

**EXECUTIVE SUMMARY  
TENTATIVE AGREEMENT  
BETWEEN CITY OF MINNEAPOLIS  
AND ELECTRICAL TECHNICIANS UNIT,  
REPRESENTED BY INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL NO. 292, AFL-CIO**

**Expiration Date: December 31, 2015**

**Number of Employees in Unit: 8**

**Annual 2015 Base Payroll: \$542,339**

**Market**: Competitive

**Recruitment**: No Issues

**Retention**: No Issues

**Performance management impediments in the CBA**: None identified

**Issues/Concerns**: None

**Tentative Agreement Components**

3 year agreement, January 1, 2016 through December 31, 2018

**ECONOMIC ISSUES**

January 1, 2016

- Step movement allowed.
- No change to the wage rates, longevity or shift differential.

April 1, 2016

- The hourly rates on the wage schedule, longevity and shift differential will be increased by 2.5% on the first full payroll period after April 1, 2016.
- Additional wage expense for year 1 estimated at \$14,000.

December 31, 2016

- Step 1 of the wage schedule eliminated, remaining five steps renumbered.

January 1, 2017

- Step movement allowed.
- No change to the wage rates, longevity or shift differential.

April 1, 2017

- The hourly rates on the wage schedule, longevity and shift differential will be increased by 2.5% on the first full payroll period after April 1, 2017.
- Additional wage expense for year 2 estimated at \$14,000.

December 31, 2017

- Step 1 of the wage schedule eliminated, remaining four steps renumbered.

**(over)**

### January 1, 2018

- Step movement allowed.
- No change to the wage rates, longevity or shift differential.

### April 1, 2018

- The hourly rates on the wage schedule, longevity and shift differential will be increased by 2.5% on the first full payroll period after April 1, 2018.
- Additional wage expense for year 2 estimated at \$13,700.

## **NON-ECONOMIC ISSUES**

- Election of Remedy language is amended so that a veteran who elects a hearing under the Veterans Preference Act over a termination may not file a contract grievance over the same issue.
- Adopt model Health Care Language bargained between the City and the Board of Business Agents
- Employees called to work outside of their regular schedule shall be paid a minimum of 2 2/3 hours at their overtime rate.
- Renews Attachments and LOAs bargained between the City and Board of Business Agents.