

FOR BOARD ACTION

Agenda Item # 6

Meeting Date: 3/27/12

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

PREPARED BY: Wally Schlink, Director of Power Resources

ITEM DESCRIPTION:

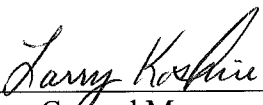
On Tuesday March 20, 2012 the Rochester Public Utilities Outside Bargaining Unit, I.B.E.W. Local 949, ratified the tentative agreement that was reached through negotiations between the members of that bargaining group and City/RPU management.

Attached is a two page document defining the changes. The Request for Council Action will be prepared by City Human Resources.

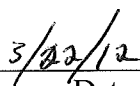
Approval of the changes to the Agreement by the RPU Board and Common Council and execution of the revised Agreement will execute the Agreement for 2012.

UTILITY BOARD ACTION REQUESTED:

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



General Manager



Date

**Attachment to RCA 4/02/12
Collective Bargaining Agreement for 2012 with IBEW, Local 949
Rochester Public Utilities**

1. Article 8, Term of Agreement, will be modified to reflect a one-year agreement for 2012.
2. Article 13, Employment, Section C.3 will be modified by adding the following sentence to the end of this provision: Bargaining unit employees, who meet the minimum qualifications for the vacant position, will be granted an employment interview.
3. Article 14, Work Period, Section B. 2 will be amended to identify the correct work hours as 7:30 a.m. to 4:00 p.m.; Section A.1.c will be deleted as it is obsolete language: ~~In the event crews or parts of crews alternate work weeks as established in a. and b. above, the work week will be considered as averaging forty (40) hours per week.~~
4. Article 15, Employment Levels, Section B, will delete reference to "plant attendant" job title which no longer exists.
5. Article 16, Pay, will be modified to reflect a one-percent wage adjustment for bargaining unit positions in 2012; new language will be added: J. When for (4) or more distribution workers are working together in the absence of a lead distribution worker on a water repair or water construction project, the distribution worker who has held the classification the longest shall receive the lead distribution worker rate of pay for all hours worked.
6. Article 18, Standby, Section A, amended language to include two employees on standby between 9:00 p.m. and 6:00 a.m., Monday through Friday (formerly one employee).
7. Remove the following revised language from Article 23, Sick Leave, and add a new article titled "Option to Purchase City-Sponsored Insurance" with this language:

An employee who retires from regular full-time employment with the City of Rochester may continue to participate indefinitely in the 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. City-sponsored life insurance may be continued until the retiree's 75th birthday.

After the retiree's 65th birthday and if the retiree has enrolled in Medicare and if he/she 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 health and/or dental insurance group that the surviving spouse participated in at the time of the

retired employee's 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 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.

8. Appendix A, IBEW Pay Grid, remove the following obsolete positions from the grid: cable worker, plant attendant, utility maintenance worker; wage adjustments will be effective January 12, 2012.
9. Appendix B, Twelve-Hour Shifts, remove reference to plant attendant in entire appendix; Section 16.A, revised hours for shift premium pay to read 17:30 to 05:30 rather than 18:30 to 06:30; Article 22.B.1 corrected language to read: *SLP operating personnel (shift workers) including shift foreman, operators, assistant operators, auxiliary operator and ~~plant attendant~~ who are required to work on one of the above designated holidays, shall receive, in lieu of the holiday, pay at time and one half (1 ½) in addition to their regular pay for the first eight (8) hours worked and double time (2) for the remaining four (4) hours in the twelve-hour period.*
10. Agreed to other minor language corrections and/or modifications.



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, Outside 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 27th day of March, 2012.

President

Secretary