

Aitkin County Board of Commissioners
Request for County Board Action/Agenda Item Cover Sheet



To: Chairperson, Aitkin County Board of Commissioners Date: 6-3-2014

Via: Roxy Traxler, Interim County Administrator

From: Bobbie Danielson, Human Resources Director *Bobbie Danielson*

Title of Item:

Ratify Teamsters 2013 Supervisory Unit Agreement

Requested Meeting Date: 6-10-2014 Estimated Presentation Time: < 5 minutes or consent

Presenter: Bobbie Danielson, Human Resources Director

Type of Action Requested (check all that apply)

- For info only, no action requested
- For discussion only with possible future action
- Let/Award Bid or Quote (attach copy of basic bid/quote specs or summary of complex specs, each bid/quote received & bid/quote comparison)
- Approve/adopt proposal by motion
- Authorize filling vacant staff position
- Request to schedule public hearing or sale
- Request by member of the public to be heard
- Item should be addressed in closed session under MN Statute _____
- Approve under Consent Agenda
- Adopt Ordinance Revision
- Approve/adopt proposal by resolution (attach draft resolution)
- Other (please list) _____

Fiscal Impact (check all that apply)

- Is this item in the current approved budget? Yes No (attach explanation)
- What type of expenditure is this? Operating Capital Other (attach explanation)
- Revenue line account # that funds this item is: _____
- Expenditure line account # for this item is: _____

Staffing Impact (Any yes answer requires a review by Human Resources Manager before going to the board)

- Duties of a department employee(s) may be materially affected. Yes No
- Applicable job description(s) may require revision. Yes No
- Item may impact a bargaining unit agreement or county work policy. Yes No
- Item may change the department's authorized staffing level. Yes No



Supporting Attachment(s)

- Memorandum Summary of Item
- Copy of applicable county policy and/or ordinance (excerpts acceptable)
- Copy of applicable state/federal statute/regulation (excerpts acceptable)
- Copy of applicable contract and/or agreement
- Original bid spec or quote request (excluding complex construction projects)
- Bids/quotes received (excluding complex construction projects, provide comparison worksheet)
- Bid/quote comparison worksheet
- Draft County Board resolution
- Plat approval check-list and supporting documents
- Copy of previous minutes related to this issue
- Other supporting document(s) (please list) _____


Provide eleven (11) copies of supporting documentation NO LATER THAN Wednesday at 12:00 pm to make the Board's agenda for the following Tuesday. Items WILL NOT be placed on the Board agenda unless complete documentation is provided for mailing in the Board packets. (see reverse side for details)

AITKIN COUNTY HUMAN RESOURCES

Bobbie Danielson, HR Director
bobbie.danielson@co.aitkin.mn.us
Nicole Visnovec, HR Specialist
nicole.visnovec@co.aitkin.mn.us

Phone 218-927-7306
Job Hotline 218-927-7393
Fax 218-927-7374
www.co.aitkin.mn.us

To: Aitkin County Commissioners
Roxy Traxler, Interim County Administrator

From: Bobbie Danielson, HR Director 

Date: June 4, 2014

Subject: Teamsters Supervisory Unit 2013 Agreement

Background Information

An Agreement has been reached on the 2013 Teamsters Supervisory Unit wage reopener. The Agreement includes a 0% general adjustment, plus 1.8% lump sum payment for each member. Additional details are attached.

Action Requested

Motion to ratify the Teamsters Licensed Essential Unit collective bargaining agreement as presented and authorize the Chairperson, Interim County Administrator, and HR Director to sign.

AITKIN COUNTY HUMAN RESOURCES

Bobbie Danielson, HR Director
bobbie.danielson@co.aitkin.mn.us
Nicole Visnovec, HR Specialist
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www.co.aitkin.mn.us

May 14, 2014

Mr. Les Kundo
Teamsters General Local Union No. 346
2802 West First Street
Duluth, MN 55806

For Settlement Discussions Only

Re: Teamsters Supervisory Unit 2013 Wage Reopener

Dear Mr. Kundo:

This is a settlement proposal to resolve 2013 Teamsters Supervisory Unit Wage Reopener. If this proposal is not accepted by June 2, 2014, it is withdrawn. In the event this offer of settlement is not accepted, it is not admissible in an interest arbitration hearing.

