



Coleman A. Young Municipal Center
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July 1, 2022

HONORABLE CITY COUNCIL:

Re: Implementation of the 2022 – 2026 Labor Agreement between the City of Detroit and the employees represented by the UAW Local 2211, Professional Attorneys Association (UAW Local 2211 - PAA)

The Labor Relations Division is recommending your Honorable Body’s official approval of the 2022 - 2026 Master Agreement between the City of Detroit and the UAW Local 2211 – PAA.

The Master Agreement covers wages, hours, and other basic conditions of employment from July 1, 2022 through June 30, 2026. It has been signed by all parties concerned and meets with the approval of the Labor Relations Division.

We therefore respectfully request that your Honorable Body adopt the following resolution with a Waiver of Reconsideration.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "H. Berry", with a stylized flourish at the end.

Hakim W. Berry
Chief Operating Officer

By Council Member _____:

WHEREAS, the City of Detroit and the UAW Local 2211 – PAA have met the standards for recognition as exclusive agents for their members in the employ of the City of Detroit under Public Act 336 of 1947, as amended, and

WHEREAS, the Labor Relations Division, under the direction of the Mayor, is authorized and directed by the City Charter to act for the City of Detroit in negotiation and administration of collective bargaining agreements, and

WHEREAS, the Labor Relations Division and the UAW Local 2211 – PAA have met and negotiated this labor agreement which cover wages, hours, and other economic conditions of employment through June 30, 2026.

NOW, THEREFORE, BE IT RESOLVED, that the Master Agreement between the City of Detroit and the UAW Local 2211 – PAA, be and is hereby approved and confirmed in accordance with the foregoing communication.

**2022 - 2026 LABOR AGREEMENT
BETWEEN THE
CITY OF DETROIT
AND
UAW LOCAL 2211 – PROFESSIONAL ATTORNEYS ASSOCIATION**

SUMMARY OF CHANGES

Article 2. Union Recognition

- ◆ Added new title called Associate Assistant Corporation Counsel.

Article 6 Dues and Fee Check Off

- ◆ Within fourteen days of proper submission of any form authorizing, revoking, or opting out of authority for the City to deduct union dues, the City shall provide the Union with a copy of the form submitted by the bargaining unit member.
- ◆ Language Change to reflect U.S. Supreme Court Decision in **Janus v AFSCME**

Article 8 Grievance and Arbitration

- ◆ Allow for the substitute of a designee in place of the Labor Relations Director.
- ◆ Added language to include an Expedited Arbitration process for a fast-track system for discharge grievance.

Article 11 Health and Safety

- ◆ Added language to include regulations, administrative and/or executive orders.
- ◆ Added language regarding safe workplace policies, work guidelines and testing for contagious diseases or hazardous materials.

Article 12 Seniority

- ◆ Reduced the layoffs period from four (4) years to three (3) years to conform with changes to the Civil Service Reduction in Force Rules.

Article 14 Reduction in Force

- ◆ Reduced the layoffs period from four (4) years to three (3) years to conform with changes to the Civil Service Reduction in Force Rules.

Article 18 Employee Input

- ◆ Deleted article

Article 21 Severability

- ◆ Added language to allow the Union to negotiate a replacement of an article or section.

Article 33 Holidays and Excused Time Off

- ◆ Cleaned up definitions of holidays
- ◆ Deleted all language referencing swing holidays.
- ◆ Removed language regarding six- and seven-day operations not applicable to this unit.
- ◆ Removed language referencing compensatory time not applicable to this unit.

**2022 - 2026 LABOR AGREEMENT
BETWEEN THE
CITY OF DETROIT
AND
UAW LOCAL 2211 – PROFESSIONAL ATTORNEYS ASSOCIATION**

SUMMARY OF CHANGES

Article 35 **Vacations**

- ◆ Removed language referencing a two-tier vacation schedule where all employees earn vacation regardless of hire date

Article 38 **Hospitalization, Medical, Dental, Optical**

- ◆ Added language specifying the City has the right to change or add insurance carriers.
- ◆ Removed reference to 80/20 cost sharing language
- ◆ Added language clarifying where information on City Health Care plans can be found
- ◆ Added language deleting use of grievance procedure for this article
- ◆ Clarified language as to what constitutes breach for City
- ◆ Added language that City has sole discretion to add and or change plans, but the City will meet with the union to discuss changes.
- ◆ Deleted language regarding specific coverage tiers.

Article 39 **Retiree Medical Benefits**

- ◆ Deleted article

Article 41 **Death Benefits and Life Insurance**

- ◆ All benefits outlined are cumulative benefits.

