

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN CITY OF MINNEAPOLIS
AND
ELECTRICIANS UNIT, REPRESENTED BY
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS LOCAL 292, AFL-CIO**

**Expiration Date: April 30, 2015
Number of Employees in Unit: 24
Annual 2015 Base Payroll: \$1,994,699**

Market: Competitive

Recruitment: No Issues

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None

Tentative Agreement Components

2 year agreement, effective May 1, 2015 through April 30, 2017

ECONOMIC ISSUES

May 1, 2015

- The hourly rates on the wage schedule will be increased by 2.5% on the first full payroll period after May 1, 2015.
- The hourly rates for longevity and the shift differential will be increased by 2.5% on the first full payroll period after May 1, 2015.
- Additional wage expense for year 1 estimated at \$49,900.

March 1, 2016

- City Electricians will leave the City sponsored health, Rx, dental, disability, and life insurance plans. The City will contribute to the Union health and welfare plan initially \$7.40 per paid hour, to be adjusted annually on May 1 but not to exceed the amount the City pays for employees in the City sponsored plans.

May 1, 2016

- The hourly rates on the wage schedule will be increased by 2.5% on the first full payroll period after May 1, 2016.
- The hourly rates for longevity and the shift differential will be increased by 2.5% on the first full payroll period after May 1, 2016.
- Additional wage expense for year 2 estimated at \$51,100.

(over)

NON-ECONOMIC ISSUES

- Steps 1 through 5 (of a six step schedule) for the classifications of Foreman, Electrician - and Foreman (Master) Electrician - and General Foreman, Electrician are eliminated.
- Sick leave language regarding illness or injury in the immediate family is modified to conform to MN law changes of 2014.
- Election of Remedy language is amended so that a veteran who elects a hearing under the Veterans Preference Act over a termination may not file a contract grievance over the same issue.
- Amends Subcontracting and Privatization language to have the City provide information to the union about plans to use contractors to do electrical work in City buildings.
- Renews Attachments and LOAs bargained between the City and Board of Business Agents.