

**AGREEMENT**

**between**

**THE AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, DISTRICT COUNCIL #65  
AND LOCAL COUNCIL #1626**

**and**

**THE COUNTY OF ITASCA, MINNESOTA  
(COURTHOUSE UNIT)**

**JANUARY 1, 2019 – DECEMBER 31, 2021**

## Table of Contents

ARTICLE 1. PURPOSE OF AGREEMENT .....	1
ARTICLE 2. DEFINITION OF EMPLOYEES .....	1
ARTICLE 3. RECOGNITION .....	3
ARTICLE 4. RESPONSIBILITIES OF PARTIES .....	3
ARTICLE 5. CHECKOFF OF UNION DUES .....	4
ARTICLE 6. HOURS OF WORK.....	5
ARTICLE 7. HOLIDAY PROVISIONS.....	6
ARTICLE 8. VACATIONS .....	7
ARTICLE 9. SICK LEAVE .....	9
ARTICLE 10. SENIORITY .....	12
ARTICLE 11. PHYSICAL EXAMINATIONS .....	15
ARTICLE 12. SUSPENSIONS AND DISCHARGES.....	15
ARTICLE 13. GRIEVANCE PROCEDURE.....	16
ARTICLE 14. TIME OFF FOR UNION ACTIVITIES .....	18
ARTICLE 15. BULLETIN BOARD .....	18
ARTICLE 16. GENERAL PROVISIONS .....	18
ARTICLE 17. GROUP INSURANCE PROGRAM.....	19
ARTICLE 18. PAY PLAN AND ADMINISTRATIVE REQUIREMENTS .....	25
ARTICLE 19. DRUG AND ALCOHOL TESTING POLICY .....	27
ARTICLE 20. SEPARABILITY .....	27
ARTICLE 21. DURATION OF AGREEMENT .....	27
APPENDIX A-Pay Plan .....	29
APPENDIX B-Retirees .....	35
APPENDIX C- MOU's & Letters of Understanding.....	36

## **AGREEMENT**

This agreement, effective the first day of 2019, is made and entered into between the Itasca County Board of Commissioners, hereinafter referred to as the EMPLOYER, and Local 1626 of the American Federation of State, County and Municipal Employees, American Federation of Labor and the Congress of Industrial Organization, hereinafter referred to as the UNION. The Employer and the Union will hereinafter be collectively referred to as the parties.

### **ARTICLE 1. PURPOSE OF AGREEMENT**

SECTION A. It is the intent and purpose of the parties to set forth herein the basic Agreement covering rates of pay, hours of work, and all other conditions of employment to be observed between the parties.

SECTION B. The provisions of the Agreement constitute the sole procedure for the processing and settlement of any claims by an employee or the Union of a violation by the Employer of this Agreement. As the representative of the employees, the Union may process grievances through the grievance procedure, including arbitration, in accordance with this Agreement or adjust or settle the grievance.

### **ARTICLE 2. DEFINITION OF EMPLOYEES**

SECTION A. Definitions.

1. Regular Employee: The term "Regular Employee", as used in this Agreement, shall refer to employees described below. In all cases, a regular employee's seniority and anniversary date (first date of employment) shall be subject to Article 10, Section A).
  - a. A full-time employee shall mean an employee who works a minimum of 40 hours per week, year-round, who has been employed by the Employer or appointed to work for Itasca County by an authorized supervisor or department head and can accumulate 1040 consecutive hours on an hourly basis or 6 months on a monthly basis for the purpose of fringe benefits.
  - b. A part-time employee shall mean an employee who works less than 8 hours per day or less than 40 hours per week, year round, who has been employed by the Employer or appointed to work for Itasca County by an authorized supervisor or department head and can accumulate 1040 consecutive hours

on an hourly basis or 6 months on a monthly basis for the purpose of fringe benefits.

2. A Seasonal, Casual or Temporary Employee shall mean an employee whose employment is not anticipated to exceed 1040 consecutive hours, who has been employed by the Employer or appointed to work for Itasca County by an authorized supervisor or department head.

#### SECTION B. Evaluation.

The Employer will keep a job description on file for each position created and approved by the County Board which is covered by this Agreement, whether the position is classified as regular full time or regular part time.

1. Full time and Part time Regular Positions: The County Board shall authorize, by resolution, each regular full time and part time position in each department before it is filled.

- a. The County Board shall designate, by resolution, the total number of employees that can be hired into any one job classification, and the total number of positions in any one department, whether the position is regular full time or regular part time. In order to hire an additional employee to exceed the limit allowed by the Board, the Board must pass a new resolution stating that the total allowed in the classification is hereby changed from (example) two to three.

2. Temporary Positions: Such positions do not have to be evaluated. All temporary positions shall follow the procedure in Article 18, Section A-6.

- a. The only time a temporary position requires an evaluation is if a department head wishes to create a regular part time or regular full-time position from a temporary position. A department head who wishes to reclassify a temporary position will notify the County Board, within 10 working days prior to the day that the temporary employee will complete 1040 consecutive hours in the position, or within 10 working days following a request to create a new full time or part time regular position in said department. If the County Board approves, the procedure as set forth in Section B-1 of this Article shall be followed.

## SECTION C. Posting

1. Full time and Part time Regular Positions: After the position has been evaluated and approved by the County Board as a position for the appropriate department, the position will be posted as set out in Article 10, Section F.
2. Temporary Positions: Such positions do not require posting.

## ARTICLE 3. RECOGNITION

SECTION A. The Employer hereby recognizes Local 1626 of the American Federation of State, County and Municipal Employees, AFL-CIO, as the exclusive representative for collective bargaining purposes of all the employees of Itasca County, Minnesota, in the units composed of all regular full time and part time employees, excluding elected officials, appointed officials, employees of the Road and Bridge department, employees of the Sheriff's Department, employees of the Human Services Department, and confidential employees, as per certification by the Bureau of Mediation Services, State of Minnesota.

SECTION B. It has been agreed that the policy of the Employer be that during and for the duration of this Agreement, it will not enter into, establish or promulgate any Resolution, Agreement or Compact with or affecting such employees as are defined either individually or collectively which in any way conflicts with the terms and conditions of this Agreement or with the role of the Union as the exclusive collective bargaining agency for such employees.

SECTION C. Whenever any words are used in this Agreement in the masculine gender, they shall also be construed to include the female or neuter gender in all situations where they would so apply; whenever any words are used in the singular, they shall also be construed to include the plural in all situations where they would so apply, and whenever any words are used in the plural, they shall also be construed to include the singular.

## ARTICLE 4. RESPONSIBILITIES OF PARTIES

SECTION A. Each of the parties of this Agreement hereby acknowledges the rights and responsibilities of the other parties and agrees to discharge its responsibilities under this Agreement, as per PELRA, Minnesota Statutes 179A.06 and 179A.07.

SECTION B. The Employer including its managers, supervisors and representatives at all levels is firmly bound to observe the conditions of this Agreement.

SECTION C. The Union including its officers and representatives and all employees are firmly bound to observe the conditions of this Agreement.

SECTION D. In addition to the responsibilities that may be provided elsewhere in this Agreement, the following shall be observed:

- I. The applicable procedures of this Agreement will be followed for the settlement of all grievances. All Grievances shall be considered carefully and processed promptly in accordance with such procedures.
- II. There shall be no interference with the rights of the employees to become or continue as members of the Union.

