

FOR BOARD ACTION

Agenda Item # 5

Meeting Date: 4/24/12

SUBJECT: 2012 Collective Bargaining Agreement between the City of Rochester and the International Brotherhood of Electrical Workers Local 949 Inside Group.

PREPARED BY: Wally Schlink, Director of Power Resources

ITEM DESCRIPTION:

On Monday April 9, 2012 the Rochester Public Utilities Inside Bargaining Unit, I.B.E.W. Local 949 representing office and clerical workers, ratified the tentative agreement that was reached through negotiations between the members of that bargaining group and City / RPU management.

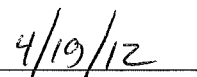
Attached is a one page document defining the changes.

Approval of the changes to the Agreement by the RPU Board and Common Council and execution of the revised Agreement will execute the Agreement for 2012.

UTILITY BOARD ACTION REQUESTED:

Management recommends the Board approve the attached changes to the Collective Bargaining Agreement between the City of Rochester Minnesota and the International Brotherhood of Electrical Workers, Local 949 inside group, and recommend that the City Council approve and that the Mayor and City Clerk execute the agreement.


General Manager


Date

RCA – IBEW OFFICE -- ATTACHMENT | 2012

1. Article 8, Term of Agreement, one-year agreement for 2012.
2. Article 19, Option to Purchase Benefits Upon Retirement, update language as follows:

An employee who retires from regular full-time employment with the City of Rochester, may continue to participate indefinitely in the purchase-City-sponsored health and/or dental insurance group that the employee participated in immediately prior to retirement. The retiree may receive dependent coverage only if s/he received dependent coverage immediately prior to retirement. A retiree who initially selects dependent coverage may later drop dependent coverage while retaining individual coverage, but the retiree may not drop individual coverage and retain dependent coverage. coverage, and/or dental coverage until the retiree's eighty-fifth (85th) birthday, and may purchase-City-sponsored life insurance may be continued until the retiree's seventy-fifth (75th) birthday.

After the retiree's 65th birthday and if the retiree has enrolled in Medicare and if s/he has dependent coverage in effect, the retiree can pay a dollar amount equivalent to the cost of covering two individuals under the city's plan, if no other dependents require coverage. The same holds true if the retiree's spouse turns age 65 prior to the retiree and is eligible for and enrolled in Medicare.

In order to retain City-sponsored health and/or dental coverage or life insurance, the retiree and his/her spouse, if applicable, must authorize the requisite deductions from a checking or savings account in the amount that is designated by the City and may be changed from time to time through written notification from the City.

If a retired employee dies, the surviving spouse may continue to participate in the City-sponsored any health and/or dental insurance group that the surviving spouse participated in at the time of the retired employee's death, coverage in effect at the time of death. The surviving spouse must authorize the requisite deductions from a checking or savings account in the amount that is designated by the City and may be changed from time to time through written notification from the City.

For the retiree, until age 65, the amount of life insurance coverage which can be purchased is any amount, in thousand-dollar increments, between a minimum of \$10,000 and a maximum of the amount of coverage is limited to the greater of \$10,000.00 or the amount of coverage available to the employee on the date of retirement from the City of Rochester. Beginning on the first of the month following a retiree's 65th birthday, the amount of life insurance coverage is limited by the underwriter to \$10,000.

Any life-time maximum benefit designated in the health coverage plan document continues to be applied after retirement.

3. Appendix C, Wage Schedule, update to reflect a one percent increase in wages effective January 12, 2012.
4. Appendix D, Section A.2, correct typographical error as follows: *Employees promoted or transferred on or after January 1, 2011 2008 will receive...*
5. Agreed to other minor grammar/language corrections and/or clarifications.



RESOLUTION

BE IT RESOLVED by the Public Utility Board of the City of Rochester, Minnesota that the Common Council of the said City is requested to approve a 2012 Collective Bargaining Agreement with IBEW, Inside Group, Local 949, and the City of Rochester Public Utility Board, and that the Common Council authorize the Mayor and the City Clerk to execute the document.

Passed by the Public Utility Board of the City of Rochester, Minnesota, this 24th day of April, 2012.

President

Secretary