



Request for City Council Committee Action

Date: April 25, 2005

To: Ways & Means Committee

Prepared by: Pamela French, HR Director

Approved by:

Pam French
Director, Human Resources

John Moir
City Coordinator

Subject: Minneapolis Professional Employees Association 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 Minneapolis Professional Employees Association; 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
Minneapolis Professional Employees Association

CONTRACT DURATION:

2-year agreement, effective January 1, 2005 through December 31, 2006

ECONOMIC ISSUES

Effective January 1, 2005

- Freeze wage schedule effective 1/1/05
- Add ½ steps between step 1 and 6
- Top step increased by 2.0% effective 1/1/05
- Eligible employees will receive Step Progression to the ½ step on their anniversary date
- New hires will be hired to the ½ step in 2005
- 2.0% increase to longevity schedule

Effective January 1, 2006

- Freeze wage schedule effective 1/1/06
- Eliminate step 1 and step 1.5 becomes new step 1
- Top step increased by 2.0% effective 1/1/06
- Eligible employees will receive Step Progression to the whole step on their anniversary date
- New hires will be hired to the whole step in 2006
- Eliminate ½ steps effective 12/31/06
- 2.0% increase to longevity schedule

NON-ECONOMIC ISSUES

- Standardized Funeral Leave language
- Amended vacation and sick leave language to allow non-exempt employees to use time earned during first 6 months of employment
- Amended vacation leave language to allow employees to use negatively accrued vacation leave in emergency situations
- Amended vacation accrual language to allow higher entry rate, at the discretion of the appointing authority, based on documented relevant work experience. Allows current employees a one-time opportunity to submit documented relevant work experience to receive similar credit. – All experience must be approved by Human Resources. Final authority is Employee Services Director.
- Standardized subcontracting and privatization language to 60 days notification period

- Removed 3-day restriction on use of sick leave for care of dependent, spouse, Registered Domestic Partner, or other member of their household
- Created a BIS Labor Management Committee to address a variety of issues
- Extended Return to Work Job Bank Letter of Agreement
- Incorporated Health Care LOA
- Amended contract to allow employees who waive Health Care (if evidence of coverage) no reduction in wage

cc: Timothy Giles, Director, Employee Services
Doug Pasche, President MPEA
Duane Johnson, Legal Counsel MPEA
HRIS
Central Payroll
File