

**RESOLUTION R-18-06**

**A RESOLUTION AUTHORIZING THE CITY MANAGER TO ENTER INTO A LABOR/MANAGEMENT COMMITTEE AGREEMENT WITH LOCAL 3228 OF THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS.**

**WHEREAS**, Local 3228 of the International Association of Fire Fighters (the "Union") requested that the City engage in the collective bargaining process with the intent that the parties enter into an agreement applicable to certain members of the Union who are employees in the City's Fire/EMS Division; and

**WHEREAS**, representatives of the Union and the City's management staff met in collective bargaining sessions on November 3, 2017 and December 18, 2017; and

**WHEREAS**, at the conclusion of the collective bargaining session on December 18, 2017, the representatives of the parties reached agreement on the terms of a Labor/Management Committee Agreement to be presented to the membership of the Union and the City Council for consideration and approval; and

**WHEREAS**, on December 29, 2017, the members of the Union met and voted to approve the Labor/Management Committee Agreement; and

**WHEREAS**, City staff recommends that the Labor/Management Committee Agreement be approved by the City Council; and

**WHEREAS**, having considered the vote by the Union to approve the Labor/Management Committee Agreement and the recommendation of the City staff, the City Council desires to authorize the City Manager to enter into the Labor/Management Committee Agreement on behalf of the City.

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI, AS FOLLOWS:**

**THAT**, the City Manager of the City of Gladstone is hereby authorized to execute the Labor/Management Committee Agreement in the form attached hereto as Exhibit A and to take such other actions as may be necessary to effectuate the intent of this Resolution.

**INTRODUCED, READ, PASSED AND ADOPTED BY THE COUNCIL OF THE CITY OF GLADSTONE, MISSOURI THIS 8<sup>th</sup> DAY OF JANUARY, 2018.**

  
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R.D. Mallams, Mayor

ATTEST:

  
\_\_\_\_\_  
Ruth Bocchino, City Clerk

Exhibit A

Labor/Management Committee Agreement

[see attached]

R-18-06

**LABOR/MANAGEMENT COMMITTEE AGREEMENT  
BETWEEN  
CITY OF GLADSTONE, MISSOURI  
AND  
LOCAL 3228  
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

Local Union No. 3228 of the International Association of Fire Fighters, AFL-CIO-CLC, herein called the "Union," and the City of Gladstone, Missouri, herein called the "City," hereby agree as follows:

1. There shall be a Labor/Management Committee consisting of three representatives from Management and three representatives from the Union. The City's representatives shall be the City Manager or his/her designee, the Director of Public Safety, and the Fire/EMS Division Chief. The Union shall be represented by regular full-time employees of the City, designated by the Union.

2. The Labor/Management Committee will strive to improve relationships between Labor and Management in all areas.

3. The City and the Union shall appoint their respective representatives to this Committee within one month after this Agreement is signed by both parties. Those representatives shall meet promptly thereafter and shall set up a schedule of regular meetings.


4. The Committee shall meet at least quarterly. The purpose of regular meetings shall include but is not limited to:

- A. Dissemination of information.
- B. Discussion of potential methods for improving any aspect of the Division's service, including efficiency of operations, overall working conditions, and employee benefits. Any representative to the Committee may present topics to be included on the agenda, for discussion during Committee meetings.
- C. Review and discussion of any revisions or potential revisions of Divisional policies or practices. All new or revised policies that impact wages, hours, or terms or conditions of employment for bargaining unit members shall be discussed by the Labor/Management Committee before being implemented, except in cases where failure to immediately implement a policy would negatively affect the Fire/EMS Division's ability to provide services to the public. Such discussions shall not be pro forma, but shall be meaningful and conducted in good faith, with due consideration of the Union's comments and input.
- D. Resolution of any dispute or problem involving any represented regular full-time or regular part-time employee or group of employees, on an informal, voluntary basis.

5. When the City wishes to adopt any new policy or procedure, or amend or revoke any existing policy or procedure that affects the wages, hours, terms or conditions of employment of bargaining unit personnel, it shall first provide an advance copy of the change to the Union, at least fifteen (15) calendar days before implementing the policy or procedure, through the Labor/Management Committee, where practical. Management will meet with the Union upon request to discuss the change via the Labor/Management Committee. The City will consider in good faith any suggestions the Union may offer, but retains the right to implement new policies or procedures, and to amend or revoke such policies or procedures, without obtaining the Union's agreement to such changes. The Union retains the right to grieve the implementation of any change at the time the change is issued, through the City's existing grievance process.

6. Special meeting dates will be set upon request, within a reasonable period after the meeting request is submitted, to address issues of an urgent nature.

So agreed this 8 day of January, 2018.

  
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Scott Wingerson  
City Manager  
City of Gladstone

  
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IAFF Local 3228

ATTEST:

 1/18/18  
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Ruth E. Bocchino  
City Clerk  
City of Gladstone