



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

**Date:** August 8, 2012

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

**Subject:** Trades Unit, Minneapolis Building and Construction Trades Council,  
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 Trades Unit represented by the Minneapolis Building and Construction Trades Council, 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 Paul Aasen, 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**

**MINNEAPOLIS BUILDING AND CONSTRUCTION TRADES, AFL-CIO  
TRADES UNIT**

**Expiration Date: April 30, 2011**

**Number of Employees in Unit: 21**

**Annual 2011 Base Payroll: \$1,505,383**

Based on demographics on April 30, 2011

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

**Recruitment:** No issues identified

**Retention:** No issues identified

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** None

**Tentative Agreement Components:**

**Duration:** 24 month agreement, May 1, 2011 – April 30, 2013

**Economic Issues**

**Effective May 1, 2011**

- Freezes the wage schedule
- Pay progressions permitted in Year 1

**Effective May 1, 2012**

- Freezes the wage schedule
- Pay progressions not permitted in Year 2
- By mutual agreement between the Supervisor and the employee, the employee may be assigned four consecutive ten (10) hour days per week without payment of overtime
- Change from 3 to 5 consecutive days of sick leave that will require health care provider attendance and verification
- At the City's discretion, new hires may be granted additional vacation accrual credit for documented related work experience to a maximum of 21 days of vacation per year
- Safety shoe reimbursement increased from \$70 to \$100 each year, with a cap on annual reimbursement of \$200

**Non-Economic Issues:**

- 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.