SECTION E. No discrimination shall be exercised against any employee because of Union membership or because of any protected class as defined in federal, state statute or rule

## ARTICLE 5. CHECKOFF OF UNION DUES

The Employer agrees to require the payroll department to deduct from the paycheck of each employee who has signed an authorized payroll deduction card a sum certified by the Union for Union dues or initiation fees, and/or other Union approved deductions established by the Union. Such deduction shall be made each month beginning with the month specified on the payroll deduction card. These deductions shall be transmitted to the financial secretary of the Union not later than the 10th of the following month along with a list of names of the employees from whom such pay deductions were made. The employee may terminate payroll deductions by giving 30 days written notice to the secretary of the local. The secretary shall notify the payroll department in writing within 5 days after receipt of such notice to stop deductions.

The Employer may deduct fair share fees in accordance with the provisions of Minnesota Statutes, Section 179A.06, Subd. 3 (as amended).

The Union agrees to indemnify, hold the Employer harmless, and defend the Employer against any claim arising as a result of action taken by the Employer under all provisions of this Article.

## ARTICLE 6. HOURS OF WORK

SECTION A. Business hours for services provided to the public are 8:00 a.m. to 4:30 p.m., Monday – Friday (MN Statute 373.052).

SECTION B. The normal work week for full-time employees shall be 40 hours. Employees shall be scheduled to work on a regular work shift, except in cases of emergency, and each work shift shall have a regular start and end.

Courthouse Custodians: The normal hours of work shall be 8 hours per day and 40 hours per week. All Courthouse custodians shall be subject to a scheduling procedure established and maintained to provide fair and equitable hours of work and a distribution of responsibility in accordance with the services required.

MIS: The normal hours of work shall be 8 hours per day and 40 hours per week. MIS staff, at the time of employment with Itasca County shall be assigned to one of three designated work schedules. Scheduled hours would be either 7:30 am to 4:00 pm, 8:00 am to 4:30 pm, or 8:30 am to 5:00 pm. To allow for flexibility within the department, these schedules can be adjusted upon mutual agreement between the employee and the MIS Manager. The normal work days of the week shall be Monday through Friday.

SECTION C. All hours worked in excess of the normal work week shall be compensated for at 1-1/2 times the classified hourly rate of pay or shall be given as compensatory time off at the rate of 1-1/2 hour off for each hour of overtime worked. Employees shall have the option to take overtime hours as paid time or as compensatory time off. An employee may earn a maximum of 80 hours of compensatory time annually from January 1 to December 31 and may accumulate a maximum of 80 hours of compensatory time at any one time. All paid holidays, vacation, sick leave and compensatory time off shall be considered as days worked in the computation of overtime. All hours worked in excess of the normal work week must be approved and authorized by the supervisor or department head.

In no case will compensatory time earned, and compensatory time taken occur in the same day.

SECTION D. While ensuring that service needs are met, employees may take a 15-minute break during each 4-hour shift. Any vacation, sick leave and compensatory time off shall be counted toward hours worked in a 4-hour shift. Rest breaks may not be used to shorten the work day. Employees shall receive a 30-minute non-paid meal period taken during the middle of each shift.

#### SECTION E. Minimum Call-Outs:

1. A Call-Out is defined as the return of an employee to a specified worksite to perform emergency duties at the express authorization of the Employer at a time other than an assigned shift. An extension of or early report to an assigned shift is not a call out, nor is phone support. If an employee is called back to the worksite after completing the regular work day or is called out to a worksite during the employee's regular scheduled time and/or day off, the employee shall receive a minimum of 4 hours at time and one half.
2. Emergency technical support: If an employee receives a phone call, text message or other communication from authorized individuals outside the hours of their scheduled shift, the employee shall receive a minimum of 2 hours at time and one half that is beyond de minimis under the Fair Labor Standards Act (FLSA).
3. If an employee is required to work the greater of the hours detailed in 1 & 2 above, the employee will not receive call-out pay but will be paid at time and one-half for all hours worked based on the starting time of the call-out.

SECTION F. Travel time: Any employee who uses his/her private vehicle for transportation to a site other than the normal place of work and is authorized to do so by the department head or supervisor, shall be compensated for the cost per mile as authorized by the County Board.

SECTION G. Flextime Schedules: Flextime schedules, based on a flextime schedule agreement may be made upon mutual agreement of the Department Head and affected employee.

SECTION H. Assignment of Overtime: Overtime shall be offered to the most senior qualified employee first unless there is already an employee who is assigned to the particular project in which case the assignment will be given to the current assignee. If there is no current assignee, the most senior qualified employee will be assigned. If the most senior employee declines the overtime, it shall be offered to the next most senior qualified employee and so on.

### ARTICLE 7. HOLIDAY PROVISIONS

SECTION A. All regular employees shall receive the following paid holidays provided said employees perform work, are on earned time in the pay period in which the holiday occurs and work as scheduled or assigned both on their last scheduled work day prior to and on their first scheduled work day following the holiday(s):



New Year's Day  
President's Day  
Martin Luther King Day  
Memorial Day  
Independence Day  
Labor Day

Veterans Day  
Thanksgiving Day  
Day After Thanksgiving  
Christmas Eve Day  
Christmas Day  
3 Floating Holidays

SECTION B. When the following holidays fall on Sunday, the following day shall be a holiday. When the following holidays are on Saturday, the preceding day shall be a holiday:

January 1, New Year's Day  
July 4, Independence Day  
November 11, Veterans Day

December 24, Christmas Eve Day  
December 25, Christmas Day

When Christmas Eve Day is on a Friday and Christmas Day is on a Saturday, Thursday and Friday shall be the holidays. When Christmas Eve Day is on a Sunday and Christmas Day is on a Monday, Monday and Tuesday shall be the holidays.

SECTION C. Regular employees who are required by the department head or employee's immediate superior to work on any of the above holidays shall be compensated at the rate of 1 1/2 time for their work that day in addition to their regular holiday pay.

SECTION D. To receive a paid holiday, part-time regular employees must work the last scheduled day prior to the holiday and the first scheduled day following the holiday.

Payment for the paid holiday shall be on a pro-rata basis based on the FTE status as approved in the County budget.

SECTION E. Initial employment probationary employees will receive 1 floating holiday on their date of hire, 1 floating holiday May 1<sup>st</sup> and 1 floating holiday September 1<sup>st</sup>. Probationary employees can use floating holidays during the probationary period.

SECTION F. All floating holidays must be used by December 31st or they will be lost.

## ARTICLE 8. VACATIONS

SECTION A. All regular employees shall receive vacation benefits with pay as follows:

<u>Completed Years of Service</u>	<u>Rate of Accumulation of Vacation Hours Per Pay Period of Work</u>	<u>Number of Working Hours of Vacation Time Earned Per Yr</u>
0-4 years	3.077 hrs	80.002 hours (10 days)
5-9 years	4.616 hrs	120.016 hours (15 days)
10-14 years	6.154 hrs	160.004 hours (20 days)
15+ years	7.693 hrs	200.018 hours (25 days)

Vacation is earned and shall be recorded on an HOURLY basis. It may be used as it is earned during the probationary period. The amount of vacation time banked when taken shall be paid at the employee's current hourly rate.

