

## FOR BOARD ACTION

Agenda Item # 4

Meeting Date: 3/29/11

**SUBJECT:** Memorandum of Understanding Between the City of Rochester and the I.B.E.W. 949 Outside Bargaining Unit – Plant Attendant Classification Elimination

**PREPARED BY:** Walter Schlink  
Director of Power Resources

ITEM DESCRIPTION:

On February 21, 2011, the Power Resources Operations Section, represented by the International Union of Electrical Workers (I.B.E.W.) 949, ratified the Memorandum of Understanding that established agreement on the conditions that implementing the classification elimination of the Plant Attendant position would be executed under. These conditions were developed by a team of RPU management and I.B.E.W. representatives of the employees.

Execution of this MOU by the RPU Board and Common Council will finalize the RPU organizational change and make the terms part of the 2011 Agreement between the City of Rochester and the I.B.E.W.


The benefit to the organization will be a positive impact on the City's compliance with pay equity requirements and to align classifications more closely with current industry standards.

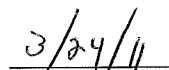
FOR CAPITAL PURCHASES/BIDS/MAJOR PROJECTS:

Not Applicable

UTILITY BOARD ACTION REQUESTED:

Management recommends that the Board approve and execute the attached Memorandum of Understanding between the City of Rochester Minnesota 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

**ROCHESTER PUBLIC UTILITIES**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF ROCHESTER AND  
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

**PLANT ATTENDANT CLASSIFICATION ELIMINATION**

The City of Rochester, Minnesota, (Employer) and the International Brotherhood of Electrical Workers, (IBEW), Local 949, are parties to a Collective Bargaining Agreement (CBA) in effect from January 1, 2011 through December 31, 2011.

The Employer has decided to eliminate the plant attendant classification at Rochester Public Utilities. The parties have met and discussed the impact of this classification elimination on the current IBEW Collective Bargaining Agreement and agree to the following conditions:

1. The plant attendant position classification will be permanently eliminated from the current IBEW Collective Bargaining Agreement.
2. The two employees currently in the plant attendant classification will be transferred to the auxiliary operator position and their new rate of pay will be 95 percent of the base rate of pay for an auxiliary operator. These individuals will advance to 100 percent of the base pay rate after one year of satisfactory job performance.
3. No probationary period will apply, however, the two transferred employees will be given up to one and a half (1.5) years to complete the required training modules for the auxiliary operator position and demonstrate proficiency in this classification.
4. All future employees newly hired for the position of auxiliary operator position will be subject to the terms and conditions outlined in Appendix A, Section C, Entry Rates.
5. The above agreed upon changes shall be effective the first full pay period following the receipt by the City of Rochester Human Resource Department of this executed Memorandum.

The parties have caused this Memorandum of Understanding to be executed by their duly authorized representatives on the dates indicated below.

City of Rochester

IBEW, Local 949

\_\_\_\_\_  
Mayor

\_\_\_\_\_  
Business Representative

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Rochester Public Utilities Board

\_\_\_\_\_  
President

\_\_\_\_\_  
Date



## 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 Memorandum of Understanding between the City of Rochester and the International Union of Electrical Workers (IBEW) 949 regarding the Plant Attendant classification elimination, and that the Common Council authorize the Mayor and the City Clerk to execute the Memorandum,

Passed by the Public Utility Board of the City of Rochester, Minnesota, this 29<sup>th</sup> day of March 2011.

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President

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Secretary