



## Request for City Council Committee Action

**Date:** May 16, 2005

**To:** Ways & Means Committee

**Prepared by:** Pamela French, HR Director

**Approved by:**

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Pam French  
Director, Human Resources

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John Moir  
City Coordinator

**Subject:** International Union of Operating Engineers, Local #49 Labor Agreement

**Presenters in Committee:** Tim Giles

### Summary of the Request:

Your Committee recommends approval of the executive summary of the collective bargaining agreement between the City of Minneapolis and the International Union of Operating Engineers, Local #49; 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

**Description Sheet**  
Collective Bargaining Agreement between  
The City of Minneapolis  
And  
International Union of Operating Engineers, Local #49

**CONTRACT DURATION:**

30 month agreement, effective July 1, 2003 through December 31, 2005

**ECONOMIC ISSUES**

- Effective January 1, 2004
  - 2% across the board increase, including current premiums and differentials
  - 2% increase to longevity rates
  
- Effective January 1, 2005
  - 2% across the board increase, including current premiums and differentials
  - 2% increase to longevity rates

**NON-ECONOMIC ISSUES**

- Clarifies bid specifications
- Standardizes language for pay progressions
- Develops Disaster/Catastrophe language
- Standardizes Funeral Leave language to 3 days
- Standardizes Sick Leave verification language to 5 days
- Standardizes Insurance language to first of month after 30 days of employment
- Establishes LMC to discuss alternatives to premium based assignment/compensation procedures
- Eliminates scaffolding premium
- Allows Foreman, Automotive Mechanic to be eligible for ASE premium's
- Formalizes Training Coordinator premium
- Incorporates Vacation accrual rates and bank limit per Job Bank Letter of Agreement
- Incorporates Sick Leave Credit Plan and Severance Plan Letter of Agreement into contract
- Incorporates 2005 Health Care Letter of Agreement
- Clarifies loss of driver's license provision

cc: Timothy Giles, Director, Employee Services  
Darrel Haraldson, Business Representative, I.U.O.E. Local #49  
HRIS  
Central Payroll  
File