

**SUMMARY OF CHANGES TO THE
2018-2019 COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE CITY OF MINNEAPOLIS AND
INTERNATIONAL ALLIANCE OF THE THEATRICAL STAGE EMPLOYEES (“IATSE”),
(CONVENTION CENTER PRODUCTION TECHNICIANS UNIT)**

TITLE PAGE

No change.

PREAMBLE

No change.

ARTICLE 1 RECOGNITION AND UNION SECURITY

No change.

ARTICLE 2 MANAGEMENT RIGHTS

No change.

ARTICLE 3 NO STRIKE – NO LOCKOUT

No change.

ARTICLE 4 SETTLEMENT OF DISPUTES

No change.

ARTICLE 5 EMPLOYEE DISCIPLINE AND DISCHARGE

No change.

ARTICLE 6 SENIORITY

No change.

ARTICLE 7 FILLING VACANT POSITIONS

No change.

ARTICLE 8 LAYOFF AND RECALL FROM LAYOFF

No change.

ARTICLE 9 WAGES AND PAYROLL

No change.

ARTICLE 10 HOURS OF WORK AND OVERTIME

Section 10.02 Overtime Work and Pay

NEW Subd. 2 Regular Rate of Pay and Overtime Calculations

Insert language from Letter of Agreement Regular Rate of Pay and Overtime Calculations for City of Minneapolis' Non-exempt Employees; renumber following sections.

Section 10.03 – Inclement Weather

Remove AM Radio broadcast notice method.

ARTICLE 11 VACATIONS

Section 11.04 – Vacation Benefit Levels

Remove outdated reference.

ARTICLE 12 HOLIDAYS

No change.

ARTICLE 13 LEAVES OF ABSENCE WITHOUT PAY

Section 13.02 - Leaves of Absence Governed by State Statute

Subd. 5 Family Medical Leaves

Delete current language; replace with model language referencing the City of Minneapolis policy location and commitment to compliance with statute.

ARTICLE 14 LEAVES OF ABSENCE WITH PAY

No change.

ARTICLE 15 SICK LEAVE

Section 15.02 - Definitions

Delete Subd. 1 Ocular and Dental language; delete Subd. 3 Chiropractic and Podiatrist Care; renumber following sections.

ARTICLE 16 SICK LEAVE CREDIT PAY AND SEVERANCE PAY

Section 16.02 – Accrued Sick Leave Separation Plan

Change all “retirement” references to “separation” in accordance with current practice.

ARTICLE 17 GROUP INSURANCE

No change.

ARTICLE 18 WORK RULES

No change.

ARTICLE 19 DISCRIMINATION PROHIBITED

No change.

ARTICLE 20 SAFETY

Section 20.04 - Benefits During Workers' Compensation Absences

Update language to include credit for time served on workers' compensation or disability pension as a result of disability incurred on the job.

ARTICLE 21 WORKPLACE ENVIRONMENT

No change.

ARTICLE 22 SUBCONTRACTING AND PRIVATIZATION

No change.

ARTICLE 23 COLLECTIVE BARGAINING

No change.

ARTICLE 24 TERM OF AGREEMENT

No change.

SIGNATORY PAGE

No change.

SALARY SCHEDULE

Wages

January 1, 2018	Permanent Employees: 2.0% increase in wages, Premium Rigger Rate, Shift Differential, Lead Worker Premium, and Longevity.
July 8, 2018	Temporary Employees: 2.0% increase in wages and premiums.
January 1, 2019	Permanent Employees: 2.0% increase in wages, Premium Rigger Rate, Shift Differential, Lead Worker Premium, and Longevity. Temporary Employees: 2.0% increase in wages and premiums.

Health Insurance for Temporary Workers

July 8, 2019	2.0% increase in payment to the IATSE Health and Welfare Plan
January 1, 2019	1.0% increase in payment to the IATSE Health and Welfare Plan

ATTACHMENT “A” LETTER OF AGREEMENT

Reasonable Suspicion Drug Alcohol Testing

No change.

ATTACHMENT “B” LETTER OF AGREEMENT

Employment of Temporary Employees

Updated hourly wage rates.

General information duty assignments added.

ATTACHMENT “C” LETTER OF AGREEMENT

Job Bank and Related Matters

No change.

ATTACHMENT “D” LETTER OF AGREEMENT

Return to Work/Job Bank Program and Related Matters

No change.

ATTACHMENT “E” LETTER OF AGREEMENT

2018 Health Care Insurance

Delete Letter of Agreement: 2016 and 2017 Health Care Insurance

Renumbered as Attachment “E” Letter of Agreement: 2018 Health Care Insurance

NEW ATTACHMENT “F” LETTER OF AGREEMENT

Arbitrator Panel Maintenance

Establishes procedure for maintaining panel of arbitrators.

Housekeeping: Update all signatures where necessary. Update all Attachments and LOAs where they have been changed or agreed to in bargaining between the City and the Board of Business Agents. All technical date and title changes updated.

This document is intended merely as an overview of contract changes. Please see the collective bargaining agreement for precise language.