



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

Date: June 4, 2014

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

Subject: Electrical Technicians 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 Electrical Technicians 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
ELECTRICAL TECHNICIANS UNIT, INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS LOCAL 292, AFL-CIO**

**Expiration Date: December 31, 2010
Number of Employees in Unit: 8
Annual 2010 Base Payroll: \$486,871**

Market: Competitive with all but one local employer

Recruitment: Challenging to find qualified candidates

Retention: Have lost some employees to other employers

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Tentative Agreement Components

Duration: 24 month agreement - January 1, 2011 – December 31, 2012

36 month agreement - January 1, 2013 – December 31, 2015

ECONOMIC ISSUES

January 1, 2011 through December 31, 2012

- All hourly rates on the wage schedule, longevity and shift differential frozen
- Step progression frozen effective January 1, 2011
- Step progression allowed effective January 1, 2012
- Additional wage expense for the two year period estimated at \$1,620

January 1, 2013

- All hourly rates on the wage schedule and longevity increased by 2.5% with the first payroll period after January 1, 2013
- Longevity rates increased from \$.406/hr to \$.50/hr at 20 years; longevity rates increased from \$.480/hr to \$.75/hr at 25 years
- Shift Differential increased from \$1.00/hr to \$1.79/hr
- Safety shoe reimbursement increased from \$90 per year to a maximum of \$140 per year with a \$140 carryover for a maximum of \$280 for purchase or repair
- Additional wage expense for 2013 estimated at \$12,215

January 1, 2014

- All hourly rates on the wage schedule and longevity increased by 2.5% with the first payroll period after January 1, 2014
- Additional wage expense for 2014 estimated at \$12,530

(over)

January 1, 2015

- All hourly rates on the wage schedule and longevity increased by 2.5% with the first payroll period after January 1, 2015
- Additional wage expense for 2015 estimated at \$12,850

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
- 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