

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN CITY OF MINNEAPOLIS
AND
MINNEAPOLIS BUILDING AND CONSTRUCTION TRADES
COUNCIL, AFL-CIO**

**Expiration Date: April 30, 2015
Number of Employees in Unit: 17
Annual 2015 Base Payroll: \$1,296,202**

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 May 1, 2015 through April 30, 2017

ECONOMIC ISSUES

May 1, 2015

- The hourly wage rate is increased by 2.5% on the first full payroll period after May 1, 2015.
- Additional wage expense for year 1 estimated at \$32,400

May 1, 2016

- The hourly wage rate is increased by 2.5% on the payroll period that includes May 1, 2016.
- Additional wage expense for year 2 estimated at \$33,200

(over)

NON-ECONOMIC ISSUES

- Renew Attachments and LOAs bargained between the City and Board of Business Agents.
- Amend Sick Leave language to conform to MN Law changes of 2014.
- Election of Remedy language amended to make it clear that a veteran may not grieve a termination if the veteran elects a hearing under the Veterans Preference Act.
- New language regarding group insurance replaces the old. The new article was worked out between the City and the Board of Business Agents.
- Amend Subcontracting and Privatization language to have City provide information to the union about plans to use contractors to do trades work in City buildings.
- Remove contractual time limit for employment of bench employees working on special or capital-funded projects.