



Legislation Text

File #: Res. 2019-064, **Version:** 1

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 (Utility 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 Utility Unit.

Summary Report:

City representatives met and negotiated with the Utility 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

The parties also agreed to increase call back pay for employees that perform work on a call back for more than eight (8) consecutive and continuous hours from one and one-half times their base rate to two times their base rate.

In addition, due to the analysis of the wastewater plant, temporary equipment transition, and staffing changes, the City and Union have agreed to a memorandum of understanding with a change to on-call coverage from January 1, 2020 - December 31, 2020. Currently, one staff member is on call for 10 hours. The memorandum of understanding allows for two utility employees to work on call for seven hours to allow more staff to

respond to emergency calls.
No benefits were changed.

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.