

FOR BOARD ACTION

Agenda Item # 4

Meeting Date:

4/15/13

SUBJECT: 2013-2014 Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 949 (Inside Group)

PREPARED BY: Linda, Hillenbrand, Director of Human Resources

ITEM DESCRIPTION:

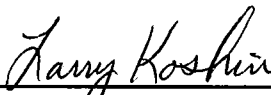
Attached are the recommended changes to be incorporated into the Collective Bargaining Agreement between the City of Rochester and the International Brotherhood of Electrical Workers (IBEW), Local 949, for 2013-2014.

FOR CAPITAL PURCHASES/BIDS/MAJOR PROJECTS:

Not Applicable

UTILITY BOARD ACTION REQUESTED:

Management recommends that the Public Utility Board and the City Council approve a resolution authorizing the execution of the 2013-2014 Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Local 949 (Inside Group), as presented, and authorize the Mayor and City Clerk to execute the agreement.



General Manager



Date

ROCHESTER PUBLIC UTILITIES

Attachment – FBA IBEW Inside Group

1. Article 8, Term of Agreement, modify to reflect a two-year agreement for 2013 and 2014.
2. Article 14, Section C, add language to address placement in the wage grid for newly hired employees:

Newly hired employees will start at the Step A wage rate established in the pay grid, Appendix C, for the appropriate classification; however, management may start a new employee at a higher step providing the previous work experience warrants a higher step. Employees on six (6) months' probation for initial regular employment shall receive such rate of pay as established by Management, and shall receive time and one-half (1 ½) for overtime and holiday work. However, such employees shall not receive vacations, leaves of absence, family emergency leave or paid time off for funerals.

3. Article 14, Section F, new language regarding "Additional Compensation" which will be added to recognize employees temporarily assuming responsibilities generally considered to be exempt-level work:

Employees accepting additional duties outside the scope of the work performed by the bargaining unit, which exceeds 25 calendar days, due to an unfilled vacancy, long-term absence, or special project, shall be paid an additional \$1.50 per hour above their current rate of pay if the additional work assignment was, or could be, performed by an exempt-level employee. This additional compensatory adjustment is subject to the approval of the General Manager and the Director of Human Resources and this authorization must occur before the employee performs the additional duties.

4. Article 14, Section G, add new language to address how promotional adjustments will be processed relative to the new wage grid:

An employee promoted to a new position which has a salary range shall be placed in the proper step of the new position which shall allow for a minimum of a five percent (5%) or a maximum of an eight percent (8%) increase, whichever will allow for the employee to be at an established rate within the pay range.

5. Article 17, Sick Leave, Section C/2, modify immediate family as follows:

Sick leave may also be used in case of serious illness in the immediate family requiring the employee's attendance, and shall be for the actual time required, but not to exceed three (3) work days. "Immediate family" shall be defined as means an employee's brothers, sisters, children, step-children, children where the employee is the legal guardian, parents, spouse, ~~or~~ spouse's parents, grandparents, spouse's grandparents, or grandchildren.

6. Article 18, Unused Sick Leave, modify language to add a sick leave payout cap for all new employees hired after January 1, 2013; add language to allow for a cash payout for any current employee who dies while in active status (current MSRS rules do not allow for the conversion of sick leave for a deceased employee).

For employees hired prior to January 1, 2013: When an employee ~~separates~~ terminates employment after ten (10) years of regular full-time or regular part-time employment with the City of Rochester, the City will convert forty percent (40%) of the employee's unused sick leave balance to be deposited to an individual Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP).

(Moved to second paragraph) After ten (10) years of service the dollar value of accumulated sick leave hours will be equal to forty percent (40%) of the total accumulated sick leave hours at the time of ~~separation~~ termination/retirement multiplied by the employee's hourly rate of pay at the time of ~~separation~~ termination/retirement. Regular part-time employees (those regularly scheduled for 20 to 39 hours per week) and who are not designated as temporary or seasonal will be eligible to convert forty percent (40%) of their accumulated sick leave.