In the event an employee has an accumulation of 248 hours or more effective with the last payroll of the year, the employee shall have all hours in excess of 248 converted to a contribution to their HCSP. This contribution may not exceed 50 hours and all additional hours shall be lost.

SECTION B. Regular employees who have accumulated 600 hours of sick leave shall be granted a bonus vacation and sick leave as follows:

1. A regular employee shall earn 3.693 hours sick leave per pay period, only if the beginning balance is less than 1,000 hours.
2. An employee shall earn 1.847 hours bonus vacation per pay period in addition to the 3.693 hours sick leave accrual for any pay period in which the beginning balance of the employee's accumulative leave is 600 hours or more.

SECTION C. Upon termination of employment for any cause, regular employees shall be paid for any accumulated vacation credits including pro-rata payments for periods of less than one year.

SECTION D. Between January 1 and April 1 of each calendar year, department heads shall consult with all regular employees entitled to vacation, and from such consultation a schedule for vacation periods shall be established. In determining the vacation schedule, the wishes of the employees shall be respected as to the time of taking vacation, insofar as the needs of the service will permit, it being understood that the rights of the senior employees will prevail in the selection of vacation time when agreement cannot be

reached among the employees. Vacation requests received after April 1 will be considered in order of receipt without regard to seniority.

SECTION E. The vacation time of a regular employee shall not be split except at the option of the employee.

SECTION F. All employees who have used all of their accumulated sick leave hours shall at that time, if illness continues, be granted any vacation credits earned in that year.

SECTION G. Employees assigned to a part time position after 1/1/2019 shall have their vacation accrual pro-rated based on the FTE status as approved in the County budget.

## ARTICLE 9. SICK LEAVE

SECTION A. Full-time employees shall earn sick leave at the rate of 3.693 hours for each pay period of service in which they have worked at least 50% of the pay period and may accumulate unused sick leave to a maximum of 1,000 hours.

NOTE: For those employees who have 600 or more sick hours accumulated, see Article 8, Section B, for calculation of bonus vacation earnings.

Employees assigned to a part time position after 1/1/2019 shall have their sick leave accrual benefits pro-rated based on the FTE status as approved in the County budget.

SECTION B. New employees in regular positions shall accrue and may use sick leave during the probation period.

SECTION C. The Human Resources Director may, at his/her discretion, require evidence of personal illness.

SECTION D. Sick leave credit may be earned only while an employee is working at his/her regular job or is on a regular vacation. Legal holidays falling on working days shall be considered working days for such leave credit.

SECTION E. Bereavement Leave: Regular employees shall be allowed to use 24 hours of bereavement leave time in case of death in the immediate family. 16 additional hours of death in the family leave time may be used in the event that travel is necessary to a point outside a radius of 150 miles from the employee's home or for other personal reasons related to the death such as for funeral arrangements. Immediate family is defined as:

- Spouse, and parents, thereof,
- Children, including adopted and stepchildren, and spouses thereof,
- Parents, grandparents and grandchildren of the employee and/or the spouse,
- Brothers and sisters, and spouses thereof,
- Domestic partner or guardian.

SECTION F. Compensable Injury: If a regular employee of the Employer shall receive a compensable injury and has accrued benefits under either the sick leave or vacation plan, the County shall pay the difference between the compensation received by the employee and the employee's regular monthly or hourly rate of net pay, same to be deducted from said accrued vacation or sick leave benefit. The Employer will provide for the payments described in this section during the period of disability.

It is understood that the additional payments made to the employee over and above that paid by Worker's Compensation shall not exceed the amount of credits which an employee is entitled to from such accrued vacation or sick leave benefits.

SECTION G. Sick Leave of Absence: After an employee has used all accumulated sick leave, vacation, and any available FMLA protected leave on a consecutive basis, the employee shall be granted a leave of absence without pay, with appropriate documentation from the healthcare provider, for a period not to exceed 6 months without having their name removed from the payroll. If the employee is in the process of seeking a disability determination, the time will be extended a total of up to 12 months. If the employee is certified disabled, employment shall cease.

SECTION H. Upon termination of employment prior to, on or subsequent to the normal retirement date, an employee shall allocate as severance pay 70% of the employee's accumulated but unused sick leave from the first date of County employment. Such severance pay shall be excluded from retirement deductions and from any calculations in retirement benefits and shall be paid, at the employee's option, in one lump sum, or in a manner mutually agreeable to the employee and the Employer over a period not to exceed 5 years from termination of employment. The employee shall apply the 30% balance to the employee's Post Health Care Savings Plan after all regular pay has been paid out.

Severance pay will not be paid:

1. If the employee hired after the signing of this 1984-85 bargaining agreement has less than 5 years of continuous service for Itasca County.

2. The employee is terminated for just cause for a job-related occurrence. A determination of just cause by an arbitrator or court shall be binding on a determination of severance eligibility.

Any payment made upon termination due to death shall be paid in accordance with federal and state regulations. In the event of an active employee's death, 100% of the employee's sick leave shall be paid to the surviving spouse or to the estate of the employee who passed away.

For employees hired after ratification of the 1994 - 1996 contract which was ratified on 11/08/1994, the maximum County payment for the 70% dollar value of an employee's accumulated unused sick leave (severance pay) shall be \$10,000. (That is, 70% of the employee's accumulated unused sick leave shall have a maximum value of \$10,000 at retirement for use for any purpose permitted by the contract.) This limit does not apply to other County payments for retirement group insurance premiums nor does it affect the other 30% dollar value of an employee's accumulated unused sick leave which is deposited into the employee's Post Health Care Savings Plan after all regular pay has been paid out.

**SECTION I. Sick Leave Pool.** Employees may voluntarily donate one or more vacation leave hours to a Sick Leave Pool to be used by employees within their union who have exhausted their own accumulated earned leave. Employees may use a maximum of 240 hours per occurrence from the pool, with the Executive Board of Local 1626 making the determination for allocation and usage based on IRS regulations.

**SECTION J.** An employee may use sick leave for absences for such reasonable periods as the employee's attendance with the family member may be necessary, on the same terms the employee is able to use sick leave for the employee's own illness.

- Provide care for a family member who is incapacitated as a result of physical or mental illness, injury, pregnancy or childbirth;
- Provide care for a family member as a result of medical, dental or optical examination or treatment.

Family member is defined as:

- Spouse, and parents, thereof,
- Children, including adopted and stepchildren, and spouses thereof,
- Parents, grandparents and grandchildren of the employee and/or the spouse,
- Brothers and sisters, and spouses thereof,
- Domestic partner or guardian.

## ARTICLE 10. SENIORITY

SECTION A. Seniority standing shall be granted to all employees who have attained regular employee status as defined in Article 2. Such standing is to be determined on the basis of total length of employment for the Employer.

Seniority and Anniversary date of employees attaining such regular employee status shall be the first day of employment. During the probationary period of 1040 consecutive hours or 6 months employees may be discharged by the Employer without the same being considered a breach of this Agreement or constituting a grievance hereunder.

SECTION B. A regular employee shall lose his/her bargaining unit seniority in the following situations:

- a. Voluntary resignation from Itasca County;
- b. discharge for just cause;
- c. retirement;
- d. failure to accept recall from layoff;

SECTION C.1. In the event of a layoff, a reduction in force, or the elimination of a position, a senior employee may exert seniority preference over a junior employee in any classification of work in any department, provided the employee has the necessary qualifications to perform the duties of the job involved. Within 5 working days after receiving notice of layoff, an employee intending to exercise seniority preference shall advise the Human Resources Director of the specific position into which the employee intends to bump. Employees who are laid off shall be rehired according to seniority in the inverse order of layoffs.

