



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

Date: June 18, 2014

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

Subject: Minneapolis Foremens Association

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Minneapolis Foremens Association; 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, Human Resources Director Jay Stroebel, City Coordinator Designee

Presenter(s) in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
MINNEAPOLIS FOREMEN'S ASSOCIATION
Expiration Date: December 31, 2013
Number of Employees in Unit: 38
Annual 2013 Base Payroll: \$2,562,000**

Market: Internal: Wages – Competitive; External: Wages – Competitive (Public Sector);
Competitive Total Compensation – Competitive

Recruitment: No issues **Retention:** No issues

Performance management impediments in the CBA: None identified

TENTATIVE AGREEMENT

DURATION: 36-month Agreement: January 1, 2014 through December 31, 2016

ECONOMIC ISSUES

- **Effective January 1, 2014**
 - Step progression allowed effective January 1, 2014
 - Increases “Safety Shoe Reimbursement” to \$140 per year and adds to wage schedules. (Noted for future reference; requirement remains.)
 - Increases wage schedules by 2%
 - Increases longevity by 2.25%
 - Effective September 1, 2014 – (For new hires) - replaces current 3-step wage schedule with revised 4-step wage schedule; reduces step increments to 3%; current employees remain on current wage schedule
 - Premiums per the Laborer 363 or IUOE Local 49 contract (Working Foremen)

- **Effective January 1, 2015**
 - Increases wage schedules by 2.25%
 - Premiums per the Laborer 363 or IUOE Local 49 contract (Working Foremen)

- **Effective January 1, 2016**
 - Increases wage schedules by 2.25%
 - Premiums per the Laborer 363 or IUOE Local 49 contract (Working Foremen)

NON-ECONOMIC ISSUES

- Adds a Glossary of relevant terms
- Incorporates “Overtime” Letter of Agreement into Contract
- Renews Letters of Agreement effectuated in coalition bargaining: Reasonable Suspicion Drug and Alcohol Testing; Job Bank and Related Matters; Return to Work/Job Bank; Health Care
- Renews “Sewer Certification License” Letter of Agreement