



## 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:**

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Pam French  
Director, Human Resources

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Steven Bosacker  
City Coordinator

**Subject: \*International Association of Machinists and Aerospace Workers—District Lodge #77**  
**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 Association of Machinists and Aerospace Workers—District Lodge #77; 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  
MACHINISTS, LODGE #77  
Expiration Date: June 30, 2007  
Number of Employees in Unit: 6  
Annual 2007 Base Payroll: \$286,489  
Based on demographics on 6/30/2007**

**Market:** Internal: Wages – Competitive low; 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; July 1, 2007 through June 30, 2010

**Economic Issues**

**Effective July 1, 2007**

- Increase the wage schedule and longevity by 1.00%

**Effective January 1, 2008**

- Increase the wage schedule and longevity by 1.50%

**Effective October 1, 2008**

- Increase the top step and longevity by 2.5%

**Effective October 1, 2009**

- Increase the top step and longevity by 2.5%

**EXECUTIVE SUMMARY  
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**Non-Economic Issues:**

- Changes threshold for doctor's verification of need for sick leave to five days, up from three days
- Drops 4 month rate for new hires
- 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.