

FOR BOARD ACTION

Agenda Item # 11

Meeting Date: 1/24/05

SUBJECT:

Approval of IBEW Labor Agreements 2005-2007

PREPARED BY:

Larry Koshire, General Manager

ITEM DESCRIPTION:

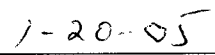
The Labor Agreements for IBEW Union Local #949 representing both the inside and outside groups at RPU expired December 31, 2004. Negotiations with both groups have been ongoing and have resulted in an agreement for a new three year contract. Last week, both bargaining units approved the negotiated agreements.

Negotiations were led by the City Human Resources Department. Attached is a Request for Council Action that details the specifics of the labor agreements. All of the contract provisions remain in the new agreements, other than those identified in the attached document.

UTILITY BOARD ACTION REQUESTED:

We recommend the Utility Board approve the Labor Agreements for 2005 – 2007 IBEW Local #949 representing the inside and outside groups at RPU.


General Manager


Date

REQUEST FOR COUNCIL ACTION

MEETING

DATE: 2/7/05

AGENDA SECTION: Consent	ORIGINATING DEPT: Human Resources	ITEM NO.
ITEM DESCRIPTION: Labor Agreements for 2005-2007 - IBEW Local #949 (Outside and Inside)		PREPARED BY: Linda Gilsrud

General wage increases (Outside and Inside units) as listed: 1/6/05 2.0%
1/5/06 2.0%
1/4/07 2.0%

with the following "Me Too" provision:

"If a collective bargaining group or professional association certified by the State as the exclusive bargaining representative for a City of Rochester employee group negotiates or gains through interest arbitration a general wage increase or adjustment to base wage that exceeds two percent per year or six percent over the term of agreement, the IBEW membership will be awarded the higher percentage rather than the two percent (2%) negotiated for each year of the present three-year agreement. This clause is meant to ensure the application of wage increases for IBEW members similar to a higher general wage increase(s) percentage negotiated or awarded through arbitration to another bargaining group or association."

The "Me Too Clause" does not encompass merit raises that may or may not be given to salaried employees.

Other changes:

1. Three-year Term of Agreement for Inside and Outside Units: January 1, 2005 through December 31, 2007
2. Modify and correct the Posting Procedure and the Bidding Procedure for Inside and Outside Units
3. For Outside unit: Adjust Utility Equipment Operator to \$24.043 per hour. General wage increases to apply.
4. For Outside unit: Provide for a \$1.30 per hour shift premium and an 85¢ per hour NACE Coating Inspector Certificate premium.
5. For Outside unit: Implement informal agreement to allow for line crews to accumulate up to forty-eight (48) hours of comp time (of which only 24 hours may be used between May 1 and October 31).
6. For Outside unit: Provide for stand-by pay at 12.5 hours at the straight time rate of pay for Monday through Friday.
7. For Outside unit: In Article 20 (D): Change "heavy weather" to "inclement weather".
8. For Inside and Outside units: Modify Vacation provisions to reflect the current vacation carryover caps.
9. For Inside and Outside units: Unused Sick Leave: Modify to reflect the negotiated change (change 33% to 40%) of unused sick leave for payout.
10. For Outside unit: Provide for a \$2.20 per hour shift differential for Plant personnel.
11. For Outside unit: Modify to provide four 10-hour shifts for all positions in Technical Services except Leads. Modify holiday language to provide for continuance on ten hour days.
12. Incorporate various language clarifications and housekeeping throughout the collective bargaining agreements, i.e. replacing the word "permanent" with "regular". For Outside unit: Meal Allowance: Change "for more than" to "or more".

Council Action Requested:

Resolution authorizing the Mayor and City Clerk to sign the collective bargaining agreements.

COUNCIL ACTION: Motion by: _____ Second by: _____ to:



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 union labor agreement covering the period from January 1, 2005 through December 31, 2007 with the International Brotherhood of Electrical Workers (IBEW Inside and Outside Groups) 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 January, 2005.

President

Secretary