In an effort to simply resolve this wage reopener and avoid the cost of arbitration, the County proposes the following resolution of this matter:

- Issue a 1.8% lump sum payment to each member of the Teamsters Supervisory Unit, calculated on each employee's current annual base salary. No additional wage increases will be provided for 2013. (0% general adjustment, plus 1.8% lump sum payment.) The amount of gross pay will be:

\$ 807.21	Pat Scollard	<i>PS 5-22-14</i>
\$1,012.38	Karla White	<i>KW 5/22/14</i>
\$1,071.16	Jeremy Swenson	
\$1,237.39	Debbie Hamilton	<i>DH 5-22-14</i>
\$1,333.24	John Drahota	<i>JD 5-22-14</i>

This will allow the parties to begin contract negotiations for a successor collective bargaining agreement, including negotiation of wage increases during the term of the new collective bargaining agreement. Please contact me by June 2, 2014 to let me know if this proposal will settle the 2013 Teamsters Supervisory Unit wage reopener.

Most Sincerely,

Bobbie Danielson
Bobbie Danielson
Human Resources Director

cc: Steve Hoffmeyer, BMS
Pam Galanter, attorney for the employer

Aitkin County Courthouse, 217 2nd Street NW, Room 134, Aitkin, MN 5645
Equal Opportunity Employer

*Cut
separate
checks,
per union
agreement*



TEAMSTERS GENERAL LOCAL UNION No. 346

Affiliated with the International Brotherhood of Teamsters

2802 West First Street • Duluth, MN 55806
218/628-1034 • Fax: 218/628-0246
Email: teamL346@qwest.net

Mailing Address
P.O. Box 16208
Duluth, MN 55816-0208

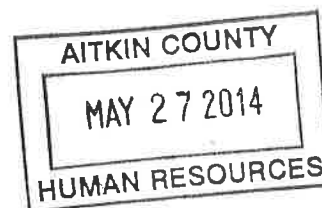
RODERICK ALSTEAD
President
DAVID LaBORDE
Vice President
LES KUNDO
Recording Secretary
ZAK RADZAK
Business Agent/Trustee

PATRICK RADZAK
Secretary - Treasurer

May 23, 2014

Trustees

GARY BAUERS
JEFF OVESON



Ms. Bobbie Danielson
Human Resources Manager
Aitkin County Courthouse
217 2nd Street NW, Room 134
Aitkin, MN 56431

Re: Supervisory Unit Agreement

Dear Bobbie:

This letter is to notify the County, the Sheriff's Office Teamster Supervisory Unit has voted to ratify the 2013 wage reopener. Please forward the copies for signature to our office. We will need to have at least one signed original for our office.

I would like to take the time to thank you for your professionalism and courteousness. I would also like to thank you for taking the time to help us come to a resolution as there was no scheduled meeting time for us that day. It was a very pleasant experience meeting all of you and I look forward to doing business with you and the Board in the future.

Thanks.

Yours truly,

TEAMSTERS GENERAL LOCAL UNION NO. 346


Jeff Oveson
Business Agent/Trustee

JO:jl

cc: Steve Hoffmeyer, BMS

Buy American

TEAMSTERS GENERAL LOCAL UNION No. 346: "Teamsters General, the northwestern portion of the state of Wisconsin, and the Northern Minnesota Counties of Cook, Lake, St. Louis, Carlton, Koochiching, Lake of the Woods, Itasca, Beltrami, Aitkin, Pine, Chisago, Crow Wing, Cass, Wadena, Otter Tail, Becker, Hubbard, Clearwater, Roseau, and Pennington. Construction only in the following: Polk, Marshall, Kittson, Clay, Red Lake, Norman, and Mahnomon. Pipeline: Minnesota, Wisconsin, North Dakota, South Dakota, and Iowa (excluding Scott County)."

