

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN CITY OF MINNEAPOLIS
AND
WATER WORKS MAINTENANCE UNIT, REPRESENTED BY
PLUMBERS UNION LOCAL NO. 15, AFL-CIO**

**Expiration Date: December 31, 2015
Number of Employees in Unit: 59
Annual 2015 Base Payroll: \$3,184,440**

Market: Competitive

Recruitment: No Issues

Retention: No Issues

Performance management impediments in the CBA: None identified

Issues/Concerns: None

Tentative Agreement Components

3 year agreement, effective January 1, 2016 through December 31, 2018

ECONOMIC ISSUES

January 1, 2016

- Step movement allowed.
- No change to the wage rates, longevity or shift differential.

March 1, 2016

- The hourly rates on the wage schedule will be increased by 2.25% on the payroll period which includes March 1, 2016.
- The hourly rates for longevity and the shift differential will be increased by 2.25% on the payroll period which includes March 1, 2016.
- Establish minimum pay of 2 2/3 hours at the overtime rate when required to report to work in on-call or call back situations.
- Additional wage expense for year 1 estimated at \$78,900.

February 1, 2017

- Step movement allowed.
- The hourly rates on the wage schedule will be increased by 2.5% on the first full payroll period after February 1, 2017.
- The hourly rates for longevity and the shift differential will be increased by 2.5% on the first full payroll period after February 1, 2017.
- Additional wage expense for year 2 estimated at \$82,000.

(over)

February 1, 2018

- Step movement allowed.
- The hourly rates on the wage schedule will be increased by 2.5% on the first full payroll period after February 1, 2018.
- The hourly rates for longevity and the shift differential will be increased by 2.5% on the first full payroll period after February 1, 2018.
- Additional wage expense for year 2 estimated at \$82,900.

NON-ECONOMIC ISSUES

- Election of Remedy language is amended so that a veteran who elects a hearing under the Veterans Preference Act over a termination may not file a contract grievance over the same issue.
- Adopt model Health Care Language bargained between the City and the Board of Business Agents
- Eliminates steps 1 and 2 of the six step schedule for Commercial Meter Service Worker, Residential Meter Service Worker, and Water Works Service Worker II.
- The shift differential will apply to all hours paid to employees who are regularly assigned to a qualifying shift, rather than to all hours worked on a qualifying shift. Enhances the reward for taking a regular second shift assignment; other employees will no longer receive the differential for filling in on a qualifying shift.
- Renews Attachments and LOAs bargained between the City and Board of Business Agents.