



Request for City Council Committee Action

Date: September 17, 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: *Teamsters—Local No. 320—Convention Center Unit: Tim Giles

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the Teamsters Local No. 320—Convention Center 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 CONVENTION CENTER TEAMSTERS
Expiration Date: December 31, 2007
Number of Employees in Unit: 107
Annual 2007 Base Payroll: \$3,509,291
Based on demographics on 12/31/2007**

Market: Internal: wages - High ; External; Wages - High ; Total Compensation - High

Recruitment: No issues identified

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: Discipline language, overtime language, job bidding language.

Tentative Agreement Components:

Duration: 36 month agreement; January 1, 2008 through December 31, 2010

Economic Issues

Effective January 1, 2008

- Freezes current wage schedule
- Allows regular step progression
- Effective at beginning of pay period nearest to June 1, 2008, adds 1% to wage schedule and longevity
- Effective at beginning of pay period nearest to June 1, 2008, adds \$.05 to the shift differential
- Effective at beginning of pay period nearest to December 1, 2008, adds 1% to wage schedule and longevity

Effective January 1, 2009

- Freezes current wage schedule
- Allows regular step progression
- Effective at beginning of pay period nearest to June 1, 2009, adds 1% to wage schedule and longevity
- Effective at beginning of pay period nearest to December 1, 2009, adds 1% to wage schedule and longevity

Effective January 1, 2010

- Freezes current wage schedule
- Allows regular step progression
- Effective at beginning of pay period nearest to June 1, 2010, adds 1% to wage schedule and longevity
- Effective at beginning of pay period nearest to December 1, 2010, adds 1% to wage schedule and longevity

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Non-Economic Issues:

- Removes contract language referring to Attendants, an obsolete job title
- Increases maximum accumulation of compensatory time from 32 to 50 hours, allows carryover of compensatory time from one year to the next
- 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.