

Agreement Number: A165734

Agreement Between
HENNEPIN COUNTY
and
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
Local 292

Traffic Signal Electrician Unit

January 1, 2016 – December 31, 2018

UU

Note: New language is *shaded/italic and/or shaded*. Please exercise care in administering such new language. Contact your Labor Relations Representative at 612-348-5010 with any questions.

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Contract Language

The County of Hennepin recognizes the International Brotherhood of Electrical Workers as the exclusive bargaining representative under the Minnesota Public Employment Labor Relations Act, Section 179A.01 through 179A.25, for all full time and regular part-time employees in the job class of Traffic Signal Electrician **and Electrician**, excluding supervisory, confidential and all others as provided for in the Act.

Wages

Effective **May 1, 2016**,

Hourly Rate **\$43.98**

If during the life of this AGREEMENT the above wage rate falls more than ten percent (10%) below the prevailing market rate for Journeyman Electrician in the Minneapolis Metropolitan area, the rate shall be adjusted to ninety percent (90%) of such prevailing rate using the standard calculation procedure which has been adopted by the parties.¹ Any adjustment of the above wage rate to the prevailing market rate shall occur annually in conjunction with a change in such prevailing rate and shall be implemented effective the beginning of the next payroll period.

Effective **May 1, 2016**, standby pay (off premises) will be \$3.25 per hour provided it shall be adjusted as necessary during the term of this AGREEMENT to be consistent with the Hennepin County prevailing pattern.

Employees will be paid for any work performed beyond the initial receipt of the call. Any work performed at home after the initial phone call will be paid (minimum of 6 minutes) unless the call results in them going to the location. If the call results in the employee having to leave their home, the below will apply:

- A. Employees will be paid from the time they leave their home until they return (port to port), not from the time they receive the call. Employees will be paid for a minimum of two hours for each call.**

The Employer shall provide and maintain all protective equipment and clothing required under the current OSHA, state and county regulations, Employer, or Employer's customer rules or regulations..

- A. Personal Protective Equipment –Employees are required to wear or use all personal protective equipment required by OSHA regulations, state regulations, Employer or Employer's customer rules or regulations.**
- B. It is recommended that employees wear 100% natural fibers, not synthetics or synthetic blends because of problems associated with burns.**
- C. The Employer shall provide a proper container or kits to keep all safety equipment in satisfactory condition and the Employees shall be required to keep safety equipment in the containers provided.**

The employer will work with the Union to determine how to provide NFPA 70e training for employees performing energized work.

Tool replacement allowance (only for broken tools turned in) based on the tool list established by the EMPLOYER and the steward (See Attachment B).

Employees who are, at the discretion of the EMPLOYER, appointed on an intermittent basis to leadworker, shall be compensated at an augmented rate of one dollar fifty cents (\$1.50) per hour more for the period such leadworker functions are performed, provided that if an employee is appointed leadworker for a period of four (4) hours or more during any one (1) shift, when assigned to an eight (8) hour shift, the employee shall receive such higher rate for the full shift.

The UNION office will be notified by the EMPLOYER in writing of the name, classification, and rate of pay for any new employee employed in a position covered by the scope of this AGREEMENT within thirty (30) days following the start of employment. The UNION office will be notified by the EMPLOYER in writing of employees covered by this AGREEMENT whose employment ends.

The EMPLOYER agrees to deduct and forward to the Financial Secretary of the UNION upon receipt of a voluntary written authorization-the additional working dues from the pay of each IBEW member. The amount to be deducted shall be the amount specified in the approved Local UNION Bylaws. Such amount shall be certified to the EMPLOYER by the Local UNION upon request by the EMPLOYER.

Other employee benefits shall be the same as those established for classified employees of Hennepin County by the Hennepin County Board of Commissioners under authority of Laws of Minnesota, 1980, Chapter 573.

This AGREEMENT shall be in full force and effect from January 1, 2016, through December 31, 2018, and shall be automatically renewed from year to year thereafter unless either party shall notify the other, in writing, by June 1 prior to the anniversary date that it desires to modify or terminate this AGREEMENT. In witness thereof the parties have caused this AGREEMENT to be executed this 21st day of June, 2016.

