



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

Date: March 25, 2015
To: Council Member John Quincy
Chair, Ways & Means Committee
Subject: Laborers Local 363

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Laborers Local 363; 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: Timothy Giles, Director Employee Services

Approved by: Patience Ferguson, Chief Human Resources Officer Spencer Cronk, City Coordinator

Presenter(s) in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
LABORERS LOCAL 363**

Expiration Date: December 31, 2014
Number of Employees in Unit: 413
Annual 2015 Base Payroll: \$21,077,850
*based on demographics on 12/31/14

Market: Internal: Wages - High (Trades); External: Wages – Low/Competitive; Total Compensation – Competitive

Recruitment: No issues identified **Retention:** No issues

Performance management impediments in the CBA: None identified

Tentative Agreement Components:

Duration: 36-month Agreement: January 1, 2015 through December 31, 2017

Economic Issues

- **Effective At the Start of the first full Payroll Period After January 1, 2015**
 - 2.25% + \$0.11 per hour increase to the wage schedule (Steps) for all titles except PWSW1-Trainee. (Maintains 2014 negotiated rate for 2015)
 - 2.25% increase to other wage components: longevity; premiums; shift differential Certifications.
 - Allows step progression
 - Allows longevity progression
 - Establishes Bio Hazard Cleanup Premium of \$0.75 per hour for *Equipment Service Workers* for all hours worked performing bio-hazard cleanup duties
 - Continues contribution to LIUNA Central Pension Fund with increased employer contribution effective January 1, 2015
 - Wage concession offsets LIUNA contribution rate.

- **Effective At the Start of the first full Payroll Period After January 1, 2016**
 - 2.25% + \$0.12 per hour increase to the wage schedule (Steps) for all titles.
 - 2.25% increase to other wage components: longevity; premiums; shift differential Certifications.
 - Allows step progression
 - Allows longevity progression
 - Continues contribution to LIUNA Central Pension Fund with increased employer contribution commencing January 1, 2016
 - Wage concession offsets LIUNA contribution rate.

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- **Effective At the Start of the first full Payroll Period After January 1, 2017**
 - 2.25% + \$0.13 per hour increase to the wage schedule (Steps) for all titles.
 - 2.25% increase to other wage components: longevity; premiums; shift differential Certifications.
 - Allows step progression
 - Allows longevity progression
 - Continues contribution to LIUNA Central Pension Fund with increased employer contribution commencing January 1, 2017
 - Wage concession offsets LIUNA contribution rate.

Non-economic Issues

- Creates “Trainee Program” for PWSW-1
- Modifies “Election of Remedy” section to assure only “one bite at the apple” for disciplinary actions
- Agrees to “normalize” Bereavement Leave across all bargaining units
- Reduces Article 7 to apply only to promotions
- Eliminates “negative vacation accruals”
- Continues all other LOA’s not incorporated into the Collective Bargaining Agreement