

FOR BOARD ACTION

Agenda Item # 13.

Meeting Date:

12/13/07

SUBJECT: Labor Agreement with IBEW Local 949

PREPARED BY: Larry Kosire, General Manager

The current labor agreements with IBEW Local 949, including the Outside and Inside bargaining groups, expire at the end of this year. After four negotiation sessions, Management has reached tentative agreement (with one outstanding issue remaining) with the IBEW Outside bargaining team on a new three-year agreement. In addition to various non-financial verbiage changes, the following items have been agreed to:

1. Three-year agreement, 2008-2010, with general wage increases effective each January 1 of 2.75%, 3.5%, and 3.0%.
2. Standby pay for Monday-Friday electric utility increased from 12.5 hrs to 15.0 hrs.
3. Electric employees with 20 or more years of service may opt out of standby duty.
4. Sleep-time provision modified.
5. Health care savings plan to be established using payout of sick leave and vacation upon retirement.
6. Overtime pay for Sundays and holidays increased from 1.5 X premium to 2.0 X premium.
7. Pre-tax meal allowance increased from \$12.50 to \$15.00.
8. Shoe allowance increased from \$120/yr to \$130/yr
9. Reimbursement provision added for prescription safety sunglasses.

Management's acceptance of the above terms is contingent on IBEW's agreement to eliminate the 4x10 work week in Tech Services.

With a resolution of this final issue, the City and the IBEW membership must approve the agreement.

UTILITY BOARD ACTION REQUESTED:

It is recommended that the Board request the Common Council to approve a three-year agreement with the IBEW Local 949 Outside bargaining group per the above terms, contingent upon resolution of any outstanding issues by the Director of Human Resources and RPU General Manager, and to authorize the City Clerk and Mayor to execute the agreement.



General Manager

12-13-07
Date



RESOLUTION

BE IT RESOLVED by the Public Utility Board of the City of Rochester, Minnesota, that the Board requests the Common Council to approve a contract agreement between International Brotherhood of Electrical Workers Local 949 and the City of Rochester, Minnesota, and that the Mayor and the City Clerk are authorized to execute the agreement for

2008-2010 Labor Agreement with IBEW Local 949 Outside

Passed by the Public Utility Board of the City of Rochester, Minnesota, this 13th day of December 2007

President

Secretary