

ITEM#: 20
DATE: 09-14-21

COUNCIL ACTION FORM

SUBJECT: MEMORANDUM OF UNDERSTANDING WITH IUOE LOCAL 234 FOR CYRIDE SHIFT PREMIUM FOR MOONLIGHT EXPRESS

BACKGROUND:

The wages and benefits for CyRide transit drivers are governed by a collective bargaining agreement with the International Union of Operating Engineers (IUOE) Local 234. The current agreement is in effect until June 30, 2022. Transit driver wages are set and paid based upon this contract.

Along with many businesses in Ames and around the country, CyRide is struggling to hire and retain an adequate number of part-time drivers necessary to operate the full academic school year schedule. A particular area of concern are the shifts operating late at night as part of the Moonlight Express (MLX) service, which runs on Friday and Saturday nights from 10:30 p.m. – 3:00 a.m. when ISU is in session. MLX service is utilized by a broad spectrum of individuals needing a safe, free, and easily accessible ride at night.

Currently, CyRide has 50% of the shifts for the MLX service covered by drivers. These shifts are difficult to fill, in large part due to the late hours of operation. The union contract currently has a shift premium of \$0.50 per hour for MLX shifts. With an average MLX shift length of fewer than five hours, the total additional amount of pay is not significant. To help incentivize drivers to choose these shifts, CyRide staff believe adding an additional shift premium of \$1.50 per hour would help increase the shift benefit to a point where drivers would find these shifts more attractive. This would effectively increase the premium to \$2.00 per hour for the 2021/22 academic school year.

Due to the timing of the relevant meetings, this item is being presented for approval to the Ames City Council, subject to formal Transit Board of Trustees approval on September 15. CyRide has received informal approval from the Transit Board. Representatives of the IUOE have been consulted and approved the MOU. The City Attorney's office has also reviewed the MOU in preparation of Council's approval. With City Council approval, subject to final Transit Board approval, this new shift premium would begin on September 16. **The financial impact of the proposed change is estimated to be \$2,500.**

ALTERNATIVES:

1. Approve a Memorandum of Understanding with the International Union of Operating Engineers Local 234, authorizing an additional shift premium in the amount of \$1.50 per hour for CyRide Moonlight Express shifts.
2. Do not approve the Memorandum of Understanding.

CITY MANAGER'S RECOMMENDED ACTION:

CyRide is experiencing issues filling shifts that operate very late at night. By increasing the shift premium to an amount more likely to incentivize additional drivers, and at a low cost to the organization, CyRide is increasing opportunities with covering these shifts.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, as described above.

**Memorandum of Understanding
City of Ames
and
International Union of Operating Engineers, Local 234
Blue Collar Unit**

September 16, 2021

Article 11.1 (a)(7) of the July 1, 2019 through June 30, 2022 collective bargaining agreement between the parties contains a shift premium for Transit Drivers working Moonlight Express shifts. The current premium provides for a fifty cents (\$.50) per hour shift premium to Transit Drivers working Moonlight Express shifts. The City of Ames proposes a temporary increase in this shift premium. CyRide has had difficulties attracting drivers to fill these shifts and in order to make these shifts more appealing to Transit Drivers, the parties have agreed to increase the shift premium to two dollars (\$2.00) per hour for the remainder of the contract, ending on June 30, 2022.

This agreement does not affect shift premiums of other classifications or wages. Their premiums will remain as previously agreed upon during contract negotiations. The changes are detailed below:

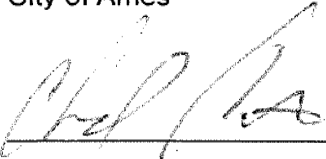
**ARTICLE 11
HOURS OF WORK, PAY RATE AND LEAVES
Effective 9/16/21 – 6/30/22**

(7) A shift premium of two dollars (\$2.00) per hour shall be paid to Transit Drivers working Moonlight Express shifts.

This provision is added to the agreement effective September 16, 2021, shall be on a trial basis, and will not be included in future bargaining agreements unless agreed to by both parties.

For the mutual benefit of the City of Ames and IUOE, both parties agree to incorporate the above-stated change to the terms agreed to in the collective bargaining agreement effective September 16, 2021.

Brian Phillips, Assistant City Manager
City of Ames



Chad Carter
IUOE Local 234 (Blue Collar)

Date



Date