Such employees shall be notified in writing regarding such layoffs, reduction of force, or elimination of position, as well as rehiring. Such written notification shall be sent to such employees 30 days in advance by certified mail with a copy of same submitted to the Union.

All department heads shall be informed of the seniority list to be kept by the Human Resources Department on those laid-off employees who have been placed on the seniority list due to their acquired seniority status before being laid off. Such employees on lay-off status are to be notified of vacancies in any courthouse department which are not filled by a current employee in the department that the vacancy occurs in. If a person on lay-off status does not accept a job the employee is qualified to perform within 30 working days, the employee's seniority status is terminated.

There shall be a three-year recall limit on lay-offs.

It is the responsibility of any laid off employee to inform the designated department head of his/her current address and telephone number.

SECTION C.2. Only in the case of layoff, reduction in force, elimination of a position, or reduction in hours worked per day, days worked per month, months worked per year, a senior employee with a greater number of total employment hours at the Courthouse shall have preference in employment or assignment over a junior employee with less total hours of employment; provided, however, that the senior employee has the ability to perform the work.

SECTION C.3. In the case of an employee seeking to assert seniority rights into a higher paid classification, the Employer's determination of whether or not the employee has the qualifications and ability to perform the work of the higher paid classification shall not be grievable.

SECTION C.4. In the event a general layoff is imminent, the employer agrees to call in the Union leadership and discuss the problem with them before any action is taken.

SECTION D. Senior employees within the Courthouse Union, shall be afforded the opportunity to any promotion to a position within the bargaining unit, provided that such employee is qualified and has the ability to perform the duties of the job involved. Department heads who determine that such employees within a department or system do not meet the qualifications to perform the duties of the job involved may employ casual and experienced employees to perform required duties.

SECTION E. Notices of all vacancies and newly created positions shall be posted and employees shall have a minimum of 5 working days in which to apply. Senior employees within the Courthouse Union shall be transferred/promoted/demoted to fill the vacancy or new position provided the employee has the necessary qualifications to perform the duties of the job. The department head or other appropriate appointing authority shall determine whether the applicant possesses the necessary qualifications. In the event the Union does not concur in the determination, the employee shall have the right of appeal through the normal grievance procedure. Notice of vacancies or newly created positions shall state the type of work, the place of work, rate of pay, hours to be worked, and the job classification.

An employee who is awarded a posting for another Local 1626 bargaining unit position, shall have the right to a non-grievable 15 working day trial period. If during the 15 working day trial period, the employee determines s/he wishes to return to their previous posting via written notice to the hiring authority OR the hiring authority determines the employee is not performing satisfactorily via written notice to the employee, the employee may choose to return to his/her previous position and rate of pay. The 15 working day trial period will count towards the 6-month probation. The employee's seniority in the prior posting and/or department will be retained during the 15 working day trial period.

SECTION F. Seniority lists shall be brought up to date by March 1 of each calendar year and posted on employees' bulletin boards. Copies of seniority lists shall be sent to the President of the Union and Business Agent.

SECTION G. This clause shall be applicable for leaves of absence other than those connected to sick leave as per Article 9, Section G.

A leave of absence without pay may be granted by the department head using his/her discretion and in consideration of departmental need, for a period not to exceed 10 working days or 80 hours in each calendar year. A leave of absence in excess of 10 days may be granted by the County Administrator (for good and sufficient reason) given department head approval in consideration of departmental need. Seniority shall be frozen as of the beginning of any leave of 30 days or more,

See Article 17, Section A, for group insurance arrangements during a leave of absence.

SECTION H. Nothing herein shall be construed to affect the status of war veterans in contravention of existing laws relating to war veterans employment, discharge, or promotion.

#### SECTION I.

- I. All employees employed by the Employer shall carry their original seniority date and all accumulated fringe benefits and anniversary date in a case of lateral in-grade transfers, when transferring from one classification to another. However, when the transfer is inter-departmental, the employee shall acquire a new employment seniority date within the new department.
- II. When an employee's position is reclassified as a result of a re-evaluation to a lower grade from the position the employee previously held, the



employee's pay shall be frozen until such time that the new pay grade and step are equal to or greater than the employee's current salary. When an employee's position is reclassified as a result of a re-evaluation to a higher grade, the employee will be placed at the step in the higher grade which is equal to or next higher than the employee's current pay, plus 1 step.

- III. When an employee is promoted to a higher paid class within the bargaining unit, the employee shall be paid at the step in the higher class which is equal to or next higher than the employee's current pay, plus 1 step. When an employee voluntarily accepts a demotion to a lower grade, the employee shall be paid at the step in the lower class that is equal to or next higher than the employee's current pay.

Section J - In the event an employee of Local 1626 is awarded a position that is outside of the bargaining unit, but within Itasca County, said employee's earned seniority up to the date of assumption of the new position outside of the bargaining unit shall be frozen and retained. In the event said employee returns to the Local 1626 bargaining unit, the aforementioned frozen seniority time shall be the employee's new seniority tenure. An employee transferring outside the bargaining unit shall have the right to bid on vacancies via the posting procedure of this contract, and only the employee's frozen seniority shall be applicable. Said seniority shall also apply in the event of a reduction of workforce.

## ARTICLE 11. PHYSICAL EXAMINATIONS

The Employer shall pay for all physical examinations for all regular employees if such examinations are required by the Employer.

## ARTICLE 12. SUSPENSIONS AND DISCHARGES

SECTION A. An employee may be temporarily suspended for just cause. The employee shall be provided notice in advance of such action with documentation of the evidence gathered to support such action. This shall be provided 2 days prior to such action. If the employee feels the suspension was without just cause or that the period of the suspension is unwarranted, the employee shall have the right of appeal by invoking the normal grievance procedure within 21 calendar days of the date of suspension. If it is determined that the suspension was made without just cause, the employee shall be reinstated immediately and shall receive full pay for any time lost as a result of the suspension.

SECTION B. An employee shall be discharged only for just cause. Discharges shall be subject to the grievance procedure.

## ARTICLE 13. GRIEVANCE PROCEDURE

SECTION A: A GRIEVANCE, for the purpose of this ARTICLE, is defined as a dispute or disagreement as to the interpretation or application of any terms or conditions of this AGREEMENT.

Employees shall have the right to process GRIEVANCES through the procedures of this ARTICLE or through other procedures such as Veteran's Preference, Human Rights or other statutorily created procedures, provided that a GRIEVANCE may be processed through one procedure or the other, but not both. An employee who pursues a GRIEVANCE through a procedure other than the procedure provided in this section shall waive the rights of this ARTICLE of the AGREEMENT.

If a GRIEVANCE is not presented within the time limits set forth below, it shall be considered "waived." The time limit in each step may be extended by mutual written agreement of the EMPLOYER and the UNION in each step.

**Step 1.** An employee claiming a violation concerning the interpretation or application of this AGREEMENT shall, within 21 calendar days after such alleged violation has occurred, place in writing, signed by the grieved employee and the grievance representative, setting forth the nature of the GRIEVANCE, the facts on which it is based, the provision or provisions of the AGREEMENT allegedly violated, and the remedy requested.

