

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: January 9, 2023
Item No.: 10.h

Department Approval



City Manager Approval



Item Description: Authorize City Manager to enter into a Memorandum of Understanding with IAFF Local 5051 Recognizing Juneteenth as a Holiday

1 **BACKGROUND**

2 On June 17, 2021 President Biden signed legislation declaring June 19 a federal holiday in
3 acknowledgement of Juneteenth Day. Juneteenth Day commemorates June 19, 1865, when Union
4 soldiers brought news of freedom to enslaved Black people in Galveston, Texas. Juneteenth Day
5 celebrations have occurred ever since 1866, mostly by Black Americans, yet it is a day worthy of
6 commemoration as it represents a critical turning point in American history, not just Black history.

7
8 On November 7, 2022 the Roseville City Council declared June 19 an official city recognized
9 holiday. As part of the negotiation process with the various collective bargaining units in the city,
10 several of the 2022 union contracts had provisions that would recognize Juneteenth as a holiday in
11 the collective bargaining agreement if the City Council approved it as an official holiday. The
12 collective bargaining unit represented by the International Association of Firefighters (IAFF), Local
13 5051 did not have this clause as part of their contract when it was approved.

14
15 Staff and representatives from the union have met and agreed to the attached Memorandum of
16 Understanding recognizing Juneteenth as an official holiday and increasing the bank of holiday
17 hours for each employee accordingly.

18 **POLICY OBJECTIVE**

19 As part of the City of Roseville’s Community Aspirations, Roseville aspires to be “*Welcoming,*
20 *inclusive, and respectful*” and “*Engaged in our community’s success as citizens, neighbors,*
21 *volunteers, leaders, and businesspeople*”. Declaring Juneteenth Day as a City holiday is consistent
22 with those aspirations as it will provide an important recognition within the community regarding to
23 the ending of slavery and its continuing impact in American society.

24 **BUDGET IMPLICATIONS**

25 The increase in holiday hours (16 hours/employee) for union members is consistent with the
26 additional holiday hours granted to other union and non-union members. An exact cost impact
27 cannot be calculated at this time due to variables of who is working and who may be called in for
28 emergency work. However, based on union contract, union employees who work on Juneteenth Day
29 holiday would be paid as dictated by their contract (e.g. time and one half).

30 **RACIAL EQUITY IMPACT SUMMARY**

31 According to the 2020 American Community Survey produced by the U.S. Census Bureau, 8% of
32 Roseville’s population (2,886 residents) identify as Black. An additional 6.6% identify as two races.

33 However, the recognition of Juneteenth Day is not merely an opportunity to celebrate a milestone
34 event in Black history, but an opportunity to recognize a critical turning point in American history. It
35 provides context as a considerable and formative part of American history that still informs debates,
36 policies and practices we have today. Juneteenth serves as a celebration of progress made toward
37 freedom and rights, and a reminder of the work still necessary to ensure and equitable future for all.
38

39 Juneteenth Day has been celebrated since 1866, however it has not been recognized by Federal,
40 State, and Local governments until recently. The legacy and trauma of slavery continue to directly
41 impact Black individuals and the Black community. The Federal Government, States (including
42 Minnesota), and local governments (including Roseville) have for many years maintained laws,
43 policies, programs, and systems that directly discriminated against black, indigenous, and persons of
44 color (BIPOC) which resulted in significant barriers for members of BIPOC communities to
45 succeed. As an organization, the City of Roseville is on a journey to rectify those wrongs through the
46 creation of a Strategic Racial Equity Action Plan and undertaking tangible efforts. Declaring
47 Juneteenth Day as a City holiday, will provide an opportunity for the community, city employees,
48 and policy makers to reflect on the legacy of slavery and strengthen their commitment to eliminate
49 the continuing systemic inequities in government and society.

50 **STAFF RECOMMENDATION**

51 Staff recommends authorizing the City Manager to enter into a Memorandum of Understanding with
52 IAFF Local 5051 recognizing Juneteenth as an official holiday and increasing the bank of holiday
53 hours for employees recognized under the collective bargaining agreement.

54 **REQUESTED COUNCIL ACTION**

55 Authorize the City Manager to enter into a Memorandum of Understanding with IAFF Local 5051
56 recognizing Juneteenth as an official holiday and increasing the bank of holiday hours for employees
57 recognized under the collective bargaining agreement.

Prepared by: Rebecca Olson, Assistant City Manager
Attachments: A: Memorandum of Understanding

MEMORANDUM OF UNDERSTANDING

Between

City of Roseville, Minnesota

And

**Roseville Firefighters, Local 5051, International Association of Firefighters
("IAFF")**

IMPLEMENTATION OF JUNETEENTH IN 2023

The parties hereby agree to the following modification of the collective bargaining agreement between the City of Roseville and Roseville Firefighters, Local 5051, International Association of Firefighters ("IAFF") dated January 1, 2022- December 31, 2023. In recognition of the City Council's action at the November 7, 2022 meeting declaring Juneteenth a City recognized holiday beginning in 2023.

The parties agree that beginning January 1, 2023, Article 24 is amended to read:

- 24.1 Twenty-four (24) hour shift scheduled employees assigned to work 2912 hours annually will receive a bank of two hundred and sixteen (216) holiday hours during the first pay period of each calendar year to be used at the discretion of the employee with the approval of the supervisor. For SHIFT EMPLOYEES hired or terminated throughout the calendar year, the number of paid holidays accrued shall be on a prorated basis of 16.66 hours of regular pay for each completed month worked during the calendar year.

FOR THE CITY

Date: _____

City Manager

Date: _____

Assistant City Manager

FOR THE UNION

Date: _____

Business Agent/Representative

Date: _____

Union Steward