

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN CITY OF MINNEAPOLIS
AND
TRADES INSPECTORS UNIT, REPRESENTED BY MINNEAPOLIS
BUILDING AND CONSTRUCTION TRADES COUNCIL, AFL-CIO**

**Expiration Date: December 31, 2015
Number of Employees in Unit: 38
Annual 2015 Base Payroll: \$2,964,368**

Market: Competitive

Recruitment: No Issues

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None

Tentative Agreement Components

3 year agreement, effective January 1, 2016 through December 31, 2018

ECONOMIC ISSUES

January 1, 2016

- The hourly rates on the wage schedule and longevity will be increased by 2.5% on the first full payroll period after January 1, 2016.
- Additional wage expense for year 1 estimated at \$74,100.

January 1, 2017

- The hourly rates on the wage schedule and longevity will be increased by 2.5% on the first full payroll period after January 1, 2017.
- Additional wage expense for year 2 estimated at \$76,000.

January 1, 2018

- The hourly rates on the wage schedule and longevity will be increased by 2.5% on the first full payroll period after January 1, 2018.
- Additional wage expense for year 2 estimated at \$77,900.

(over)

NON-ECONOMIC ISSUES

- 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.
- Adopt model Health Care Language bargained between the City and the Board of Business Agents
- Removes "as defined by foreman" from scheduling of rest periods.
- Amends overtime language to incorporate concepts agreed in a Letter of Agreement in 2012.
- Removes contract language allowing negative vacation accrual.
- Includes "medical appointments" in qualifying reasons to use sick leave.
- Eliminates steps 1 through 4 of the 5 step wage schedule.
- Replaces Safety Shoe Expense Reimbursement Program with a \$140 per year allowance paid once per year.
- Incorporates language from a Letter of Agreement calling for a Labor Management Committee meeting if either party believes that there have been substantial changes to the work assigned to the Senior Building Inspector class.
- Updates language on employee parking. Removes language permitting employee who are City residents to keep City vehicles at their homes overnight and on weekends.
- Renews Attachments and LOAs bargained between the City and Board of Business Agents.