The matter shall be discussed with the employee's supervisor as designated by the EMPLOYER within 7 calendar days. The EMPLOYER'S response will be made in writing within 7 calendar days after the close of the discussion.

A GRIEVANCE not resolved in Step 1 and appealed to Step 2 shall be appealed to Step 2 within 7 calendar days after the supervisor's final Step 1 response.

**Step 2.** If appealed, the written GRIEVANCE shall be presented by the UNION and discussed with the Department Head in consultation with Human Resources within 14 calendar days. Human Resources shall give the UNION the EMPLOYER'S Step 2 response in writing within 14 calendar days after the close of the discussion. A GRIEVANCE not resolved in Step 2 may be appealed to Step 3 within 14 calendar days following Human Resources final Step 2 response.

**Step 3.** If appealed, the written GRIEVANCE shall be presented by the UNION and discussed with the County Board or its designee within 28 calendar days. The County Board or its designee shall give the UNION the EMPLOYER'S Step 3 response in writing within 14 calendar days. A GRIEVANCE not resolved in Step 3 may be appealed to Step 4 within 14 calendar days following the EMPLOYER-designated representative's final Step 3 response.

**Step 4.** Mediation of a GRIEVANCE: Upon completion of the previous Step and prior to requesting arbitration, the UNION and the EMPLOYER may, by mutual agreement, request mediation of the GRIEVANCE by the Bureau of Mediation Services or contracted services approved by the County Board for appointment of a mediator who will conduct meetings as deemed necessary in an attempt to resolve the GRIEVANCE. After the mediator or either party determines that further mediation would serve no purpose, a GRIEVANCE may be appealed to Step 5 within 30 calendar days.

**Step 5.** The GRIEVANCE appealed to arbitration shall be subject to the provisions of PELRA. The selection of an arbitrator shall be made in accordance with the Rules Governing the Arbitration of GRIEVANCES as established by the State Bureau of Mediation Services. Any unresolved GRIEVANCE not submitted for arbitration shall be considered settled on the basis of the EMPLOYER'S Step 3 response and/or Step 4.

### **Arbitrator's Authority**

A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions of this AGREEMENT. The arbitrator shall consider and decide only the specific issue(s) submitted in writing by the EMPLOYER and the UNION, and shall have no authority to make a decision on any other issue not so submitted.

B. The arbitrator shall be without power to make decisions contrary to, or inconsistent with, or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within 30 days following close of the hearing or submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be binding on both the EMPLOYER and the UNION and shall be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and to the facts of the GRIEVANCE presented.

The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the UNION provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

SECTION B. Duly authorized representatives of the Union shall have the right to accompany the employee and/or the Union Grievance Committee at all times in the discussion or adjustment of grievances.

SECTION C. The Union agrees that the past practices of the Employer shall not be the basis for grievances that it files.

SECTION D. There shall be no grievable job evaluations.

#### ARTICLE 14. TIME OFF FOR UNION ACTIVITIES

Any employee elected by the Union to represent such Union at International, State or District meetings shall be granted up to 10 days off annually to attend such meetings without pay, without discrimination, and without loss of seniority rights or any other rights.

The Employer agrees that when negotiations/mediations are held during normal working hours, 5 Union committee members will be paid for time necessary to attend.

#### ARTICLE 15. BULLETIN BOARD

The Employer will erect and maintain a bulletin board of reasonable size to be placed in such locations as may be mutually agreed upon between the Union and the Employer, which bulletin board shall be for the use of the Union to post any notice or document relating to Union affairs.

#### ARTICLE 16. GENERAL PROVISIONS

SECTION A. There shall be no replacement of regularly employed employees by relief workers, nor shall a relief worker be placed in any classified position.

SECTION B. All matters not covered by this Agreement shall be settled by negotiations between the Employer and the Union.

## ARTICLE 17. GROUP INSURANCE PROGRAM

### SECTION A. Eligibility.

I. **ACTIVE EMPLOYEES:** All regular County employees, shall be eligible for hospital/medical insurance benefits from the first date of employment, provided all necessary application forms have been completed. They shall be eligible for life insurance on the 1<sup>st</sup> of the month following their first date of employment, provided all necessary application forms have been completed. They shall be eligible for dental insurance benefits after completing 1040 consecutive hours of employment on an hourly basis or 6 months on a monthly basis. Authorized sick leave and authorized vacation time shall be counted as working time for such eligibility for dental insurance. Also, authorized sick leave, vacation time, and authorized leave of absence of 30 days or less shall be counted as working time for eligibility.

Employees in regular positions, who have opted not to be covered by hospital/medical or dental insurance, and later choose to be covered by same, may be covered by said insurance provided they are accepted by the insurance company.

Regular employees who are temporarily laid off for more than 30 days, or who are on authorized unpaid leave of absence of more than 30 days (not FMLA covered), or who are on authorized unpaid leave of absence for more than 30 days, may continue their insurance coverage by paying the full amount of the premiums themselves during the period of such lay-off or leave of absence. At the time of approved leaves of absence, or orders of temporary lay-offs, the County shall provide a written statement to the affected employee advising of the status of insurance coverage during the period of absence. Upon returning to work, such employee need not re-establish eligibility.

Employees who leave Employer employment must have worked at least 80 hours during the calendar month during which such employment termination becomes effective in order to be eligible for such Employer contributions for the next succeeding calendar month. NOTE: However, life insurance is canceled at the end of the month in which the employee terminates employment.

Employees returning to work after authorized leave of absence without pay shall be required to work at least 80 hours during the calendar month in which such

employees return to work in order to be eligible for such Employer contributions for the next succeeding calendar month.

Accrued earned leave (i.e. vacation, sick, comp and holidays) shall be considered days worked.

Employees who voluntarily terminate employment without due notice to the department head, unless termination without notice is approved by the department head, shall forfeit all rights to such Employer contributions. Employees who are discharged for cause shall forfeit all rights to such Employer contributions.

II. TOTAL DISABILITY: All regular employees who qualify for a total disability pension under the eligibility stipulations set by the Minnesota Public Retirement Association and/or Federal Social Security, upon approval and acceptance of an employee by either of said entities for a total disability annuity pension and upon an employee drawing said annuity, the Employer shall pay for the employee and his/her other dependents' hospital/medical insurance in full. Upon reaching age 65, the retiree is required to enroll in both Parts A & B of Medicare (if eligible). At that point the Employer and retiree will be responsible for their payment of health insurance premium as directed within the labor contract.

### III. RETIRED EMPLOYEE

Definition: "retire" or "to retire" means leaving Itasca County employment and will be eligible for a PERA retirement annuity upon leaving the service of Itasca County.

Execution of this Agreement and any new changes in policy shall not in any way be interpreted to deny or forfeit any retired employee's right to continue under a previous agreement from which they have been entitled to insurance benefits. (For retiree coverage, see Sec. B, VI, (Retired Employees).)