May 28, 2014

Thomas F. Andrew
Timothy W. Andrew⁺
Aaron R. Bransky*
Jane C. Poole

^{*} also licensed to practice in Wisconsin
⁺ Labor & Employment Law Certified Specialist

Mr. Josh Tilsen
Commissioner
Bureau of Mediation Services
1380 Energy Lane, #2
St. Paul, MN 55108

RECEIVED MAY 30 2014

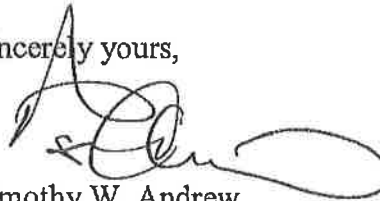
Re: Aitkin County and Teamsters Local 346
BMS Case No. 14PN0716 -- Sheriff's Department Supervisor Unit Interest Arbitration
Our File No. 4924.565

Dear Mr. Tilsen:

I write to notify you that the parties have settled their dispute regarding the terms of their January 1, 2013 reopener. The parties settled after the Bureau's referral of an arbitration list but prior to selecting an arbitrator.

If you have any questions, please let me know.

Sincerely yours,



Timothy W. Andrew
timandrew@duluthlawfirm.com

TWA/mlc
Enclosure

cc: Pamela Galanter
Jeff Oveson

AGREEMENT

By and Between

AITKIN COUNTY

and

**GENERAL DRIVERS, WAREHOUSEMEN,
HELPERS & INSIDE
EMPLOYEES LOCAL UNION NO. 346**

Duluth, Minnesota

SUPERVISORY UNIT

January 1, 2011
through
December 31, 2013

into immediate Collective Bargaining negotiations, upon the request of the Union or the County, for the purpose of arriving at a mutually satisfactory replacement, pertaining to the same subject matter for such Article or Section during the period of invalidity or restraint.

ARTICLE 21

WAGES

Employees covered by this Agreement shall be paid in accordance with Appendix A for 2011 and Appendix B for 2012.

For 2013, a 1.8% lump sum payment will be issued to each member of the Teamsters Supervisory unit, calculated on each employee's current annual base salary. No additional wage increases will be provided for 2013. (0% general adjustment, plus 1.8% lump sum payment.) The amount of gross pay is outlined in the settlement proposal attached, dated May 14, 2014.

Deleted: The Agreement will be reopened for negotiation of the 2013 general wage adjustment and step adjustments.

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Employees whose wage is below the maximum of the appropriate wage schedule will advance to the next step on the wage schedule on their anniversary date based upon the time interval for each step. In no event shall an employee's wage exceed the maximum of the appropriate wage schedule.

ARTICLE 22

EXPIRATION

The period of this Agreement shall be from the 1st day of January, 2011, until the 31st day of December, 2013, and shall continue in full force and effect from year to year thereafter, unless written notice of intention to terminate or modify this Agreement is given by either party to the other party sixty (60) days prior to the date of expiration or any anniversary thereof. Such notice may be delivered personally or by certified mail and if by mail, the notice must be received sixty (60) days prior to the expiration or anniversary date thereof. If the notice is to terminate, this Agreement shall then terminate on the anniversary date next following. If the notice is to change or modify, such notice shall specify the changes or modifications demanded.

IN WITNESS WHEREOF, we have hereunto set our hands and seals this 10th day of June, 2014.

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Deleted: [redacted] 2011

AITKIN COUNTY BOARD OF COMMISSIONERS

By: _____
Chairperson

By: _____
County Administrator

By: _____
Human Resources Manager

GENERAL DRIVERS, DAIRY EMPLOYEES, WAREHOUSEMEN, HELPERS & INSIDE EMPLOYEES, LOCAL UNION NO. 346

By: _____
Secretary-Treasurer, Local No. 346

By: _____
President, Local No. 346

By: _____
Business Agent