

Interest Arbitration Awards - Minnesota B.M.S.

3-Dec-23

Summary of Arbitration Awards listed on the Bureau of Mediation Services' web site (<http://www.mn.gov/bms/arbitration/awards/>).

Interest Awards are listed in order of the date awarded.

BMS #	Employer/Union	Arbitrator	Date	Details	Wages	Basis/Argument
22PN1658	Saint Paul Public Schools ISD 625 Saint Paul Principals Association	Ver Ploeg, Christine D	1/11/2023	Union seeking increases to health insurance contributions, 403B/457 contributions, a market increase and general wage adjustment higher than the 1.5%/1.5% pattern the District argues it has established with other bargaining units.	Yr 1 - 2% Yr 2 - 2%	External comparables show teachers lead, principals lag. Adjustment outside of internal pattern justified for wages only. District position prevails for all other issues.
23PN0047	Hennepin County Hennepin County Sheriff's Deputy Assoc	Altman, Robert	4/17/2023	Union proposed to increase advance notice for non-emergency schedule changes, market adjustments of 5% each yr of contract, increase to wage differential for CSI and Detectives, new recognition pay, new Peace Officer License bonus, and additional salary progression within the range for those eligible each yr. Employer proposed "Me Too" language for insurance, and enhancements to PTO/Vacation payout.	22-2.5% GWI 23-2.5% GWI 24-2.5% GWI 5% salary progression within the range for those eligible.	Parties agreed to the 2.5% general wage increase granted to other Co. units. However, arbitrator awarded 5% salary progression within range each year (rejecting the notion of a pattern with the 3% granted to other units) as a reflection of unique issues externally and internally. Arbitrator did not award Me Too language. Union retains right to meet and negotiate. Seniority language will remain in contract.
23PN0954	City of Barnesville Teamsters Local 320	Altman, Robert	7/28/2023	Union seeking implementation of wage study, with recommendations updated to reflect comparable police force increases received since time of study. ER seeking elimination of classifications deemed outdated, modification to longevity pay, and elimination of incentive pay.	23 -Base wage increase 2.5%+3.5%. 24-Base wage increase 3.5%	Arbitrator compelled by findings of wage study. Also upheld maintenance of retention pay, classification pay, and incentive pay items contained within the contract. No changes absent quid pro quo negotiations.
23PN1146	Lake County Enforcement Labor Services, Inc.	Law Foy, Terrance J.	8/4/2023	Union seeking post-wage study implementation general wage increases of 12% for 23, via placement on the same step as 2022, in order to offset average increases to those they supervise, claiming lowest % increases for 2023. County seeking same settlement reached with all other bargaining units.	ER position awarded: Placement onto new schedule one step below 2022 step.	Upheld County pattern, in 2023 Ees placed on new salary schedule one step below their 2022 step with movement of one step each year until reach top of scale.
23PN1372	Steele County Minnesota Public Employees Assoc.	Stromquist, Steven R.	10/9/2023	Single issue of Pay Scale and Steps considered. Union seeking to eliminate bottom 2 steps, add new step to top. Move those on 1&2 to 3, all other EEs placed on next higher step effective 1/1/23. ER position to eliminate bottom 3 steps. Move those on 1-3 to 4, Step 4 to 5, all those not effected receive step on anniversary as outlined in current CBA.	Employers position awarded.	ER successfully argued that proposal is strong when compared to external competition, and more importantly, to maintain internal consistency in its compensation structure. Uniform implementation of new wage schedule accepted by 91% of bargaining unit members in county.

23PN0934	Itasca County Enforcement Labor Services, Inc.	Law	Lundberg, James A.	10/9/2023	Number of issues certified, including updated Individual Rights language, new Sick Leave language, addition of Discipline language, and general wage increases and market adjustments. ER seeking the internal GWA pattern each year and no market increase. Union seeking 3% GWA each year, and additional 3% market increase in 22 and 23.	GWA: 2022 2% 2023 2% 2024 2.65% Market Adjustment 1% each year.	Arbitrator awarded updated Rights language, maintained status quo with regard to Sick Leave and Discipline language. Awarded ER's general wage adjustments to maintain internal equity. Awarded an additional 1% market adjustment each year to account for the external wage comparisons and the pressure on law enforcement market. No new discipline language will be added to the collective bargaining agreement. No change to current workforce reduction language (no compelling reason for change and no quid pro quo to justify) nor to Rescue Squad Staffing. Better left for parties to resolve at the bargaining table.
23PN1811	City of Saint Paul Assoc. of Fire Fighters Local 12	Int'l	Kundrat, Frank J.	11/5/2023	Union proposing 15.0% total wage increase over term of 3 yr contract. ER position is 9.5%. Arbitrator not compelled to introduce new standard of "market adjustment". ER seeking change to issue of seniority in work force reduction (currently EMTs first to be laid off, no sworn ff's reduced to EMT classification). Also seeking to amend language to Rescue Squad Staffing.	GWA: 1/1/23 1.5% 7/1/23 2.0% 1/1/24 2.0% 7/1/24 2.0% 1/1/25 2.0% 7/1/25 1.5%	