



## Request for City Council Committee Action

**Date:** November 12, 2008

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

**Prepared by:** Tim Giles, Director, Employee Services

**Approved by:**

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Pam French  
Director, Human Resources

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Steven Bosacker  
City Coordinator

**Subject: \*IBEW Local No. 292 – Electrical Technicians Unit:** Tim Giles

### Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the International Brotherhood of Electrical Workers Local No. 292 – Electrical Technicians 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

**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN  
CITY OF MINNEAPOLIS  
AND  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS  
LOCAL No. 292, AFL-CIO  
ELECTRICAL TECHNICIANS UNIT  
Expiration Date: December 31, 2006  
Number of Employees in Unit: 7  
Annual 2006 Base Payroll: \$308,252  
Based on demographics on 12/31/2006**

**Market:** Internal: wages - High ; External; Wages - High ; Total Compensation - High

**Recruitment:** No issues identified

**Retention:** No Issues

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** None

**Tentative Agreement Components:**

**Duration:** 24 month agreement, January 1, 2007 through December 31, 2008

**Economic Issues**

**Effective January 1, 2007**

- Allows regular step progression
- Freezes the wage schedule
- Adds 2.1% to the top step only of the wage schedule, and 2% to longevity

**Effective January 1, 2008**

- Allows regular step progression
- Freezes the wage schedule
- Adds 1.6% to the top step only of the wage schedule, and 2% to longevity

**Effective December 31, 2008**

- Eliminates 4 month wage rate

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ELECTRICAL TECHNICIANS UNIT**

**Non-Economic Issues:**

- Changes vacation accrual schedule and accrual maximum to mirror that of other units
- Add On-Call language
- Renews Drug and Alcohol Testing Policy
- Renews Job Bank Letter of Agreement
- Adds Return to Work/Job Bank Letter of Agreement
- Renews Health Care/VEBA Letter of Agreement
- Renews Health Care Insurance Letter of Agreement
- Renews Wellness Assessment Incentive Letter of Agreement
- Housekeeping for dates, titles, etc.