

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN CITY OF MINNEAPOLIS
AND
INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE
WORKERS, DISTRICT LODGE NO. 77, AFL-CIO**

**Expiration Date: June 30, 2015
Number of Employees in Unit: 3
Annual 2015 Base Payroll: \$179,088**

Market: 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 July 1, 2015 through June 30, 2018

ECONOMIC ISSUES

July 1, 2015

- The hourly wage rate and longevity wage rate are increased by 2.5% on the first full payroll period after July 1, 2015.
- A six month probationary wage is eliminated on the first full payroll period after July 1, 2015.
- An annual Tool Allowance is surrendered in favor of \$.20/hr added to the contribution to a supplemental pension plan, and \$.02/hr added to the wage schedule.
- Safety Shoe Expense reimbursements remain at \$140 per year, with one year carryover of unused allowance. A "me too" provision raises the annual cap if any of several other laborer or trades raises their caps.
- Additional wage expense for year 1 estimated at \$4,480

July 1, 2016

- The hourly wage rate and longevity wage rate are increased by 2.5% on the payroll period that includes July 1, 2016.
- Additional wage expense for year 2 estimated at \$4,593

July 1, 2018

- The hourly wage rate and longevity wage rate are increased by 2.5% on the payroll period that includes July 1, 2017.
- Additional wage expense for year 3 estimated at \$4,707

(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.
- Language permitting negative vacation accruals is removed from the contract.
- New language regarding group insurance replaces the old. The new article was worked out between the City and the Board of Business Agents.