## SECTION B. Coverage.

### I. GROUP LIFE INSURANCE:

#### ACTIVE EMPLOYEES:

The Employer will provide and pay the entire premium for the present group life insurance in the amount of \$25,000 for each eligible employee, said insurance includes Accidental Death and Dismemberment (AD&D) coverage in an amount equal to Basic Life insurance coverage, both with a double indemnity clause. Active employees may opt to purchase additional Basic Life and AD&D coverage for themselves, their spouse and eligible dependents, at their own expense. Both Basic Life and AD&D insurance coverage amounts reduce to 65% at age 65, 50% at age 70 and 35% for age 75 and over. All employer provided insurance and employee elected additional insurance will terminate upon the employee leaving employment.

## II. GROUP HOSPITAL AND MEDICAL INSURANCE:

### ACTIVE EMPLOYEES:

A. Northeast Service Cooperative Blue Cross/Blue Shield High Deductible Plan (Option 1) \$1700/\$3400 Deductible or the Blue Cross Blue Shield High Deductible Plan (Option 2) \$3500/\$7000 Deductible both with a Health Savings Account (HSA) shall be the hospital medical insurance.

The Employer will pay 80% of the annual deductible on the single and family coverage and the Employee will pay 20% of the annual deductible on the single or family coverage while the Employee is enrolled in the Plan. The County portion of the annual deductible will be pro-rated by the number of months the employee is enrolled in the plan for employee's who enroll in the plan mid-year.

Employee enrolled in County-sponsored health insurance plans who are ineligible for an HSA contribution shall have the option for the County portion of the annual deductible to be contributed to a VEBA (Voluntary Employee's Beneficiary Association).

The County portion of the annual deductible will be deposited to the HSA or VEBA accounts during the 1<sup>st</sup> payroll in January for employee's who are enrolled in the health insurance plan for the year.

B. The employee shall have the option to elect either plan on an annual basis during the open enrollment period or when a qualified event occurs. The premium participation for said plans shall be 80% by the Employer and 20% by the employee.

C. In the event during the term of this Agreement the County Board elects to change insurance carriers, it is understood and agreed that the County shall continue to provide equivalent coverage to the present hospital/medical insurance and dental insurance plans covering the employees under this Agreement, if such alternative should become available. It is understood that the employees' and Union's rights as provided by State and Federal Statutes relating to their health and welfare insurance provided by the Employer shall not be negated by the aforementioned language (Statutes such as Minn. Stat. Section 471, MN. Comprehensive Health Insurance Act 62 E. 03, etc.).

D. Employees portion of health insurance premiums only shall be split between the first and second payroll of each month. This split shall be as close to even as possible.

### III. GROUP DENTAL INSURANCE

#### ACTIVE EMPLOYEES:

The Employer will provide dental insurance under Delta Dental Plan of Minnesota, or its equivalent with a maximum annual benefit of \$1,500. The Employer shall pay the full single premium and 80% of the dependents' cost of said insurance. The employee shall pay 20% of the dependents' cost of said insurance. The employee shall have the option to enroll in the program within 30 days of completion of the required dental insurance probationary period or during an open enrollment period.

#### IV. FLEXIBLE SPENDING ACCOUNT:

The County may provide flexible spending account programs. Employees may elect to participate.

#### V. POST HEALTH CARE SAVING PLAN:

All employees shall be enrolled in the Post Health Care Savings Plan (HCSP), after 1 year of employment on their anniversary date of hire, or the very next pay period. Said employee shall contribute 2% of their regular wages\* earned during the biweekly pay period into the HCSP via payroll deduction each pay period.

\*Regular wages is defined as the hourly wage stated in the Union pay plan (regular wages excludes callout pay, shift differential, meals, severance pay, overtime).



The County shall not be responsible for a contribution to any costs associated with the Post Health Care Savings Plan mentioned above.

VI: RETIRED EMPLOYEES:

A. Failure on the part of any employee to apply for and obtain such Blue Cross/Blue Shield coverage for which the retiree may be eligible, shall have the effect of canceling the retiree's ability to enroll and the County shall have no further obligation or liabilities there under.

B. Hospital and medical coverage will be provided by Blue Cross/Blue Shield for retired officials and employees.

C. Hospital and medical coverage provided for retirees shall be the Northeast Service Cooperative Blue Cross/Blue Shield High Deductible Plan (Option 1) \$1700/\$3400 Deductible or the Blue Cross Blue Shield High Deductible Plan (Option 2) \$3500/\$7000 Deductible both with a Health Savings Account (HSA), or its equivalent.

For employees hired prior to 1/1/2000, the Employer shall pay the full single premium and 50% of the dependency coverage cost, and the balance 50% of dependency cost shall come from the retiree. The Employer shall pay 80% of the annual deductible via an HSA or VEBA contribution on the single or family coverage and the retiree shall pay 20% of the annual deductible on single or family coverage while the retiree is enrolled in the plan. The retiree may choose either of the high deductible health plans with a VEBA or HSA contribution from the County. The retiree must designate which health plan option and deductible option (HSA or VEBA) upon retirement. The County portion of the deductible will be pro-rated by the number of months the retiree is enrolled in the plan for retirees who enroll in the plan mid-year.

For employees hired after 1/1/2000, the Employer shall pay the full single premium and 50% of the dependency coverage cost, and the balance 50% of dependency cost shall come from the retiree until their health insurance cap is exhausted. The Employer shall pay 80% of the annual deductible via an HSA or VEBA contribution on the single or family coverage and the retiree shall pay 20% of the annual deductible on single or family coverage while the retiree is enrolled in the plan, until their health insurance cap is exhausted. The retiree may choose either of the high deductible health plans with a VEBA or HSA contribution from the County. The retiree must designate which health plan option and deductible

option (HSA or VEBA) upon retirement. The County portion of the deductible will be pro-rated by the number of months the retiree is enrolled in the plan for retirees who enroll in the plan mid-year. If the retiree's health insurance cap is exhausted, the retiree may continue to stay on the county-sponsored health insurance plan and will pay 100% of the premium and 100% of the deductible.

When a retiree reaches age 65, the retiree will be transitioned from their current health plan to one of the Medicare Supplemental Plans offered by the County and the County shall pay the full single premium and 50% of the dependency coverage cost, and the balance 50% of dependency cost shall come from the retiree unless or until their health insurance cap is exhausted..

D. For employees hired after January 1, 2000 the maximum County payment for retirement group insurance premiums shall not exceed \$20,000.

## VII: INSURANCE ADVISORY COMMITTEE

An Insurance Advisory Committee shall be established to examine the County's current medical insurance plan. The Committee shall be composed of representatives from each of the groups participating in the County's program as follows:

AFSCME Local 639	1 representative
AFSCME Local 639A	1 representative
AFSCME Local 639-3	1 representative
AFSCME Local 1626	2 representatives
AFSCME Local 1452	2 representatives
AFSCME Local 580	2 representatives
Itasca County Non-Contract Employees	1 representative
Itasca County. Elected Officials/Dept. Heads.	1 representative
Itasca County Attorney Employee's Assoc.	1 representative
Itasca County Employees Association	1 representative
Itasca County Confidential Employees' Assoc.	1 representative
Itasca County Managers Assoc.	1 representative
Itasca County Health and Human Services Supv. Assoc.	1 representative

The Committee may recommend changes in medical program to the County Board.

If the Committee recommendations call for changes in the structure of the medical plan, this contract shall be subject to reopening negotiations for medical benefits.

If the County Board deviates from the Committee recommendations, the agreement reopening negotiations for the medical plan is void.

