



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

Date: June 10, 2015

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

Subject: International Union of Operating Engineers, Local 49

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the International Union of Operating Engineers, Local 49; 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
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 49**

Expiration Date: December 31, 2014

Number of Employees in Unit: 99

Annual 2012 Base Payroll: \$ 5,493,000

*based on demographics on 12/31/14

Impacted Department: Public Works **Wages:** Internal: High (Trades); External: Wages - Competitive/Low;
Total Compensation – Competitive/Low

Recruitment: Partial internal solution/difficult **Retention:** No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: Mechanics

Tentative Agreement Components:

Duration: 3-year Agreement: January 1, 2015 – December 31, 2017

Economic Issues

- **Effective Nearest Payroll Period to January 1, 2015**
 - Allows Step Progression
 - Increases wages, premiums, and longevity by 2.5%
 - Continues contribution to IUOE Central Pension Fund
 - Increases Safety Shoe Reimbursement to \$140/year with one-year carryover
 - Establishes 4-hour, straight-time minimum for Calls-back to duty
 - Settle all negative vacation balances at the end of each year
 - Increases Shift Differential to \$1.35/hour and pay only to employee who works the shift (previous rate - \$1.264; pay employee who bid the shift and employee who works the shift)

- **Effective Nearest Payroll Period to January 1, 2016**
 - Allows Step Progression
 - Increases wages, premiums, and longevity by 2.5%
 - Changes Safety Shoe Reimbursement to wage component (\$0.07/hour) (Reimbursement was \$140/year, with 1-year carry over; employee remains responsible for wearing)
 - Continues contribution to IUOE Central Pension Fund

- **Effective Nearest Payroll Period to January 1, 2017**
 - Allows Step Progression
 - Increases wages, premiums, and longevity by 2.5%
 - Continues contribution to IUOE Central Pension Fund

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2015

- Creates Public Works Service Worker-2 Apprenticeship Program
- Clarifies how work assignments, including overtime, are made
- Made selection protocol subservient to State Law and/or Civil Service Rules