



Resolution 2023-117

RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT WITH THE MINNEAPOLIS PARK AND RECREATION BOARD AND CITY EMPLOYEES LOCAL #363 SEASONAL EMPLOYEES FROM JANUARY 1, 2022 THROUGH DECEMBER 31, 2023

Whereas, The Minneapolis Park & Recreation Board (MPRB) is the steward of Minneapolis park system;

Whereas, The MPRB desires to engage in a sustainable partnership with employees to achieve these goals and build on the value of the system;

Whereas, The MPRB had a collective bargaining agreement with City Employees Local #363 Seasonal Employees through December 31, 2021;

Whereas, The MPRB staff has negotiated a contract with City Employees Local #363 for covered seasonal positions;

Whereas, The Parties have reached a tentative agreement for a collective bargaining agreement with City Employees Local #363 Seasonal Employees effective January 1, 2022 through December 31, 2023; and

Whereas, This resolution is supported in Parks for All, the MPRB Comprehensive Plan 2021-2036 which sets the Goal 8 "Cultivate a thriving workforce;"

RESOLVED, That the Board of Commissioners approves the collective bargaining agreement between the Minneapolis Park & Recreation Board and City Employees Local #363 Seasonal Employees effective January 1, 2022 through December 31, 2023; and

RESOLVED, That the President and Secretary of the Board are authorized to take all necessary administrative actions to implement this resolution.



TO: Minneapolis Park and Recreation Board

FROM: Jennifer Ringold, Deputy Superintendent

DATE: June 7, 2023

SUBJECT: RESOLUTION APPROVING THE COLLECTIVE BARGAINING AGREEMENT WITH THE MINNEAPOLIS PARK AND RECREATION BOARD AND CITY EMPLOYEES LOCAL #363 SEASONAL EMPLOYEES FROM JANUARY 1, 2022 THROUGH DECEMBER 31, 2023

BACKGROUND

Following negotiations between the Minneapolis Park and Recreation Board and City Employees Local #363, a new tentative agreement for seasonal employees has been reached effective January 1, 2022 through December 31, 2023. The job classifications covered by this agreement include the positions of Seasonal Park Maintenance Worker, Seasonal Environmental Programs Worker, Seasonal Golf Course Parkkeeper, and Seasonal Gardener.

A summary of the changes are as follows:

Duration

January 1, 2022 through December 31, 2023

Wage Increases

2.25% increase on wages only effective April 1, 2022

2.5% increase on wages only effective April 1, 2023

Effective April 1, 2023, eliminate Step 1 for only the job titles of Seasonal Park Maintenance Worker, Seasonal Gardener and Seasonal Golf Course Parkkeeper. On April 1, 2023, employees in these job titles will automatically be updated to the new dollar amount for their step.

Safety Shoe Reimbursement

Changed language to reflect that effective April 1, 2023, employees shall be reimbursed up to \$150.00 for the cost of required safety shoes once each year.

Full Season Bonus

Changed language to reflect that effective April 1, 2023, certified employees who have actual worked hours of 690 in a season, receive a performance rating score of 75 or greater on their final performance evaluation and fulfill their annual written commitment shall receive their full season bonus according to the following schedule:



- An additional \$0.80 per hour for hours worked in Step 1
- An additional \$1.30 per hour for hours worked in Step 2
- An additional \$1.80 per hour for hours worked in Steps 3 and 4

Job Posting

Added that language that upon ratification, when a permanent Parkkeeper vacancy occurs, certified Seasonal Park Maintenance Workers, Golf Course Seasonal Parkkeepers, Seasonal Gardeners and Seasonal Environmental Program Workers who have completed one full season shall receive preference points in an open competitive posting. Upon transfer to Parkkeeper, seasonal employees shall be paid at the wage step on the permanent job title pay schedule which is closest to their current seasonal wage rate and does not result in a decrease in pay.

Hours of Work

Update title to reflect current MPRB operations and remove reference to 48-hour work week.

Overtime

Clean up duplicate language and references to 48-hour work week.

Grievance Procedures

Add a step between current Step 2 and Step 3 to include Director or their designee.

Appendix A Other Provisions

Clarified language that former regular unit bargaining members shall be compensated at Step 2 and be eligible to qualify for the Full Season Bonus when hired either as a permit or as a certified Seasonal Park Maintenance Worker, Golf Course Seasonal Parkkeeper and Seasonal Environmental Program Workers.

Appendix B Seasonal Golf Course Parkkeeper Scheduling of Hours

Renewed the Letter of Agreement allowing the Employer to work a limited number of Seasonal Golf Course Parkkeepers at a reduced schedule.

Appendix C Letter of Agreement Additional Step

Added a Letter of Agreement that the parties agree to negotiate the addition of Step 4 for the job titles of Seasonal Gardener, Seasonal Golf Course Parkkeeper and Seasonal Park Maintenance Worker in the successor agreement.

RECOMMENDATION

Staff recommends that the Board of Commissioners approve the collective bargaining agreement between the Minneapolis Park and Recreation Board and City Employees Local #363 Seasonal Employees from January 1, 2022 through December 31, 2023.



This action is supported by the following goals and strategies in Parks for All, the MPRB Comprehensive Plan 2021-2036.

Goal:

08. Cultivate a thriving workforce

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Strategy:

12. Draw exceptional internal and external employment candidates to MPRB as a celebrated employer and build and maintain a skilled and employable workforce through education, placement, and training.

02. Create pathways for local hiring surrounding parks, including youth, local organizations and small businesses.

Attachments:

Jbr 6.7.2023.