



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

Date: May 14, 2014

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

Subject: Electricians Unit, Represented by International Brotherhood of
Electrical Workers Local 292, 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 Electricians Unit, IBEW Local 292, 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 Jay Stroebel, Interim 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
ELECTRICIANS UNIT, INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL 292, AFL-CIO**

**Expiration Date: April 30, 2011
Number of Employees in Unit: 17
Annual 2011 Base Payroll: \$1,368,917**

Market: Competitive

Recruitment: No Issues

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Tentative Agreement Components

Duration: 24 month agreement - May 1, 2011 - April 30, 2013
24 month agreement - May 1, 2013 - April 30, 2015

ECONOMIC ISSUES

May 1, 2011 through April 30, 2013

- All hourly rates on the wage schedule, longevity and shift differential frozen
- Step progression frozen effective May 1, 2011
- Step progression allowed effective May 1, 2012
- Additional wage expense for the two year period estimated at \$0

May 1, 2013

- All hourly rates on the wage schedule and shift differential increased by 2.5% with the first payroll period after May 1, 2013
- Longevity rates increased from \$.368/hr to \$.50/hr at 20 years; longevity rates increased from \$.433/hr to \$.75/hr at 25 years
- Safety shoe reimbursement increased to a maximum of \$100 per year with a \$100 carryover for a maximum of \$200 for purchase or repair
- Additional wage expense for 2013 estimated at \$34,200

May 1, 2014

- All hourly rates on the wage schedule and shift differential increased by 2.5% with the payroll period which includes May 1, 2014
- Safety shoe reimbursement increased to a maximum of \$140 per year with a \$140 carryover for a maximum of \$280 for purchase or repair
- Additional wage expense for 2014 estimated at \$35,000

(over)

NON-ECONOMIC ISSUES

- Renews Attachments and LOAs bargained between the City and Board of Business Agents
- Mention of Minneapolis Library Board deleted from seniority language
- Increases from 3 to 5 the number of consecutive days of sick leave after which the employer shall require verification from a health care provider
- 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
- FMLA language updated to reflect 2009 changes to federal regulations
- Sick leave for illness or injury in immediate family updated to reflect new Minnesota Law