

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN CITY OF MINNEAPOLIS
AND**

LABORERS LOCAL 363:

Expiration Date: December 31, 2023
Number of Employees in Unit: 424
Annual 2023 Base Payroll: \$31,363,143

Market: Internal Wages – Competitive
External Wages – Under Pressure (Public Sector / Private Sector)
Total Compensation – Under Pressure
Recruitment: Decrease in Qualified Candidates
Retention: Employees leaving after training
Equity: 42% People of Color; 13% Female
Performance management impediments in the CBA: No concerns identified
Other Issues/Concerns: No concerns identified

TERM

Three Years 1/1/2024 - 12/31/2026

ECONOMICS

a. Wages – Appendix A

2024: 4.5%

2025: 2.5%

2026: 2.5%

The COLA applies to all premiums and shift differentials.

b. Equity Adjustment

1/1/2024 -1%

c. Market Adjustment

2024: 4% Market Adjustment
\$1.50 Market Adjustment

2025: \$1.00 Market Adjustment

2026: \$1.00 Market Adjustment

d. Trainee LOA

Increase Trainee Pay: **2021-2023:** Step I \$17.916, Step II \$19.194
2024-2026: Step I \$22.50, Step II 24.50

e. Critical Response LOA

Additional \$5 per hour premium payment for all hours worked performing encampment clean up and closure duties.

f. Shift Differential for Water Treatment Operators

g. Dual Certification

h. Premium Increase for Sewer and Water

NON-ECONOMIC and Model Language In addition to standard updates and housekeeping, the following items were agreed:

- **Coaching Language**

- **Safety Language**

- **Seniority Language**

- **LOA on Water Schedules**

Establish workgroup to meet on a regular basis to discuss scheduling alternatives and staffing requirements for Water Treatment Operators