

March 25, 2021

MEMORANDUM TO: Councilmember Elizabeth C. Brown
Finance Committee Chair

FROM: Joe A. Lombardi *JAL*
Finance and Management Director

SUBJECT: Financial Impact of Tentative CWA Contract (2020-2023)

The 2020-2023 collective bargaining agreement between the City of Columbus and the-Communication Workers of America (CWA) is presented for City Council's acceptance. The agreement represents more than 1,600 full-time and part-time employees. The current collective bargaining agreement expired on April 23, 2020, and the succeeding agreement will be retroactive to April 24, 2020, and be effective through April 23, 2023.

The stipulations contained in the agreement will have an aggregate cost of approximately \$8,114,687. The general fund portion of this cost is approximately 16% or \$1,282,121. The majority of the expense is attributed to an across-the-board wage increase of 2.5% in year 2 and 3.0% in year 3 of the contract.

Across the board wage increases of 2.5% and 3.0% will be effective April 18, 2021, and April 17, 2022, respectively. Additionally, the cost of second and third/rotating shift differentials will increase from prior agreement levels by \$0.10, effective in 2021. Sick leave reciprocity increased to 80 hours from 72 hours. There will be a one-time increase of \$100 in each service credit tier effective in 2021 and for the remainder of the contract.

The attached worksheet illustrates the costs and savings associated with the various stipulations contained within the proposed collective bargaining agreement. If you have any questions specific to the financial aspects of this contract, please contact Heather Treanor (645-7038), Azad Farzin (645-3016), or myself.

Attachment

C: Andrew J. Ginther, Mayor
Ken Paul, Chief of Staff
Kate Pishotti, Deputy Chief of Staff
Nichole Brandon, Human Resources Director
Brooke Carnevale, Deputy Director Human Resources
Jennifer Edwards, Chief Labor Negotiator
Christopher Moses, Labor Relations Manager
Members of City Council



Article 13 - Sick Leave Reciprocity (SLR)

The calculations below model an increase in Sick Leave Reciprocity from 72 hours to 80 hours. The examples shown grow Sick Leave Reciprocity paid in 2019 by 11% (the suggested increase available for SLR in percentage form)

		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Cumulative Total</u>
SLR	0-2.5-3 ATB	\$ 151,028	\$ 154,804	\$ 159,448	\$ 465,281

Article 17 - ATB / Shift Differential / Service Credit

Calculates the compounded cost of increasing the 2019 base salaries by 0% for Yr1, 2.5% for Yr2, and 3% for Yr3 ATB

		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Cumulative Total</u>
	<i>Full-time</i>	\$ -	\$ 3,288,663	\$ 4,045,054	\$ 7,333,718
	<i>Part-time (4 hours)</i>	-	35,119	53,852	88,971
ATB	0-2.5-3 ATB	Total \$ -	\$ 3,323,783	\$ 4,098,906	\$ 7,422,689

The scenario below calculates the increase in cost from changing the current shift differential rates: Second shift differential is increasing to \$0.67. Third shift differential is increasing to \$0.80. Rotating shift differential is increasing to

		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Cumulative Total</u>
	<i>Second Shift (7)</i>	\$ -	\$ 4,051	\$ 4,071	\$ 8,121
	<i>Third Shift (8)</i>	-	4,904	4,928	9,831
	<i>Rotating Shift (9)</i>	-	1,279	1,285	2,565
Shift Differential Increase	0-2.5-3 ATB	Total \$ -	\$ 10,234	\$ 10,284	\$ 20,517

This scenario is calculated using the higher service credit awards requested by CWA Local 4502 based on the number of employees in each category as of 2019.

		<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Cumulative Total</u>
	<i>5 Years</i>	\$ -	\$ 21,800	\$ 21,800	\$ 43,600
	<i>8 Years</i>	-	23,500	23,500	47,000
	<i>14 Years</i>	-	17,200	17,200	34,400
	<i>20 Years</i>	-	20,000	20,000	40,000
	<i>25 Years</i>	-	20,600	20,600	41,200
Service Credit Increase	Total	\$ -	\$ 103,100	\$ 103,100	\$ 206,200

Total 3 Year Contract Cost 0-2.5-3 ATB **\$ 8,114,687**

