



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

**Date:** January 7, 2015

**To:** Council Member John Quincy  
Chair, Ways & Means Committee

**Subject:** Water Maintenance Technician Unit – Represented by  
Minneapolis Building and Construction Trades Council, AFL-CIO

### Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Water Maintenance Technician Unit represented by the Minneapolis Building and Construction Trades Council, AFL-CIO; 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 Employee Services Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

### Department Information

Prepared by: Timothy Giles, Director Employee Services

Approved by: \_\_\_\_\_  
Patience Ferguson, Chief HR Officer                      Spencer Cronk, City Coordinator

Presenters in Committee: Perry Palin

**Financial Impact** *(delete all lines not applicable to your request)*  
Other financial impact – Collective Bargaining Agreement

### Supporting Information

See Attached Executive Summary



**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN CITY OF MINNEAPOLIS  
AND  
WATER MAINTENANCE TECHNICIAN UNIT – MINNEAPOLIS  
BUILDING AND CONSTRUCTION TRADES COUNCIL, AFL-CIO**

**Expiration Date: New Contract  
Number of Employees in Unit: 3  
Annual 2014 Base Payroll: \$163,195**

This is a new bargaining unit ordered by the State Bureau of Mediation Services, representing two new job classifications in the Water Department.

**Market:** Competitive

**Recruitment:** No issues identified

**Retention:** No Issues identified

**Performance management impediments in the CBA:** None identified

**Issues/Concerns:** None Identified

**Tentative Agreement Components**

2-year agreement, effective October 1, 2014 through September 30, 2016

**ECONOMIC ISSUES**

October 1, 2014

- Increase of each step on the current wage schedule by 2.5% on the first full payroll period after October 1, 2014
- Wage schedule reduced by \$.06 per hour for employer's contribution to LIUNA pension fund for each employee
- Adopt current longevity rates of the City agreement with the Laborers
- Adopt Maintenance Electrician premium of \$.765 per hour for employees in the Senior Maintenance Technician classification
- Adopt premium of \$.20/hr for employees who obtain and maintain the ABC Plant Maintenance Technologist Class II certification
- Additional wage expense for year 1 estimated at \$4,100

October 1, 2015

- Increase of each step on the wage schedule by 2.5% on the first full payroll period after October 1, 2015
- Wage schedule reduced by \$.07 per hour for employer's contribution to LIUNA pension fund for each employee
- Additional wage expense for year 2 estimated at \$4,200

**(over)**

## **NON-ECONOMIC ISSUES**

- Contract patterned after current agreement between the City and Local 363, Laborers, with deletions or modifications based on narrow department needs
- Adopt model Health Care Language bargained between the City and the Board of Business Agents
- Adopt language on time off to participate in union activities
- Attachments and standard LOAs carried forward from Laborers' agreement as bargained between the City and the Board of Business Agents