## ARTICLE 18. PAY PLAN AND ADMINISTRATIVE REQUIREMENTS

### SECTION A. Pay Plan:

(1) The hourly pay rates set forth in the attached pay schedules are a part of this Agreement and shall apply during the duration of this Agreement, except as otherwise indicated in the Article.

(2) The Employer agrees to comply with the cost of living increase on the basis of \$.02 per hour for each point of cost of living increase on all items of all cities on a quarterly basis (CPI-W). The increase shall be computed with respect to the Consumer Price Index as of January 1, 1975. The first effective date of any such increase shall be January 1, 1982. Such increase in cost of living shall be automatically implemented and enrolled in the employee's base rate.

Cost of living shall be frozen for the contract years 2019, 2020, 2021.

This clause shall not operate while the current contract is in effect. Beginning with the contract thereafter, the clause will be automatically reinstated. The first cost of living adjustment will be applied using the same quarterly months and corresponding then current CPI-W figures and dates for any adjustment as in the past.

(3) Employees of this bargaining Agreement will receive effective 01/01/2019 a 2.75% increase; 01/01/2020 a 2.75% increase and 01/01/2021 a 3% increase. The pay increase will be effective January 1 of each year.

(4) Anniversary date: The definition of an anniversary date shall be the first day of employment for any employee who has worked 1040 consecutive hours of employment on an hourly wage basis or 6 months of continuous employment on a monthly salary basis.

(5) Recognition of previous work experience or education: New employees who are considered so qualified by education or previous work experience may, with the recommendation of the department head and approval by the County Administrator, be started in a step higher than the 1st step of the pay grade but not higher than step 3.

Current employees who are offered a job change and have education or pre-county work experience for which they have not previously received credit may, with the

recommendation of the department head and approval by the County Administrator, be started in a higher step on the pay grade.

(6) In all cases where the Employer employs temporary employees at a time or season of work load increases in any department, all employees employed under temporary conditions shall be placed in Step 1 of the class of work previously established for it. If there is not an established job class for the type of work performed by the casual employee, the rate of pay shall be Pay Grade 1, Step 1. The minimum step of that either being an hourly rate or a monthly salary.

(7) Computing Regular Wage and Overtime for all Salaried Officials and Employees: Payment of wages is made on a bi-weekly basis, with the pay date being every other Friday.

Computing Regular Wages and Overtime for all Hourly Employees: The pay period shall be a period of two consecutive calendar weeks commencing at 12:01 a.m. Sunday of the first day of such pay period and ending at 11:59 p.m. on Saturday of said two-week period.

There shall be paydays every other Friday, with the exception of when a payday falls on a holiday. In such cases, the payday shall be the day before the holiday.

(8) All new employees and current employees offered a job change shall be on probation for a period of 6 months of time worked, excluding overtime. During the probationary period the supervisor must provide feedback to the employees regarding performance. An employee's probation may be extended only for non-performance related reasons for an additional period of a minimum of 10 days and a maximum 3 months. When the employee successfully completes probation, a 1 step increase shall be granted.

## SECTION B. Administrative Requirements

(1) Employee Timekeeping: In compliance with the Employee Timekeeping Policy, all Department Heads or designated representatives are required to attest for each employee of their respective departments, hours reported

(2) Jury Duty: When an employee is called for jury duty, they shall receive their hourly rate for all hours lost, up to the end of their assigned shift. The compensation for jury duty shall be paid from the Fund from which the employee is paid. Employees are required to submit to the County Auditor's Office their daily stipend received for their

jury duty service. However, mileage received from the Courts can be kept by the employee.

### Section C. Working Out of Class.

This Section covers an employee assigned to accomplish the duties and responsibilities of a higher class position within or outside the bargaining unit which is unoccupied for a temporary, short-term period. If an employee is expressly assigned in writing by the supervisor, or hiring authority, to perform the majority of the duties and responsibilities of a vacant, higher class position, for 15 or more consecutive days, then the employee shall be considered to be working “out-of-class” and shall be placed at Step 1 of the classification or on the step of the classification that is most closely equal to the employee’s current salary, but not less than the employee’s current salary plus 1 step. Compensation for work done “out-of-class” shall be retroactive to the first day the employee was assigned to work “out-of-class.”

## ARTICLE 19. DRUG AND ALCOHOL TESTING POLICY

The provisions of the Itasca County drug and alcohol testing policy as set forth in the Itasca County Personnel Policy are incorporated herein by reference the same as if fully set forth in this Article. However, any employee submitting to a urinalysis test shall have the right to have a portion of the sample sent to another lab at his/her own expense.

## ARTICLE 20. SEPARABILITY

It is hereby declared to be the intention of the parties to this Agreement that the sections, paragraphs, sentences, clauses and phrases of this Agreement are separable, and if any phrase, clause, sentence, paragraph or section of this Agreement shall be declared invalid by the valid judgement or decree of a court of competent jurisdiction because of any conflict with Minnesota State Law, such invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this Agreement.

The Employer and the Union agree that they will meet within 30 days following the declaration of invalidity to begin negotiations upon a substitute clause to replace the provisions found to be invalid. This places no time limitations on the parties during which they may negotiate.

## ARTICLE 21. DURATION OF AGREEMENT

This Agreement will be in effect from January 1, 2019 until December 31, 2021. This contract remains in force in the event settlement for the ensuing contract period has not been reached at the time this contract expires.

In witness thereof, dated \_\_\_\_\_:

