



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

Date: January 15, 2014

To: Council Member John Quincy
Chair, Ways & Means Committee

Subject: Trades Unit, Represented by 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, 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 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
TRADES UNIT, MINNEAPOLIS BUILDING AND CONSTRUCTION
TRADES COUNCIL, AFL-CIO**

**Expiration Date: April 30, 2013
Number of Employees in Unit: 18
Annual 2012 Base Payroll: \$1,294,690**

Market: Competitive

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 May 1, 2013 through April 30, 2015

ECONOMIC ISSUES

May 1, 2013

- All hourly rates and premiums on the wage schedule increased by 2.5% with the first payroll period after May 1, 2013
- Step progression allowed
- Steps 1 and 2 of the wage schedules for all Foreman classifications eliminated upon union ratification and City Council approval of the agreement
- Increase annual accrual for purchase or repair of approved safety shoes from \$100 to \$140, and increase the cap on annual reimbursement from \$200 to \$280
- Additional wage expense for 2013 estimated at \$32,367

May 1, 2014

- All hourly rates and premiums on the wage schedule increased by 2.5% with the payroll period which includes May 1, 2014
- Additional wage expense for 2013 estimated at \$33,176

(over)

NON-ECONOMIC ISSUES

- Removes Pipefitters from coverage with the City Pipe Trades Pension Fund effective upon union ratification and City Council approval of the agreement. The Plumbers will continue with this supplemental pension plan
- Renews Attachments and LOAs bargained between the City and Board of Business Agents
- Clarifies that temporary employees hired under ATTACHMENT “B” are not permit or detail employees, and not subject to Civil Service Commission Rules, but that Minnesota Statutes regarding Veteran’s Preference do apply
- Sick leave for illness or injury in immediate family updated to reflect new Minnesota Law