



Request for City Council Committee Action from the Department of Human Resources

Date: April 20, 2012

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Stationary Engineers Unit, International Union of Operating Engineers,
Local Union No. 70, AFL-CIO

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary of the collective bargaining agreement between the City and the Stationary Engineers Unit represented by the International Union of Operating Engineers Local Union No. 70, AFL-CIO; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Perry Palin, Labor Relations Coordinator

Approved by: _____
Timothy O. Giles, HR Director Jayne Khalifa, City Coordinator

Presenters in Committee: Timothy Giles, Perry Palin

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND**

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION NO. 70, AFL-CIO
STATIONARY ENGINEERS UNIT**

Expiration Date: September 30, 2010

Number of Employees in Unit: 29

Annual 2010 Base Payroll: \$1,505,331

Based on demographics on September 30, 2010

Market: Internal: Wages – Competitive. External: Wages – Competitive; Total Compensation - Competitive

Recruitment: Recruitment difficult; a trend for this trade

Retention: No issues identified

Performance management impediments in the CBA: None identified

Issues/Concerns: Prohibitive cost of On-Call pay

Tentative Agreement Components:

Duration: 24 month agreement, October 1, 2010 – September 30, 2012

Economic Issues

Effective October 1, 2010

- Freezes the wage schedule

Effective October 1, 2011

- Freezes the wage schedule
- Increases shift differential from \$1.00/hr to \$1.15/hr to better match other City units

Upon Ratification and Council Approval

- Eliminates Initial Rate (95% of Regular Rate) for first four (4) months of employment
- Incorporates new job class of Senior Water Technician into the wage schedule
- Increases three hourly certification premiums by \$.10/ hr
- Reduces On-Call pay from quarter-time pay to \$35/day during work week and \$45/day on weekends and holidays, to match several other City units
- City will perform a compensation study and report results to Union by September 30, 2012

Non-Economic Issues:

- Revises Classification and Job Site seniority to reflect agreement to resolve a grievance
- Narrows and clarifies language regarding work shift postings in Property Services and at the Convention Center
- Updates FMLA language to reflect 2009 changes in federal regulations
- Renews Drug and Alcohol Testing, Job Bank, and other City-wide LOAs and Attachments
- Housekeeping for dates, titles, etc.