



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: Convention Center Unit – Represented by Minnesota Teamsters
Public and Law Enforcement Employees Union, Local No. 320

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Convention Center Unit represented by the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No. 320; 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, Labor Relations Coordinator

Approved by: _____
Patience Ferguson, Chief HR Officer 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
CONVENTION CENTER UNIT – MINNESOTA TEAMSTERS PUBLIC &
LAW ENFORCEMENT EMPLOYEES UNION, Local No. 320**

**Expiration Date: December 31, 2014
Number of Employees in Unit: 99
Annual 2013 Base Payroll: \$4,206,423**

Market: High Competitive

Recruitment: No Issues

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None Identified

Tentative Agreement Components

3-year agreement, effective January 1, 2015 through
December 31, 2017

ECONOMIC ISSUES

January 1, 2015

- No change to wage schedule
- Step progression permitted
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June 1, 2015

- Increase of each step on the wage schedule by 2.25% on the first full payroll period after June 1, 2015
- Increase shift differential from \$0.615 to \$1.00 per hour effective on the first full payroll period after June 1, 2015
- Increase Longevity pay by \$.10 per hour effective on the first full payroll period after June 1, 2015
- Additional wage expense for year 1 estimated at \$88,500

January 1, 2016

- Increase of each step on the wage schedule by 2.25% on the first full payroll period after January 1, 2016
- Step progression permitted
- Additional wage expense for year 2 estimated at \$118,500

January 1, 2017

- Increase of each step on the wage schedule by 2.25% on the first full payroll period after January 1, 2017
- Step progression permitted
- Additional wage expense for year 3 estimated at \$104,500

NON-ECONOMIC ISSUES

- Election of Remedies – provide that employee contesting termination through Veterans' Preference Act may not also grieve the termination under the contract
- Replace Benefits Article language with new language approved by the Board of Business Agents
- Move threshold for employer-paid benefits from average of 32 hours per week to 30 hours per week, in compliance with the Affordable Care Act
- Update Bereavement Leave language to mirror other City contracts
- Amend Sick leave language to comply with 2014 changes in Minnesota Law
- Renew Attachments and LOAs bargained between the City and Board of Business Agents