Resolution 2012-165

Approving a Collective Bargaining Agreement with Minneapolis Building and Construction Trades Council from May 1, 2010 through December 31, 2012

Whereas, The Minneapolis Park & Recreation Board seeks to maintain dynamic parks that shape city character and meet diverse community needs and has affirmed this in its Comprehensive Plan;

Whereas, The Minneapolis Park & Recreation Board recognizes employees as a valuable asset necessary to achieve such goals and desires to engage in sustainable partnerships that build on the value of the system;

Whereas, The Minneapolis Park & Recreation Board had a collective bargaining agreement with the Minneapolis Building and Construction Trades Council that expired April 30, 2010;

Whereas, The Minneapolis Park & Recreation Board had two separate collective bargaining agreements with International Brotherhood of Electrical Workers Local No. 292 For Electricians and For Electronic Technicians both of which expired April 30, 2010;

Whereas, The Minneapolis Park & Recreation Board staff has negotiated one contract with the Minneapolis Building and Construction Trades Council covering both trades members and International Brotherhood of Electrical Workers Local No. 292 members; and

Whereas, The Parties have reached a tentative agreement for a collective bargaining agreement effective May 1, 2010 through December 31, 2012;

RESOLVED, That the Board of Commissioners approve a collective bargaining agreement with Minneapolis Building and Construction Trades Council effective May 1, 2010 through December 31, 2012; and

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

TO: Minneapolis Park and Recreation Board

FROM: Teresa Chaika, Human Resources Manager

DATE: April 18, 2012

SUBJECT: Approving a Collective Bargaining Agreement with Minneapolis Building and Construction Trades Council from May 1, 2010 through December 31, 2012

BACKGROUND

Following negotiations between the Minneapolis Park and Recreation Board and Minneapolis Building and Construction Trades Council, a new tentative agreement has been reached effective May 1, 2010 through December 31, 2012. This new agreement incorporated the language of two contracts that previously had been negotiated separately with the International Brotherhood of Electrical Workers (IBEW) Local No. 292. Some of the job classifications covered by this agreement include, but are not limited to, Bricklayer, Carpenter, Painter, Pipefitter, Plumber, Electrician, and related foreman.

A summary of changes follows:

Duration
May 1, 2010 through December 31, 2012

Wages
0% net salary growth for term of agreement.

Union Stewards
Union may appoint a temporary employee as a Steward; such person would have lay-off protection until he/she is last temporary worker within that specific Trade employed by MPRB.

Twin City Pipe Trades Pension Trust
Previous language from Memorandum of Understanding folded into contract and updated to reflect current contribution of $2.40 per hour paid by Employer directly to pension trust fund in lieu of equivalent amount of wages.

Job Postings
Language changed to expedite posting a union job; Employer will send an email three calendar days (as opposed to seven calendar days) prior to final posting.

Leaves of Absence
Adopt language for Family Medical Leave and other leaves to simply reference adherence to current Park Board policy, laws and/or civil service rules.

Safety Shoe Expense Reimbursement
Reimbursement increased to $115 per purchase or repair effective January 1, 2012. Temporary worker eligible for one reimbursement per calendar year on 68th day of consecutive employment.

Temporary Employee Letter of Agreement
Renew temporary letter of agreement.

RECOMMENDATION

Staff recommends approval of the collective bargaining agreement with the Minneapolis Building and Construction Trades Council for May 1, 2010 to December 31, 2012.

This action is supported by the following vision and goal statements in the MPRB 2007-2020 Comprehensive Plan.

Vision Theme 3: Dynamic parks that shape city character and meet diverse community needs.

Goal: Financially independent and sustainable parks prosper.

Strategy: Engage local businesses, corporations, foundations and individuals in sustainable partnerships that build on the value of the system without jeopardizing aesthetics or over-commercializing the public realm.

Prepared By: Rhonda Heryla, Human Resources Generalist , Human Resources

Review:

Teresa Chaika	Completed	04/04/2012 2:49 PM
Jayne Miller	Completed	04/09/2012 8:10 AM
Minneapolis Park and Recreation Board	Pending	