¹See Attachment "A"

ATTACHMENT A

TRAFFIC SIGNAL ELECTRICIAN/ELECTRICIAN (UU) – MAY 2016

Employee Name Employee ID#	Life Insurance	Health Insurance	PTO Vacation/Sick	Stability Pay
Matthew Bellanti 041942044	\$4.20	\$1,085.30	30	\$900.00
Jeffrey Green 972582063	\$4.20	\$1,085.30	35	\$1,200.00
Paul Steele 042782051	\$4.20	\$562.78	30	\$900.00
Sean Brown 131266200	\$4.20	\$990.28	20	\$0.00
Joshua Villeneuve 140271502	\$4.20	\$1085.30	20	\$0.00

<u>Hennepin County</u>		<u>IBEW Local #292</u>	
<u>Total Package</u>		<u>Total Package</u>	
Base Rate	\$43.98	Base Rate	\$ 39.04
PERA	\$3.19	Vac./Holiday	\$ 5.25
Social Security	\$3.36	Health/Welfare	\$ 9.50
Life Insurance	\$0.02	Local Pension	\$ 5.46
Health Insurance	\$5.55	NEBF	\$ 1.17
1% Supplemental	\$0.00	Annuity	\$ 5.15
Leave With Pay	\$6.43	JATC	\$ 0.94
Other Leave With Pay	\$0.17	Social Security	\$ 3.39
Stability Pay	\$0.29	LMCC	\$0.09
Uniforms	\$0.00	TOTAL	\$ 69.99
	----	90%	\$62.99
TOTAL	\$62.99		

\$62.99 is 90% of \$69.99

Increase base pay from \$42.67 to \$43.98.

3.1% wage increase

ATTACHMENT B

EMPLOYER'S LIST OF TOOLS

TRAFFIC SIGNAL ELECTRICIAN

Journeyman electricians shall provide themselves, and keep in first class condition, a kit of tools consisting of:

- 1 8 inch or 9 inch Kleins
- 2 pair adjustable pliers
- 1 8 inch long nose pliers
- 1 diagonal pliers
- 1 3 inch electrician's screwdriver
- 1 8 inch electrician's screwdriver
- 1 10 inch electrician's screwdriver
- 1 #1 Phillips' screwdriver
- 1 #2 Phillips' screwdriver
- 1 stubby screwdriver
- 1 12 inch crescent wrench
- 1 electrician's knife
- 1 half-moon file
- 1 scratch awl
- 1 cold chisel
- 1 center punch
- 1 socket set up to and including one-half inch (1/2") socket
- 1 nut driver 3/16"-1/2"
- 1 current copy of National Electrical Code Book
- 1 flashlight
- 1 twenty-five (25) foot tape measure

Tools must be of a quality of the Sears Craftsman or Snap-On tools.

The EMPLOYER shall furnish all other necessary tools and equipment. Employees shall be responsible for the EMPLOYER's tools, salvage and equipment, provided the EMPLOYER furnishes the necessary lockers, tool boxes or other secure place for storage. The EMPLOYER shall also furnish a safe place for storage of employee's tools except on short-term jobs. The employee shall be responsible for care and storage of tools required in the paragraph above.

Letter of Understanding

between
I.B.E.W. Local 292
and
Hennepin County

The Parties hereby agree that the formula used in the AGREEMENT attached hereto as which adjusts the employees covered under this Agreement to 90% of the total package market rate shall be utilized for 2016, 2017, and 2018 payroll year.

Signed By
Rita Vorpahl
For Employer

Signed By:
Chris Kohn
For Union

Date

Date

Letter of Understanding

between
I.B.E.W. Local 292
and
Hennepin County

The Union and the Employer will meet during the life of the contract to discuss the possibility of moving the employees into the IBEW health care benefit plan.

Signed By
Rita Vorpahl
For Employer

Date

Signed By:
Chris Kohn
For Union

Date