



Request for City Council Committee Action

Date: July 16, 2008

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 Union of Operating Engineers—Local #70

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 International Union of Operating Engineers; 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
STATIONARY ENGINEERS
Expiration Date: September 30, 2007
Number of Employees in Unit: 39
Annual 2007 Base Payroll: \$1,948,005
Based on demographics on 9/30/2007**

Market: Internal: Wages - Competitive; External: Wages – Competitive low; Total Compensation: Competitive

Recruitment: No issues identified

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: No issues identified

Tentative Agreement Components:

Duration: 36 month agreement; October 1, 2007 through September 30, 2010

Economic Issues

Effective October 1, 2007

- Increase the wage schedule and longevity by 2.00%
- Increase shift differential from \$.95 to \$1.00/hour
- Increase Maintenance Electrician differential from \$.60 to \$.65/hour
- Increase Gas Fitters differential from \$.60 to \$.65/hour
- Increase Fire Extinguisher differential from \$.25 to \$.30/hour

Effective October 1, 2008

- Increase the wage schedule and longevity by 2.25%
- Increase Safety Shoe reimbursement from \$70 to \$140/year

Effective October 1, 2009

- Increase the wage schedule and longevity by 2.25%

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Non-Economic Issues:

- Modifies compensatory time language to be the same in all three work units; limits comp time carry over from one year to the next of 24 hours, with any higher balance paid
- Removes contract language on negative accruals of vacation time
- Moves operational issues to the Labor Management Committee
- Renews Drug and Alcohol Testing Policy
- Renews Job Bank Letter of Agreement
- Renews 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.