



Request for City Council Committee Action

Date: June 20, 2007

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

Prepared by: Tim Giles, Director, Employee Services

Approved by:

Pam French
Director, Human Resources

Steven Bosacker
City Coordinator

Subject: City Employees Union—Local No. 363

Presenters in Committee: Tim Giles

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the City of Minneapolis and the City Employees Union—Local No. 363; 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
CITY EMPLOYEES UNION, LOCAL NO.363**

**Expiration Date: December 31, 2006
2006 Membership – 467
2006 Annual Payroll - \$19,848,000**

CONTRACTS DURATIONS:

- 12-month Agreement, Effective 1/1/07 through 12/31/07

ECONOMIC ISSUES

Wages & Benefits:

Effective January 1, 2007

- Adds \$0.315 per hour to each wage schedule step
- Increases premiums, shift differentials, and longevity by 2%, except Apprenticeship Premiums
- Allows up to 3 Hazardous Waste trained Service Workers to be paid an additional \$0.22 per hour. Management discretion for assignments.
- Incorporates Uniform Allowance for CPED Crew (Holdover from Local #563)
- Creates Apprenticeship premiums for Cement Finisher, Pipe Layer and Raker (see attached)
- Creates Pipelayer III classification with pay equal to Crewleader Sewer Maintenance

NON-ECONOMIC ISSUES

- Incorporates health care Letter of Agreement by reference
- Re-titles Lead Pipelayer II to Lead Pipelayer II (Water Construction) with no change in pay
- Increases Compensatory Time Bank cap to 50 hours
- Eliminates Compensatory Time annual buy out except to eliminate or reduce negative vacation balances
- Enables increase of LIUNA contribution

- Establishes Hourly Premiums for Apprentice Programs as follows:
 - Cement Finisher Apprenticeship Program

Apprentice I	1 st month	\$ 0.50
Apprentice II	Next 4 months	\$ 0.80
Apprentice III	Next 4 months	\$ 1.75
Apprentice IV	Next 4 months	\$ 2.50

- Premiums for Apprentice I and II held in escrow and paid upon successful completion of Apprentice II phase
- Premiums for Apprentice III and IV held in escrow and paid upon successful completion of Apprentice IV phase
- Apprentice pay treated as a loan, forgiven at rate of 25% per 6 months continued employment with City
- All Journeymen subject to assignment by Employer

- Pipe Layer & Raker Apprenticeship Program

Apprentice I	1 st 522 hours	\$ 0.15
Apprentice II	2 nd 522 hours	\$ 0.50
Apprentice III	3 rd 522 hours	\$ 0.70

- Premiums for Apprentice I and II held in escrow and paid upon successful completion of Apprentice II phase
- Premiums for Apprentice III held in escrow and paid upon successful completion of Apprentice III phase
- Apprentice pay treated as a loan, forgiven at rate of 25% per 6 months continued employment with City
- All Journeymen subject to assignment by Employer