

**Charlotte County Board Of County Commissioners
Agenda Item Summary**

Item Number: K- 1

1 DEPARTMENT MAKING REQUEST

Human Resources

2 MEETING DATE

10/14/2014 9:00:00 AM

3 REQUESTED MOTION/ACTION

Approve a re-opener agreement with the Affiliate Local 1010, District Council 78, of the International Union of Painters and Allied Trades (IUPAT), AFL-CIO for the purpose of wages and benefits. The memorandum of agreement grants an increase of 3% to the employee's base pay, exclusive of any additional pay, effective October 8, 2014 which will be reflected on the paycheck dated October 31, 2014. The union ratified the agreement on September 30, 2014.

An increase of 3% to the employee's base pay will also be applicable for non-bargaining (regular full-time and part-time) employees, exclusive of any additional pay, effective October 8, 2014 which will be reflected on the paycheck dated October 31, 2014.

4 AGENDA

Consent

5 IS THIS ITEM BUDGETED (IF APPLICABLE) - Yes

Budget Action

Any costs associated with implementation are budgeted within respective departments' operating budgets.

Financial Impact Summary Statement

Any costs associated with implementation are budgeted within respective departments' operating budgets.

Detailed Analysis Attached - No

Budget Officer-

6 BACKGROUND (Why is this Action Necessary, and What Action will be accomplished)

Approve a re-opener agreement with the Affiliate Local 1010, District Council 78, of the International Union of Painters and Allied Trades (IUPAT), AFL-CIO for the purpose of wages and benefits. The memorandum of agreement grants an increase of 3% to the employee's base pay, exclusive of any additional pay, effective October 8, 2014 which will be reflected on the paycheck dated October 31, 2014. The union ratified the agreement on September 30, 2014. An increase of 3% to the employee's base pay will also be applicable for non-bargaining (regular full-time and part-time) employees, exclusive of any additional pay, effective October 8, 2014 which will be reflected on the paycheck dated October 31, 2014.

The County and IUPAT will have met their obligations to bargain the contractual re-opener under Article 31.1 for Fiscal Year 2014-15.

ATTACHMENTS:

Name:

Description:

Type:

[MOA Signed 9-4-14.pdf](#)

Memorandum of Agreement

Backup
Material

**Memorandum of Agreement
between
Charlotte County Board of County Commissioners
and
Local 1010 of the International Union of Painters and Allied Trades
AFL-CIO**

This Memorandum of Agreement (MOA) is entered into by and between the Charlotte County Board of County Commissioners (the County) and Local 1010 of the International Union of Painters and Allied Trades, AFL-CIO (Union).

The Effective Date of this MOA is the date on which it is fully executed.

WHEREAS, the County has proposed a budgeted increase in wages; and

WHEREAS, the County has requested a re-opener for Article 28.5 – Health Care Benefits pursuant to the language in Article 31.1. The Union has requested a re-opener for Article 29 – Pay pursuant to the language in Article 31.1; and

WHEREAS, both parties agree that any agreement reached for this re-opener is non-precedent setting for the purposes of past practice, fulfilling the requirements to bargain under Article 31.1 for Fiscal Year 2014-15.


NOW THEREFORE, the parties agree to:

1. An increase of 3% to the employee's base pay, exclusive of any additional pay, shall be effective October 8, 2014 which will be reflected on the paycheck dated October 31, 2014, upon ratification of this agreement.
2. No changes to Article 28.5 – Health Care Benefits for Fiscal Year 2014-15.

**International Union of Painters and
Allied Trades, District Council 78
Local 1010, AFL-CIO**



Debra Greco
Business Representative

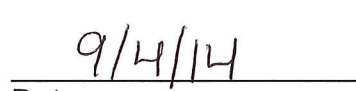


Date

**Charlotte County, Florida
Board of County Commissioners**



Heather Bacus
Human Resources Director



Date