

The City of Minneapolis
Response to Federation’s September 6, 2023 Statement of Issues
Proposals for the contract titled

The City of Minneapolis and The Police Officers’ Federation of
Minneapolis, Labor Agreement, Police Unit

Response to the Federation’s Statement of Issues.

- The Federation suggested that that City does not currently provide some significant benefits that are already within the contract.
 - The City provides wellness incentives, including health club memberships, to bargaining unit members (no. 12, 15).
 - The City already provides significant contributions to health care saving accounts for the bargaining unit members (no. 13).

 - Many of the issues as stated by the Federation contain no detail and are not yet in a proposal format that would allow the City to make a substantive response. The City would expect written proposals that allow it to properly consider and evaluate the Federation’s proposals. Accordingly, at this time the City has no response to many of the listed issues, including the following numbered issues listed by the Federation.
 - 1, 2, 3, 4, 5, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 25 and 26.

 - The City will review certain listed issues with the Federation separately, including listed issue 20 (Drug and Alcohol Testing- Article 30), and issue 24, Health Plan and Benefits.

 - With respect to some of the Federation’s statement of issues, the City had proposed language to address them. The City prefers its language to the Federation’s statement of issues in the following of the Federation’s statement of issues.
 - 17 (Union Access)
 - 18 (Sick Leave Usage)
 - 19 (Discipline Definition)
 - 23 (Paid Parental Leave)

 - There were only a few items in the Federation’s statement of issues for which the Federation actually provided suggested language changes. The City’s current response to those is below.
- 6. Shift Differential – Section 13.05.** The Federation seeks to clarify the language to expressly provide when an employee works CSOT hours immediately preceding or

following a schedule shift that qualifies for shift differential, the CSOT hours also qualify for shift differential the same as any other shift extension.

~~Employees in the Department who work a scheduled shift in which~~ When a majority of the work hours fall between the hours of 6:00 p.m. and 6:00 a.m., an employee shall be paid a shift differential in the amount specified in the attached wage schedule for all hours worked ~~on such shifts~~. The dollar amount specified in the wage schedule shall be adjusted by the same percentage and at the same time as across the board increases in the base wages for the seventh step of the Police Officer wage schedule. (See wage schedule for amount)

City's Response: At this time, the City suggests no change to the current language; working through grievance process.

21. Section 13.07. Pay Upon Promotion.

City's Response: The City prefers no change to the pay upon promotion language, and will continue to follow the civil service rules in the regard.

22. Paid Parental Leave – Article 24.

Section 24.08 – Paid Parental Leave.

The parties agree that if the Employer proposes to reduce or eliminate Paid Parental Leave as adopted by the City Council in August, 2022, such changes are subject to negotiation pursuant to Minn. Stat. § 179A.03, subd. 19.

To implement this language, two other amendments are necessary:

- a. Renumber existing 24.08 as 24.09; and**
- b. Amend Section 24.03(f) as follows:**

Additional Parenting Leave. A leave of absence of up to twelve (12) consecutive weeks may to granted to an employee who has exhausted: their FMLA leave resulting from the birth or adoption of a child and who requests additional parenting leave; and/or their paid parental leave under Section 24.08. A vacancy created by such a leave shall be deemed a "temporary vacancy" meaning that the vacancy may be filled by a detail under Section 16.04. During an additional parenting leave, an employee shall continue to accrue seniority and shall be entitled to work off-duty jobs in uniform under the same terms and conditions that apply to active employees. If both parents of the child work for the City of Minneapolis: the additional

parenting leave of up to twelve (12) weeks shall be split between the parents (to the extent that both parents request the additional leave); and the Employer shall continue to pay the Employer portion of the health insurance premium, HRA/VEBA contribution and dental insurance premium for an employee who has elected such coverages while such employee is on the additional parenting leave.

City's Response: The City is evaluating whether the proposed changes are consistent with other collective bargaining agreements and will respond in a later round of bargaining.