

RESOLUTION 268 - 23

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CAPE CORAL APPROVING AND RATIFYING AN AGREEMENT BETWEEN THE CITY AND THE INTERNATIONAL UNION OF PAINTERS AND ALLIED TRADES, AFL-CIO LOCAL 2301 (REPRESENTING THE SUPERVISORY UNIT) TO AMEND ARTICLE 10, WAGES, TO PROVIDE FOR A CRITICAL SKILLS PAY INCREASE, WHEN NECESSARY, FOR THE RETENTION OF EMPLOYEES; PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Supervisory bargaining unit of the International Union of Painters and Allied Trades, AFL-CIO, Local 2301 has requested, and City management has agreed, to provide an Agreement amending Article 10, Wages, of the Collective Bargaining Agreement to allow a Critical Skills increase up to 5% in order to retain employees whose retention would be to the benefit of the City; and

WHEREAS, the Agreement will take effect upon ratification and execution by the Supervisory bargaining unit of the International Union of Painters and Allied Trades, AFL-CIO, Local 2301 and the City; and

WHEREAS, the City Manager recommends that City Council approve and ratify the attached Agreement with the Supervisory bargaining unit of the International Union of Painters and Allied Trades, AFL-CIO, Local 2301.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF CAPE CORAL, FLORIDA, AS FOLLOWS:

Section 1. The City Council hereby approves and ratifies the Agreement with the Supervisory bargaining unit of the International Union of Painters and Allied Trades, AFL-CIO, Local 2301 to provide an Agreement amending Article 10, Wages, of the Collective Bargaining Agreement to allow a Critical Skills increase up to 5% in order to retain employees whose retention would be to the benefit of the City. A copy of the Agreement is attached hereto as Exhibit A.

Section 2. This Resolution shall take effect immediately upon its adoption.

ADOPTED BY THE CITY COUNCIL OF THE CITY OF CAPE CORAL AT ITS REGULAR SESSION THIS _____ DAY OF _____, 2023.

JOHN GUNTER, MAYOR

VOTE OF MAYOR AND COUNCILMEMBERS:

GUNTER _____
STEINKE _____
SHEPPARD _____
HAYDEN _____

CUMMINGS _____
WELSH _____
LONG _____
COSDEN _____

ATTESTED TO AND FILED IN MY OFFICE THIS _____ DAY OF _____, 2023.

KIMBERLY BRUNS
CITY CLERK

APPROVED AS TO FORM:



ALEKSANDR BOKSNER
CITY ATTORNEY

res/Union - General Supervisory MOU/Critical Skills



EXHIBIT A

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF CAPE CORAL
AND
INTERNATIONAL UNION OF
PAINTERS AND ALLIED TRADES, AFL-CIO, LOCAL 2301
(Representing the "Supervisory" Unit)

This Memorandum of Understanding (MOU) is made and entered into by Local Union 2301 of the International Union of Painters and Allied Trades, AFL-CIO, hereinafter referred to as "Union", and the City of Cape Coral, Florida, hereinafter referred to as "City".

WHEREAS, the City and Union are parties to a Collective Bargaining Agreement (CBA) that is in effect from October 1, 2021 through September 30, 2024; and

WHEREAS, the City has had difficulty recruiting and retaining certain positions in the Supervisory Unit; and

WHEREAS, the City and Union would like to be able to increase the salaries of certain positions in order to improve the ability to recruit and retain certain members of the Supervisory Unit of the Union.

NOW THEREFORE, Article 10 of the CBA is hereby amended to reflect as below:

Article 10
Wages


Section 11 - Critical Skills

From time to time, employment conditions and growth may impact recruitment and retention of certain employees of the City. The City may provide a Critical Skills increase up to five percent (5%) for those employees whose jobs have proven to be difficult to retain or those employees whose retention would be to the benefit of the City. This increase may only be given to an employee once in the Contract period. The Union shall be notified when a Critical Skills increase is awarded. This Critical Skills increase is available to all employees within the Supervisory Unit.

This MOU sets forth the full and complete understanding between the parties hereto with respect to the subject matter addressed herein and shall remain in full force and effect until such time that the City and Union change the terms through a subsequent MOU or Collective Bargaining Agreement.

Agreed this 20th day of September 2023.

Local Union 2301
International Unit of
Painters and Allied Trades,
AFL-CIO



David Jimenez
President, Local 2301

City of Cape Coral
(Florida)

John Gunter
Mayor

Michael Ilczyszyn
Interim City Manager

Mark Mason
Interim Human Resources Director

Attest:

Kimberly Bruns
City Clerk

Approved as to Form:

Gail G. Prosser
Assistant City Attorney