



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

Date: August 22, 2012

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

Subject: Water Works Maintenance Unit, Plumbers Local No 15, 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 Water Works Maintenance Unit represented by the Plumbers Local No. 15, 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
PLUMBERS LOCAL NO. 15, AFL-CIO
WATER WORKS MAINTENANCE UNIT
Expiration Date: December 31, 2010
Number of Employees in Unit: 64
Annual 2010 Base Payroll: \$3,229,662
Based on demographics on December 31, 2010**

Market: Internal: Wages – Competitive. 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, January 1, 2011 – December 31, 2012

Economic Issues

Effective January 1, 2011

- Freezes the wage schedule
- Pay progressions permitted in 2011

Effective January 1, 2012

- Remove step 1 of the wage ranges for three classifications with seven steps. No change in hourly rates in 2012
- Pay progressions not permitted in 2012
- Remove prohibition against use of compensatory time during months of April through September
- Safety shoe reimbursement increased from \$140 to \$200 every two years

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.