



Request for City Council Committee Action

Date: January 10, 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: International Brotherhood of Electrical Workers—Local No. 292

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 Brotherhood of Electrical Workers—Local No. 292; 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

Expiration Date: April 30, 2005
Number of Employees in Unit: 19
Annual Payroll: \$1,300,000

Duration: 36 month Agreement, Effective 5/1/2005 through 4/30/2008

ECONOMIC ISSUES

- Effective May 1, 2005 agrees that City of Minneapolis Local 292 employees are no longer on any formula to translate outside wage rate
- Effective May 1, 2005 provides 2% wage adjustment
- Effective May 1, 2006 provides 2% wage adjustment
- Effective May 1, 2007 provides 2% wage adjustment
- Effective May 1, 2007 implements the following longevity schedule as for other City of Minneapolis employees
 - Years 10 – 14 - \$0.214 per hour
 - Years 15 – 19 - \$0.296 per hour
 - Years 20 – 24 - \$0.347 per hour
 - Years 25 and beyond - \$0.408 per hour
 - Longevity paid on straight-time hours only to a maximum of 80 hour per pay period
- Effective January 1, 2008 or as soon thereafter as practically feasible, all City of Minneapolis employees that are also members of Local 292 shall enroll in City sponsored health care and benefits or become “bench/temporary” employees (February 1, 2008)
- Contributions to Union Health and Welfare Fund will be limited to what has already been paid with the exception of January 2008 and February 2008. January and February payments will be at the rate of \$8.21 per hour (2006 rate).
- Safety Shoe reimbursement increases to \$70.00 per year with a maximum carry over of \$70.00 (\$140 total for two years)
- Authorizes vacation accrual as to all other City of Minneapolis employees effective May 1, 2005

NON-ECONOMIC ISSUES

- None

