

City of Rock Springs )  
County of Sweetwater )  
State of Wyoming )

City Council met in special session on April 20, 2020. Mayor Timothy A. Kaumo called the meeting to order at 5:15 p.m. Members present included Councilor Billy Shalata, virtually present included Councilors Glennise Wendorf, Jeannie Demas, Rob Zotti, Keaton West, David Halter, Tim Savage, and David Tate. United Mine Workers of America Local Union 4893 representatives present included Les Mauch, virtually present included Sandy McJunkin. Department Heads present included Matt McBurnett, virtually present included Dave Lansang, Paul Kauchich, and Dwane Pacheco. Staff present included Kristyn Muniz. The pledge of allegiance was recited.

## **NEGOTIATION MEETING**

### ***Members of United Mine Workers of America Local Union 4893 and the Governing Body of the City of Rock Springs to initiate the negotiation process for the Labor Agreement between the UMWA Local 4893 and the City of Rock Springs***

Mayor Kaumo made welcoming comments, adding that the only individuals inside the Council Chambers are Matt McBurnett, Kristyn Muniz, Les Mauch, and himself. He stated that Mr. Mauch will go through the UMWA Proposals.

Mr. Mauch, UMWA Union President, stated that Article 12 addressing Compensatory Time Off will recognize the 240 hour limit that is set as the maximum by the Fair Labor Standards Act, including that any hours above 80 must be used within 26 pay periods.

Regarding Wages, all bargaining employees that have achieved seven years or more of service that are not at the maximum of their pay range shall be increased to the maximum of the pay range. It is stated that wages shall not be moved until July 1, 2021, meaning that 0% cost of living and range adjustments are being proposed currently.

Drug and alcohol testing is proposed to be reflective of policy changes recently put in place.

Mayor Kaumo asked for questions regarding compensatory time, no questions were asked. He also asked for questions regarding the top of the range movement at 7 years. Mayor Kaumo responded that 27 members would be affected, but that more time is required by Matt McBurnett to run calculations to be sure of what this request will necessitate. The Governing Body indicated that they would like more time to consider this request after research is done on it.

Mr. Mauch suggested that the language be put in contract, but the decision can be deferred to October of 2020 to make a decision at that time to see what our financial status looks like. Mayor Kaumo stated that time will be required to decide whether the proposal is possible. The deferral would be written into the contract, and it would have no contract implications until a decision is made in October. Rick Beckwith, City Attorney, stated that he can add that deferral when he adds the drug and alcohol language to the contract. Rob Zotti stated that he is in support of moving employees up to the top of their range within 7 years, and suggested another meeting be held once calculations are run on it. He thanked the UMWA for recognizing the revenue situation that the City is in and for not asking for wage increases at this time. Mr. Mauch asked about how the Governing Body feels about the compensatory time off proposal, to which everyone indicated agreement.

Mayor Kaumo stated that another meeting will be scheduled once calculations are run. He thanked the UMWA for its proposal, and its representation for their understanding.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 7:50 p.m.

By: \_\_\_\_\_  
Council President

ATTEST:

\_\_\_\_\_  
City Clerk

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Mayor