



## Request for City Council Committee Action

**Date:** January 14, 2009

**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: Minneapolis Foremen's Association—Foremen Unit: Tim Giles**

### Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the Minneapolis Foremen's Association—Foremen 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  
MINNEAPOLIS FOREMEN'S ASSOCIATION  
Expiration Date: December 31, 2008  
Number of Employees in Unit: 44  
Annual 2008 Base Payroll: \$2,792,000**

Market: Internal: Wages – Competitive; External: Wages – Competitive (Public Sector); Competitive  
Total Compensation – Competitive; Recruitment: No issues; Retention: No issues  
Performance management impediments in the CBA: None identified  
Issues/Concerns: No issues identified

**TENTATIVE AGREEMENT**

**DURATION:** 24-month Agreement: January 1, 2009 through December 31, 2010

**ECONOMIC ISSUES**

**Effective January 1, 2009**

- Provides for step progression
- Provides for 2% ATB, including longevity, premiums and shift differential
- Creates new Step 4 midway between Step 3 and Step 5
- Grandfathers employees on “old” Step 4 until move to Step 5
- Grants double time pay for Saturday work following “major holidays” in Solid Waste and Recycling Division

**Effective January 1, 2010**

- Provides for step progression
- Provides for 2% ATB, including longevity, premiums and shift differential

**NON-ECONOMIC ISSUES**

- Clarifies “loss of driver’s license” impact
- Clarifies “on call” and mandatory meeting procedures
- Renews Job Bank LOA
- Renews Return to Work/Job Bank LOA
- Incorporates Health Care Letter of Agreement
- Housekeeping for archaic language, - dates, titles, etc.