



## 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: Teamsters Local # 320 – Driver's Unit**

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 Teamsters Local # 320 – Driver's 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  
TEAMSTERS LOCAL 320 – DRIVER’S UNIT**

**Expiration Date: December 31, 2007**

**Number of Employees in Unit: 80**

**Annual 2007 Base Payroll: \$ 3,703,000**

\*based on demographics on 12/31/07

**Market:** Internal: Wages - High (Trades); External: Wages - Competitive; 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 base wages by 1%
- Effective beginning of pay period nearest July 1, 2008 increase all base wages by 1%

**Effective January 1, 2009**

- Effective beginning of pay period nearest January 1, 2009 increase all base wages by 1.5%
- Effective beginning of pay period nearest July 1, 2009 increase all base wages by 1.25%

**Effective January 1, 2010**

- Effective beginning of pay period nearest January 1, 2009 increase all base wages by 1.5%
- Effective beginning of pay period nearest July 1, 2009 increase all base wages by 1%

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**NON-ECONOMIC ISSUES EFFECTIVE JANUARY 1, 2008**

- Allows Leaves of Absence for personal reasons in one (1) week increments
- Increases compensatory time bank to 100 hours; requires first 56 hours of overtime during winter season to be banked as compensatory time; allows use of compensatory time during slow summer work period; retains annual cash out down to 44 hours
- Rolls up to forty (40) hours of vacation leave subject to loss into compensatory time bank with documented request for and denial for use
- Significant modification to “Loss of License” procedure
- Rolls safety shoe allowance into wages
- 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.