



Request for City Council Committee Action

Date: May 21, 2008

To: Council Member Paul Ostrow
Chair, Ways & Means Committee

Prepared by: Timothy Giles, Director, Employee Services

Approved by:

Pam French
Director, Human Resources

Steven Bosacker
City Coordinator

Subject: Teamsters Local No. International Union of Operating Engineers—Local No. 49

Presenters in Committee: Timothy Giles

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the; International Union of Operating Engineers—Local No. 49—Construction Equipment Operators and Mechanics Unit; 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 Human Resources Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Financial Impact (Check those that apply)

No financial impact (If checked, go directly to Background/Supporting Information)

Action requires an appropriation increase to the Capital Budget

Action requires an appropriation increase to the Operating Budget

Action provides increased revenue for appropriation increase

Action requires use of contingency or reserves

Other financial impact (Explain): **Collective Bargaining Agreement**

Request provided to the Budget Office when provided to the Committee Coordinator

Background/Supporting Information: Attached

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND**

INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 49

Expiration Date: December 31, 2006

Number of Employees in Unit: 113

Annual 2006 Base Payroll: \$ 5,446,000

*based on demographics on 12/31/06

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

Recruitment: No issues identified

Retention: No issues

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

Tentative Agreement Components:

Duration: 12-month Agreement January 1, 2007 through December 31, 2007

36-month Agreement: January 1, 2008 through December 31, 2010

Economic Issues

Effective January 1, 2007

- Effective beginning of pay period nearest January 1, 2007 increase all wages, premiums, differentials and longevity by 2%

Effective January 1, 2008

- Effective beginning of pay period nearest January 1, 2008 increase all wages, premiums, differentials and longevity by 1.5%
- Effective beginning of pay period nearest July 1, 2008 increase all wages, premiums, differentials and longevity by 1%

Effective January 1, 2009

- Effective beginning of pay period nearest January 1, 2009 increase all wages, premiums, differentials and longevity by 1.25%
- Effective beginning of pay period nearest July 1, 2009 increase all wages, premiums, differentials and longevity by 1.25%

Effective January 1, 2010

- Effective beginning of pay period nearest January 1, 2008 increase all wages, premiums, differentials and longevity by 2%

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2008

- Allows union to increase contribution to supplemental pension one time per year (wage reduction based)
- Requires Public Works Director to notify the Union of declaration of “disaster” or “catastrophe”
- Allows use of vacation on either side of holiday to qualify for holiday pay
- Renews Drug and Alcohol Testing Policy
- Renews Job Bank Letter Of Agreement
- Renews Return to Work/Job Bank Letter Of Agreement
- Incorporates Health Care Letter of Agreement
- Housekeeping for archaic language - dates, titles, etc.
- Incorporates “definitions” section
- Refers other items to Public Works Labor Management Committee