Article 42 **Court and Case Evaluation Sanctions**

- ◆ Allow employee to file up to three (3) case evaluation summaries late with advance written notice to supervisor up to the date summary is due
- ◆ Beyond the three (3) summaries an attorney must obtain prior approval for their supervisor

Article 33 **Wages**

- ◆ A new title shall be created called Associate Corporation Counsel and the effective salary is \$80,000 - \$112,000.00.
- ◆ Effective upon ratification by City council, the Senior Assistant Corporation Counsel shall receive a salary adjustment of \$101,700.00 - \$142,400.00.
- ◆ The department shall have the sole discretion to place current bargaining unit members into the new classification
- ◆ Bargaining unit members will receive:
 - 2.0% wage increase effective July 1, 2022
 - 2.0% wage increase effective July 1, 2023
 - 2.0% wage increase effective July 1, 2024
 - 2.5% wage increase effective July 1, 2025
- ◆ Bargaining unit members holding the title of Assistant Corporation Counsel at maximum salary shall receive a 2% lump sum bonus each July 1 for the contract years 2022, 2023,

**2022 - 2026 LABOR AGREEMENT
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UAW LOCAL 2211 – PROFESSIONAL ATTORNEYS ASSOCIATION**

SUMMARY OF CHANGES

2024 and a 2.5% lump sum bonus for year 2025. This bonus shall not increase the base wage salary for these members

Article 47 Long Term Disability

- ◆ Added language that the benefit level may change based upon the city's purchased plan.
- ◆ The City will meet with the Union to explain any changes to the benefit

Article 51 Modification and Duration

- ◆ Effective upon approval of City Council.
- ◆ Contract expires 11:59 P.M., June 30, 2026.

NEW ARTICLE-- Memorandum of Understanding – Remote Work Terms and Conditions

- ◆ The article covers the work terms and conditions for employees that are allowed to work at a site other than their city work location.

Letter of Understanding

- ◆ Added letter detailing the terms of retiree medical benefits; referred to as the VEBA.

Memorandum of Understanding – City Cell Phones and Eligibility Requirements

- ◆ The City agrees to provide cell phones, but the specific eligibility requirements have yet to be determined.
- ◆ The parties agree to meet and discuss the issue within sixty days of the effective date of this agreement.

Memorandum of Understanding – Work Hours

- ◆ If the City must reduce work hours, it will make every effort to consider the seniority of the bargaining unit members.
- ◆ Prior to any reduction in hours, the city shall meet with the Union to discuss the planned reduction.



**OFFICE OF THE
CHIEF FINANCIAL OFFICER
OFFICE OF BUDGET**

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June 21, 2022

Honorable Detroit City Council
Coleman A. Young Municipal Center
2 Woodward Avenue
Detroit, MI 48226

Re: Fiscal Impact of Proposed Contract Between the City of Detroit and the UAW, Public Attorneys Association – Local 2211

Dear Honorable Council Members:

Please see attached Fiscal Impact Statement prepared by the Office of Budget for the above referenced item, pursuant to CFO Directive 2018-101-029: Fiscal Impact Statements. Upon review, please do not hesitate to contact me to discuss further.

Best regards,

Steven Watson
Deputy CFO / Budget Director

Att: CFO Fiscal Impact Statement No. 2022-110-006

cc: Jay B. Rising, CFO
John Naglick, Jr., Chief Deputy CFO/Finance Director
Tanya Stoudemire, Chief Deputy CFO/Policy & Administration Director
Hakim W. Berry, Chief Operating Officer
Gail Y. Fulton, City Council Liaison
David Whitaker, Director-Legislative Policy Division



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CFO FISCAL IMPACT STATEMENT NO. 2022-110-006

SUBJECT: Fiscal Impact of Proposed Contract Between the City of Detroit and the UAW,
Public Attorneys Association – Local 2211
PREPARED BY: Office of the CFO – Office of Budget
DATE ISSUED: June 21, 2022

1. AUTHORITY

- 1.1. State of Michigan Public Act 279 of 1909, Section 4s(2)(d), as amended by Public Act 182 of 2014, states the chief financial officer shall submit in writing to the mayor and the governing body of the City his or her opinion on the effect that policy or budgetary decisions made by the mayor or the governing body of the City will have on the City's annual budget and its four-year financial plan.
- 1.2. CFO Directive No. 2018-101-029 Fiscal Impact Statements states that the CFO shall issue Fiscal Impact Statements ("FIS") for pending or enacted decision items with a significant fiscal impact on the City, as determined by the CFO, to provide financial information to the Mayor and the City Council as they consider action on proposed local policy or budgetary decision items.

