



Request for City Council Committee Action

Date: September 2, 2009

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: * International Alliance of Theatrical Stage Employees Local #13–
Stagehands Unit: Tim Giles**

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the City and the International Alliance of Theatrical Stage Employees Local #13– Stagehands 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**

**INT'L ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOTION PICTURE MACHINE
OPERATORS OF THE UNITED STATES AND CANADA, LOCAL NO. 13, AFL-CIO
CONVENTION CENTER PRODUCTION TECHNICIANS UNIT**

Expiration Date: December 31, 2008

Number of Employees in Unit: 13

Annual 2008 Base Payroll: \$733,493

Based on demographics on 12/31/2008

Market: Internal: Wages - Competitive ; External; Wages - Competitive ; 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: 36 month agreement, January 1, 2009 through December 31, 2011

Economic Issues

Effective January 1, 2009

- Effective with the first full payroll period after January 1, 2009, all wage rates, shift differentials, premiums, and longevity for full time and temporary employees to be adjusted by 2.3%.

Effective January 1, 2010

- Effective with the first full payroll period after January 1, 2010, all wage rates, shift differentials, premiums, and longevity for full time and temporary employees to be adjusted by 2.3%.

Effective January 1, 2011

- Effective with the first full payroll period after January 1, 2011, all wage rates, shift differentials, premiums, and longevity for full time and temporary employees to be adjusted by 2.3%.

Non-Economic Issues:

- 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.