



Request for City Council Committee Action from the Department of Human Resources

Date: December 14, 2011

To: Council Member Betsy Hodges
Chair, Ways and Means Committee

Subject: Minneapolis Foremen Association

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the executive summary (attached to this document) of the collective bargaining agreement between the Minneapolis Foremen 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.

Department Information

Prepared by: Timothy Giles, Director, Employee Services X3341

Approved by:

Pam French, HR Director X2139

Steven Bosacker, City Coordinator X2032

Presenters in Committee: Timothy Giles

Financial Impact

Other financial impact—Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNEAPOLIS FOREMEN'S ASSOCIATION
Expiration Date: December 31, 2010
Number of Employees in Unit: 41
Annual 2008 Base Payroll: \$2,666,000**

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

TENTATIVE AGREEMENT

DURATION: 24-month Agreement: January 1, 2011 through December 31, 2012

ECONOMIC ISSUES

Effective January 1, 2011

- 0% schedule enhancement
- Allows step movement
- Allows longevity progression
- Increases premiums by 2%
- Increases safety shoe expense reimbursement from \$91.80 annually to \$100 annually, with one year rollover
- Shift Differential increase to \$1.212/hour
- *Retirement Incentive (Any employee who retires during the first or last four months of a calendar year will receive a retirement incentive of six (6) months of fully-paid health insurance premiums, which will be deposited into the employee's VEBA account)
- *Retirement Incentive (\$25,000) if, and only if, in a layoff situation, **and** the retirement saves another employee's job
- Furlough Language – Same as MPEA

Effective January 1, 2012

- 0% schedule enhancement
- No step movement
- Eliminates Step 1 of salary schedules

NON-ECONOMIC ISSUES

- Alternative Dispute Resolution: Joint Labor Management Decision
- Clarifies seniority and bumping rights
- Operational definitions – e.g. lateral transfers, permanent reassignments, etc.
- Enables compressed workweek
- FMLA changes
- Coalition Bargaining
 - Job Bank LOA
 - Reasonable Suspicion LOA