical strength, agility and dexterity to perform all the work of this class and from time to time, perform assigned manual tasks requiring heavy physical exertion.

Possess and maintain a valid State of Alaska Class B Commercial Driver's License in accordance with the Commercial Motor Vehicle Safety Act of 1986.

Individuals interested in applying for this position should contact the City of Fairbanks Human Resources Department at 800 Cushman Street, Fairbanks, Alaska 99701, phone 459-6780.

WORK ENVIRONMENT AND PHYSICAL EFFORT

Performs duty in a variety of conditions; generally unpleasant areas with the most disagreeable extremes of heat, cold, dirt, noise, fumes, etc. which are continuous and expose the employee to combinations of elements and factors; up to 3/4 of time is spent standing or walking; major health and accident/hazard risk; and requires sustained periods of heavy lifting, crouching, stooping or stretching, pushing or pulling (50+ lbs.).

The City of Fairbanks is an Equal Opportunity Employer.

JOHN EBERHART
City Mayor

RE:

Employee Signature

Date

Supervisor Signature

Date