



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

**Date:** August 21, 2013

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

**Subject:** Convention Center Unit, Represented by Minnesota Teamsters  
Public & Law Enforcement Employees Union, Local No 320

### **Recommendation: Ratification of Tentative Agreement**

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Convention Center Unit, Represented by Minnesota Teamsters Public & Law Enforcement Employees Union, Local No 320; 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 Employee Services 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: \_\_\_\_\_  
Patience Ferguson, HR  
Director

\_\_\_\_\_   
Paul Aasen, City Coordinator

Presenters in Committee: Perry Palin

**Financial Impact** *(delete all lines not applicable to your request)*  
Other financial impact – Collective Bargaining Agreement

### **Supporting Information**

See Attached Executive Summary

**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN CITY OF MINNEAPOLIS  
AND  
CONVENTION CENTER UNIT, REPRESENTED BY MINNESOTA  
TEAMSTERS PUBLIC & LAW ENFORCEMENT EMPLOYEES UNION,  
LOCAL NO. 320**

**Expiration Date: December 31, 2012  
Number of Employees in Unit: 104  
Annual 2012 Base Payroll: \$4,109,972**

**Market:** Internal and External: High

**Recruitment:** No issues

**Retention:** No issues

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

**Issues/Concerns:** None Identified

**Tentative Agreement Components**

2-year agreement, effective January 1, 2013 through December 31, 2014

**ECONOMIC ISSUES**

**Year 1**

January 1, 2013

- No change to wage and longevity schedules or premiums
- Step progression and longevity progression allowed

August 15, 2013

- Increase of wage, longevity, and shift differential rates by 2.0% at beginning of pay period which includes August 15, 2013
- Step progression and longevity progression allowed
- Safety Shoe Expense Reimbursement annual accrual increased from \$100 to \$150 per year, and cap on annual reimbursement from \$150 to \$200 per year

**Year 2**

January 1, 2014

- No change to wage and longevity schedules or premiums
- Step progression and longevity progression allowed

August 15, 2014

- Increase of wage, longevity, and shift differential rates by 2.0% at beginning of pay period which includes August 15, 2013
- Step progression and longevity progression allowed

## **NON-ECONOMIC ISSUES**

- Clarifies language regarding uninterrupted unpaid meal period
- Renews Attachments and LOAs bargained between the City and Board of Business Agents