

FOR BOARD ACTION

Agenda Item # 7

Meeting Date: 12/21/10


SUBJECT: 2011 Collective Bargaining Agreement with the International Brotherhood of Electrical Workers (IBEW), Outside Group, Local 949

PREPARED BY: Mark Kotschevar, Director of Core Service

ITEM DESCRIPTION:

The City of Rochester and the IBEW local 949 Outside Group have reached a tentative settlement of the Collective Bargaining Agreement for 2011. The changes to the existing agreement are highlighted below.

1. Article 8, Term of Agreement, will be modified to reflect a one-year agreement for 2011.
2. Article 11, Grievance Procedure, the last sentence of the Step 1 procedure will be amended to reflect a response time of five working days rather than two.
3. Article 16, Pay, Section A, will be modified to reflect a one-percent wage adjustment for bargaining unit positions effective the first full pay period in 2011; language referring to a multiple-year contract will be deleted.
4. Article 18, Standby, Section E and Miscellaneous Section (last paragraph), the following sentence will be deleted in both areas as it is obsolete language: ~~In cases of major outages requiring many employees, the Power Plan operating crew and supervisory employees will assist in getting the needed extra help.~~
5. Article 20, Health and Safety
 - Section A, second paragraph, the fourth sentence will be modified to read: The Employer agrees that, except in cases of emergency *or regulatory mandates*, it will present any proposed new or revised safety rules to the Safety Committee for review and comment prior to the effective date of such rule.
 - Section E, in its entirety, will be replaced with the following language: *With the prior approval of management, an employee who is covered by the IBEW contract shall be entitled to replace worn or damaged safety shoes as needed with full reimbursement.*
 - Section F will be modified as follows: If prescription safety glasses are required, RPU will reimburse the employee for the cost of *one (1) pair of progressive, unlined bifocals for both regular glasses and safety sunglass lenses and City-approved frames during each contract year. Transitional lenses and replacements for damaged eyewear are also available with prior approval by management.*
6. Appendix A, Section 1, Hourly Wages will be updated to reflect a one-percent increase effective 1/13/11; the Lead Line Worker position will be re-titled Lead Line Worker I with an established hourly rate of pay equivalent to 106% of the 1st Class Line Worker hourly rate of pay; the Lead Cable Worker position will be re-titled Lead Line Worker II with an established hourly rate of pay equivalent to 108%


General Manager

12-16-10
Date

FOR BOARD ACTION

Agenda Item # 7

Meeting Date:

12/21/10

of the 1st Class Line Worker hourly rate of pay; the Shift Foreman hourly rate of pay will be equivalent to 108% of the 1st Class Line Worker.

7. Appendix B, IBEW Letter of Agreement, 12-Hour Shifts

- The second paragraph under "Personnel Covered by the 12-Hour Agreement" will be deleted.
- Article 14, Work Period, Section A/2 will be modified to reflect a 05:30 start time on Sunday for the work week rather than 06:30.

8. Agreed to other minor language corrections and/or modifications.

UTILITY BOARD ACTION REQUESTED:

Management recommends that Board approve the Collective Bargaining Agreement with IBEW, Local 949, Outside Group, and recommend that the City Council approve and authorize the Mayor and City Clerk to execute the agreement.

General Manager

Date



RESOLUTION

BE IT RESOLVED by the Public Utility Board of the City of Rochester, Minnesota, subject to the approval of the International Brotherhood of Electrical Workers (IBEW), Outside Group, Local 949, that the Common Council of the said City is requested to approve a union labor agreement covering the period from January 1, 2011 through December 31, 2011 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 21st day of December, 2010.

President

Secretary