For employees hired on or after January 1, 2013: All employees who have accrued ten (10) or more continuous years of full-time or regular part-time service with the City, except those who are discharged for cause, shall be eligible to convert forty percent (40%) of the employee's first twelve hundred (1200) hours of accumulated but unused sick leave balance. This amount shall be deposited into an individual Minnesota State Retirement System (MSRS) Health Care Savings Plan (HCSP) and calculated at the employee's regular rate of pay at time of separation.

A HCSP is a tax free savings account. The account can be used.... (same language).

In case of permanent disability of an active employee, as determined by PERA, an amount equal to one hundred percent (100%) of unused sick leave will be deposited in a MSRS Health Care Savings Plan for the use of the employee as governed by MSRS rules. In case of the death of an active employee who has a dependent(s), an amount equal to one hundred percent (100%) of the unused sick leave balance will be paid in cash (less required State and Federal withholdings) to the dependent(s) ~~will be deposited in a MSRS Health Care Savings Plan for the use of the dependent(s) as governed by MSRS rules.~~

7. Appendix B, Employee Benefits, move existing language from Appendix D to this section:

Insurance: Employee only health coverage cost sharing would be 5% of the cost for 2012. Employee dependent health coverage cost sharing would be 15% of the cost for 2012.

8. Appendix C, Wage Grid, modify to reflect a wage scale to more closely align with other non-exempt employees and to reflect a 1.75% increase for 2013 and 2.0% increase for 2014 (as attached).
9. Delete Appendix D, Wage adjustments, delete this appendix in its entirety as the language is obsolete with the implementation of a new wage grid.
10. Agreed to other minor language clarifications and/or corrections.

Appendix C, 2013 Wage Grid

Grade	Point Range	Positions	A					
			Start	B 6 months	C 1 Yr	D 2Yrs	E 3 Yrs	F 4 Yrs
1	300-351	Receptionist	\$17.89	\$18.78	\$19.73	\$20.72	\$21.75	\$22.84
			17.66		18.76	19.86	20.97	22.07
2	352-400	Customer Relations Clerk PR Administrative Assistant	\$19.44	\$20.42	\$21.44	\$22.51	\$23.64	\$24.82
			19.54	20.76	21.98	23.20	24.42	
3	401-474	Customer Relations Representative Business Services Representative Work Planning Technician Customer Collections Technician	\$21.11	\$22.17	\$23.28	\$24.45	\$25.66	\$26.94
			20.34	21.61	22.88	24.15	25.42	
4	475-550	Accounting Technician Lead Customer Collections Technician Lead Customer Relations Representative Lead Billing Technician Purchasing Assistant	\$21.89	\$23.04	\$24.25	\$25.53	\$26.87	\$28.29
			22.08	23.46	24.84	26.22	27.60	

Employees may be advanced at an accelerated rate based on their performance so determined by and at the discretion of management.

Appendix C, 2014 Wage Grid

Grade	Point Range	Positions	A					
			Start	B 6 months	C 1 Yr	C 2Yrs	E 3 Yrs	F 4 Yrs
1	300-351	Receptionist	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19	\$23.30
2	352-400	Customer Relations Clerk PR Administrative Assistant	\$19.83	\$20.83	\$21.87	\$22.96	\$24.11	\$25.32
3	401-474	Customer Relations Representative Business Services Representative Work Planning Technician Customer Collections Technician	\$21.53	\$22.61	\$23.75	\$24.94	\$26.17	\$27.48
4	475-550	Accounting Technician Lead Customer Collections Technician Lead Customer Relations Representative Lead Billing Technician Purchasing Assistant	\$22.33	\$23.50	\$24.74	\$26.04	\$27.41	\$28.86

Employees may be advanced at an accelerated rate based on their performance so determined by and at the discretion of management.



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 2013-2014 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 documents.

Passed by the Public Utility Board of the City of Rochester, Minnesota, this 15th day of April, 2013.

President

Secretary