2. PURPOSE

- 2.1. To provide financial information to the Mayor and the Detroit City Council as they consider the effect of a proposed contract between the City of Detroit (the "City") and the Public Attorneys Association ("PAA").

3. OBJECTIVE

- 3.1. This FIS serves as the report on the fiscal impact of the proposed contract on the City's annual budget for FY 2023 and four-year financial plan for FY 2023 – FY 2026 (the "City budget").

4. SCOPE

- 4.1. This FIS is not intended to convey any statements nor opinions on the advisability of the proposal, except for those components that have or may have a fiscal impact on the City budget.
- 4.2. This fiscal impact analysis is based on the proposal as described below in Section 5 of this FIS. Should the proposal change prior to final approval, an updated FIS may be issued.

5. STATEMENT

- 5.1. Conclusion: The proposed contract has **no net impact** on the City budget.
- 5.2. Background: The proposed contract's financial provisions would impact the budget for the Law Department, providing an annual 2% increase between FY 2023 and FY 2025, and a 2.5% increase in FY 2026. Additionally, the proposed contract increases the pay

range for Senior Assistant Corporate Counsels and creates a new intermediary job title of Associate Assistant Corporate Counsel. Assistant Corporate Counsels who earn the maximum salary between FY 2023 and FY 2025 receive 2% lump sum bonuses between FY 2023 and FY 2025, and a 2.5% lump sum bonus in FY 2026. Raises and promotions within the job titles are up to the discretion of the Law Department.

- 5.3. Fiscal Impact: The proposed contract would have **no net impact** on the City budget. The City budget assumes annual wage increases of 2%. The incremental costs associated with the pay range adjustments, 2.5% FY 2026 COLA, lump sum bonuses, and the newly created position title can be supported via resources set aside for promotions within the Law Department.

**City of Detroit
Public Attorneys Association (PAA)**

<i>\$ in thousands</i>	Fiscal Year			
	2023	2024	2025	2026
Current wages				
Current active wages	4,756 \$	4,851 \$	4,851 \$	4,851
Annual wage increase	0.0%	0.0%	0.0%	0.0%
Filled FTE	49	49	49	49
Vacant annual wages	507 \$	517 \$	517 \$	517
Annual wage increase	0.0%	0.0%	0.0%	0.0%
Vacant/on leave budgeted FTE	6	6	6	6
Proposed wages				
Proposed annual wages	\$ 5,368	\$ 6,001	\$ 6,121	\$ 6,274
Potential raises/promotion resource ¹	515	-	-	-
Total proposed annual wages	\$ 5,883	\$ 6,001	\$ 6,121	\$ 6,274
Proposed annual wage increase	2.0%	2.0%	2.0%	2.5%
Market rate/step pattern adjustment	9.8%	0.0%	0.0%	0.0%
Lump-Sum Bonus ²	\$ 4	\$ 4	\$ 4	\$ 6
Incremental wages	\$ 620	\$ 632	\$ 752	\$ 905
Incremental overtime ³	31	32	38	45
Incremental other fringes ⁴	116	119	141	170
Total incremental cost of wage increase	\$ 772	\$ 787	\$ 936	\$ 1,126
Budgeted 2% pattern ⁵	\$ 130	\$ 134	\$ 269	\$ 406
PAA Contract Budget Resource ⁶	685	699	713	720
Total resources utilized	\$ 815	\$ 832	\$ 981	\$ 1,126
Net impact on Four-Year Financial Plan	\$ 43	\$ 45	\$ 45	\$ 0

Notes:

The incremental costs are scored against current filled position data and budgeted vacant positions

Proposed contract raises the min-max pay range for Senior Assistant Corporate Counsel (SACC), and creates a new intermediary job title Associate Assistant Corporate Counsel (AACC). Costing assumes SACCs at the max will gradually move up to the new max range. Raises within the new pay ranges and shifting of positions into the new AACC job title are up to the discretion of the Law Department.

1. FY23 assumes up to \$515k can be utilized for discretionary promotions/raises within the new salary ranges and PAA job titles without negatively impacting the forecast period.
2. Proposed contract provides a 2% lump sum bonus for Assistant Corporate Counsels (ACC) at the max in FY23-25, and a 2.5% lump sum bonus in FY26.
3. Overtime calculated utilizing historical actual data
4. Comprised of 5% for hybrid pension, 2% for future retiree healthcare, 7.65% for FICA, and 3.75% for other fringes
5. Budget assumes 2% annual wage increases in FY23-26 that can partially offset the incremental cost.
6. FY23 Adopted Budget includes \$685k in set-aside resource for PAA contract.

APPROVED

A handwritten signature in black ink, appearing to read "Steven Watson", written over a horizontal line.

Steven Watson, Deputy CFO / Budget Director