



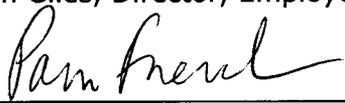
Request for City Council Committee Action from the Department of Human Resources

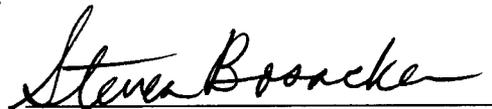
Date: June 16, 2008
To: Council Member Paul Ostrow
Chair, Ways & Means/Budget Committee

Subject: Laborers Local # 363

Prepared by: Tim Giles, Director, Employee Services

Approved by:


Pam French
Director, Human Resources


Steven Bosacker
City Coordinator

Presenters in Committee: Tim Giles

Financial Impact

- No financial impact
- Action requires an appropriation increase to the ___ Capital Budget or ___ Operating Budget
- Action provides increased revenue for appropriation increase
- Action requires use of contingency or reserves
- Action is within the Business Plan
- Action requires a change to the Business Plan
- **Other financial impact – Collective Bargaining Agreement**
- Request provided to the Finance Department when provided to the Committee Coordinator

Summary of the Request:

The Ways & Means Committee recommends approval of the executive summary of the collective bargaining agreement between the Laborers Local # 363 Unit; 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.

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND**

LABORERS LOCAL 363

Expiration Date: December 31, 2007

Number of Employees in Unit: 467

Annual 2007 Base Payroll: \$ 20,750,000

*based on demographics on 12/31/07

Market: Internal: Wages - High (Trades); External: Wages - Competitive/Low; Total Compensation – Competitive/High

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: January 1, 2008 through December 31, 2010

Economic Issues

Effective January 1, 2008

- Effective beginning of pay period nearest January 1, 2008 increase all wages, premiums, differentials and longevity by 1%
- Effective beginning of pay period nearest July 1, 2008 increase all wages, premiums, differentials and longevity by 1%

Effective January 1, 2009

- Effective beginning of pay period nearest January 1, 2009 increase all wages, premiums, differentials and longevity by 1.25%
- Effective beginning of pay period nearest July 1, 2009 increase all wages, premiums, differentials and longevity by 1.25%

Effective January 1, 2010

- Effective beginning of pay period nearest January 1, 2009 increase all wages, premiums, differentials and longevity by 1.25%
- Effective beginning of pay period nearest July 1, 2009 increase all wages, premiums, differentials and longevity by 1.5%

**EXECUTIVE SUMMARY
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AND
LABORERS LOCAL 363**

NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2008

- Increases compensatory time bank to 56 hours from 50 hours
- Modifies “Loss of License” provision to “requirement at hire”
- Clarifies “Maintenance Transfer List” procedures
- Renews Drug and Alcohol Testing Policy
- Renews Job Bank Letter Of Agreement
- Renews Return to Work/Job Bank Letter Of Agreement
- Incorporates Health Care Letter of Agreement
- Housekeeping for archaic language - dates, titles, etc.