



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

Date: September 24, 2014

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

Subject: Water Works Maintenance Unit, Represented by Plumbers
Union 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 Water Works Maintenance Unit, represented by Plumbers Union Local 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	_____ Spencer Cronk, 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
PLUMBERS UNION LOCAL NO. 15,
AFL-CIO**

**Expiration Date: December 31, 2013
Number of Employees in Unit: 64
Annual 2013 Base Payroll: \$3,278,453**

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 January 1, 2014 through December 31, 2015

ECONOMIC ISSUES

January 1, 2014

- Step progression allowed
- No change to wage schedule
- Employees hired in calendar 2011 advance to step 4 of the wage schedule on their next anniversary date
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July 1, 2014

- All wage rates (exclusive of Foreman), longevity and shift differentials increased by 3.0% on the first full payroll period after July 1, 2014
- Foreman Water Service Maintenance increased by \$1.50 per hour on the first full payroll period after July 1, 2014
- New premium for Water Operator Certification - Level D: \$.25/hr; : Level C: \$.50/hr; : Level B: \$.75/hr; : Level A: \$1.00/hr
- Additional wage expense for 2014 estimated at \$82,850

(over)

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
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January 1, 2015

- Step progression allowed
- No change to wage schedule

April 1, 2015

- All wage rates, longevity and shift differentials increased by 2.7% on the first full payroll period after July 1, 2015
- Additional wage expense for 2015 estimated at \$77,400

NON-ECONOMIC ISSUES

- Increase safety shoe reimbursement from \$200 to \$280 bi-annually
- Renew Attachments and LOAs bargained between the City and Board of Business Agents. Attach previously signed LOA on Regular Rates of Pay and Overtime
- Amend Sick Leave language to conform to MN Law changes of 2013 and 2014