



Legislation Details (With Text)

File #:	Res. 2019-065	Version:	1	Name:	
Type:	Resolution	Status:		Passed	
File created:	6/25/2019	In control:		City Council	
On agenda:	7/2/2019	Final action:			
Title:	Consider approval of 2019-2020 International Union of Operating Engineers Local 70 (General Unit) Labor Agreement and memorandums of understanding.				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	1. 1- Resolution re Labor Contract 7.2.pdf, 2. 2- 2019-2020 Labor Contract, 3. 3- MOU New Wages Begin Date, 4. 4- MOU PEBSCO MSRS, 5. 5- MOU Steps in Base Pay Schedule				

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

City Council Meeting Date: July 2, 2019

To: Mayor and City Council

From: Michelle Mahowald, Communications & Human Resources Director
Ben Martig, City Administrator

Consider approval of 2019-2020 International Union of Operating Engineers Local 70 (General Unit) Labor Agreement and memorandums of understanding.

Action Requested:

The Northfield City Council consider approval of the attached Resolution approving the 2019-2020 Labor Agreement (Labor Agreement) and memorandums of understanding between the City of Northfield (City) and General Unit.

Summary Report:

City representatives met and negotiated with the General Unit on the terms of a new labor agreement and reached a tentative agreement on such terms. City staff recommends that the City Council approve the Labor Agreement and memorandums of understanding as they meet the parameters established by the City for negotiations and follows the pattern established by LELS Sergeants, LELS Patrol, and non-union employees, which includes:

- Two-year duration - 2019 and 2020.
- General wage increase to the Base Pay Schedule for bargaining unit employees of 2.5% in 2019 and 2.5% in 2020.
- Step increases in the BPS on 1/1/19 and 1/1/20 for employees employed as of May 2017 - the date that the City agreed with the Utility Unit on the new BPS based on the job classification and compensation

study.

- Make pay increases begin on first day of pay period that includes 1/1/19 and 1/1/20 to ease payroll administration.

Alternative Options:

Reject the negotiated proposed Labor Agreement and memorandums of understanding and attempt to negotiate a Labor Agreement and/or memorandums of understanding with different provisions. This option would most likely result in the Utility Unit petitioning for mediation with the State of Minnesota, Bureau of Mediation Services.

Financial Impacts:

The proposed labor agreement and memorandums of understanding economic impacts are within the budget guidelines for 2019 and 2020.

Tentative Timelines:

Wages will take effect in 2019 and 2020, subject to the beginning of the new wages aligning with payroll periods.