



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

Date: September 25, 2013

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

Subject: Water Works Maintenance Unit, Represented by 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 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 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

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
WATER WORKS MAINTENANCE UNIT,
PLUMBERS LOCAL NO. 15 , AFL-CIO**

**Expiration Date: December 31, 2012
Number of Employees in Unit: 70
Annual 2012 Base Payroll: \$3,041,588**

Market: Competitive internally and externally

Recruitment: No Issues

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Tentative Agreement Components

1 year agreement, effective January 1, 2013 through December 31, 2013

ECONOMIC ISSUES

January 1, 2013

- Wage schedule frozen
- Step progression allowed
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March 15, 2013

- All steps on the wage schedule adjusted by 2.5% effective with the payroll period which includes March 15, 2013
- Additional wage expense for 2013 estimated at \$76,000

NON-ECONOMIC ISSUES

- Renews Attachments and LOAs bargained between the City and Board of Business Agents
- Language for Funeral Leave adjusted to match several other units within
- Public Works
- Sick leave for illness or injury in immediate family updated to reflect new Minnesota Law