\_\_\_\_\_  
Davin Tinquist  
County Board Chair

\_\_\_\_\_  
President  
Local 1626, AFSCME AFL-CIO

\_\_\_\_\_  
Brett Skyles  
County Administrator

\_\_\_\_\_  
Union Staff Representative

APPENDIX A-Pay Plan

APPENDIX A										
01/01/2019 LOCAL 1626 PAY PLAN - 2.75% on 01/01/2018 base										
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
<b>GRADE 1</b>	\$16.20	\$16.77	\$17.33	\$17.93	\$18.56	\$19.20	\$19.93	\$20.70	\$21.47	<b>GRADE 1</b>
<b>GRADE 2</b>	\$16.58	\$17.14	\$17.72	\$18.35	\$18.98	\$19.63	\$20.38	\$21.17	\$21.98	<b>GRADE 2</b>
<b>GRADE 3</b>	\$17.02	\$17.60	\$18.21	\$18.83	\$19.49	\$20.18	\$20.95	\$21.76	\$22.56	<b>GRADE 3</b>
<b>GRADE 4</b>	\$17.58	\$18.19	\$18.79	\$19.47	\$20.16	\$20.87	\$21.66	\$22.49	\$23.33	<b>GRADE 4</b>
<b>GRADE 5</b>	\$18.17	\$18.78	\$19.43	\$20.12	\$20.83	\$21.58	\$22.39	\$23.26	\$24.15	<b>GRADE 5</b>
<b>GRADE 6</b>	\$18.78	\$19.45	\$20.12	\$20.83	\$21.58	\$22.35	\$23.20	\$24.08	\$25.00	<b>GRADE 6</b>
<b>GRADE 7</b>	\$19.63	\$20.33	\$21.05	\$21.80	\$22.57	\$23.39	\$24.27	\$25.20	\$26.18	<b>GRADE 7</b>
<b>GRADE 8</b>	\$20.68	\$21.39	\$22.14	\$22.93	\$23.77	\$24.62	\$25.55	\$26.56	\$27.58	<b>GRADE 8</b>
<b>GRADE 9</b>	\$21.88	\$22.62	\$23.42	\$24.25	\$25.12	\$26.04	\$27.03	\$28.08	\$29.18	<b>GRADE 9</b>
<b>GRADE 10</b>	\$23.22	\$24.05	\$24.93	\$25.81	\$26.75	\$27.72	\$28.77	\$29.91	\$31.06	<b>GRADE 10</b>
<b>GRADE 11</b>	\$24.74	\$25.64	\$26.56	\$27.52	\$28.51	\$29.57	\$30.72	\$31.89	\$33.14	<b>GRADE 11</b>
<b>GRADE 12</b>	\$26.54	\$27.50	\$28.49	\$29.55	\$30.64	\$31.76	\$32.97	\$34.27	\$35.59	<b>GRADE 12</b>
<b>GRADE 13</b>	\$28.62	\$29.64	\$30.74	\$31.88	\$33.05	\$34.27	\$35.63	\$36.99	\$38.45	<b>GRADE 13</b>
<b>GRADE 14</b>	\$30.91	\$32.04	\$33.24	\$34.45	\$35.75	\$37.07	\$38.51	\$40.03	\$41.59	<b>GRADE 14</b>
<b>GRADE 15</b>	\$33.52	\$34.78	\$36.05	\$37.41	\$38.80	\$40.26	\$41.84	\$43.47	\$44.05	<b>GRADE 15</b>
<b>GRADE 16</b>	\$36.62	\$37.99	\$39.43	\$40.90	\$42.45	\$44.05	\$45.76	\$47.55	\$49.42	<b>GRADE 16</b>
<b>GRADE 17</b>	\$40.09	\$41.59	\$43.16	\$44.80	\$46.48	\$48.24	\$50.13	\$52.09	\$54.14	<b>GRADE 17</b>
<b>GRADE 18</b>	\$43.88	\$45.55	\$47.28	\$49.05	\$50.92	\$52.84	\$54.94	\$57.09	\$59.34	<b>GRADE 18</b>
IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.										

<b>APPENDIX A</b>										
01/01/2019 LOCAL 1626 PAY PLAN - 2.75% on 01/01/2018 base										
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
<b>GRADE 1</b>	\$33,696.00	\$34,881.60	\$36,046.40	\$37,294.40	\$38,604.80	\$39,936.00	\$41,454.40	\$43,056.00	\$44,657.60	<b>GRADE 1</b>
<b>GRADE 2</b>	\$34,486.40	\$35,651.20	\$36,857.60	\$38,168.00	\$39,478.40	\$40,830.40	\$42,390.40	\$44,033.60	\$45,718.40	<b>GRADE 2</b>
<b>GRADE 3</b>	\$35,401.60	\$36,608.00	\$37,876.80	\$39,166.40	\$40,539.20	\$41,974.40	\$43,576.00	\$45,260.80	\$46,924.80	<b>GRADE 3</b>
<b>GRADE 4</b>	\$36,566.40	\$37,835.20	\$39,083.20	\$40,497.60	\$41,932.80	\$43,409.60	\$45,052.80	\$46,779.20	\$48,526.40	<b>GRADE 4</b>
<b>GRADE 5</b>	\$37,793.60	\$39,062.40	\$40,414.40	\$41,849.60	\$43,326.40	\$44,886.40	\$46,571.20	\$48,380.80	\$50,232.00	<b>GRADE 5</b>
<b>GRADE 6</b>	\$39,062.40	\$40,456.00	\$41,849.60	\$43,326.40	\$44,886.40	\$46,488.00	\$48,256.00	\$50,086.40	\$52,000.00	<b>GRADE 6</b>
<b>GRADE 7</b>	\$40,830.40	\$42,286.40	\$43,784.00	\$45,344.00	\$46,945.60	\$48,651.20	\$50,481.60	\$52,416.00	\$54,454.40	<b>GRADE 7</b>
<b>GRADE 8</b>	\$43,014.40	\$44,491.20	\$46,051.20	\$47,694.40	\$49,441.60	\$51,209.60	\$53,144.00	\$55,244.80	\$57,366.40	<b>GRADE 8</b>
<b>GRADE 9</b>	\$45,510.40	\$47,049.60	\$48,713.60	\$50,440.00	\$52,249.60	\$54,163.20	\$56,222.40	\$58,406.40	\$60,694.40	<b>GRADE 9</b>
<b>GRADE 10</b>	\$48,297.60	\$50,024.00	\$51,854.40	\$53,684.80	\$55,640.00	\$57,657.60	\$59,841.60	\$62,212.80	\$64,604.80	<b>GRADE 10</b>
<b>GRADE 11</b>	\$51,459.20	\$53,331.20	\$55,244.80	\$57,241.60	\$59,300.80	\$61,505.60	\$63,897.60	\$66,331.20	\$68,931.20	<b>GRADE 11</b>
<b>GRADE 12</b>	\$55,203.20	\$57,200.00	\$59,259.20	\$61,464.00	\$63,731.20	\$66,060.80	\$68,577.60	\$71,281.60	\$74,027.20	<b>GRADE 12</b>
<b>GRADE 13</b>	\$59,529.60	\$61,651.20	\$63,939.20	\$66,310.40	\$68,744.00	\$71,281.60	\$74,110.40	\$76,939.20	\$79,976.00	<b>GRADE 13</b>
<b>GRADE 14</b>	\$64,292.80	\$66,643.20	\$69,139.20	\$71,656.00	\$74,360.00	\$77,105.60	\$80,100.80	\$83,262.40	\$86,507.20	<b>GRADE 14</b>
<b>GRADE 15</b>	\$69,721.60	\$72,342.40	\$74,984.00	\$77,812.80	\$80,704.00	\$83,740.80	\$87,027.20	\$90,417.60	\$91,624.00	<b>GRADE 15</b>
<b>GRADE 16</b>	\$76,169.60	\$79,019.20	\$82,014.40	\$85,072.00	\$88,296.00	\$91,624.00	\$95,180.80	\$98,904.00	\$102,793.60	<b>GRADE 16</b>
<b>GRADE 17</b>	\$83,387.20	\$86,507.20	\$89,772.80	\$93,184.00	\$96,678.40	\$100,339.20	\$104,270.40	\$108,347.20	\$112,611.20	<b>GRADE 17</b>
<b>GRADE 18</b>	\$91,270.40	\$94,744.00	\$98,342.40	\$102,024.00	\$105,913.60	\$109,907.20	\$114,275.20	\$118,747.20	\$123,427.20	<b>GRADE 18</b>
IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.										



<b>APPENDIX A</b>										
01/01/2020 LOCAL 1626 PAY PLAN - 2.75% on 01/01/2019 base										
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
<b>GRADE 1</b>	\$16.65	\$17.23	\$17.81	\$18.42	\$19.07	\$19.73	\$20.48	\$21.27	\$22.06	<b>GRADE 1</b>
<b>GRADE 2</b>	\$17.04	\$17.61	\$18.21	\$18.85	\$19.50	\$20.17	\$20.94	\$21.75	\$22.58	<b>GRADE 2</b>
<b>GRADE 3</b>	\$17.49	\$18.08	\$18.71	\$19.35	\$20.03	\$20.73	\$21.53	\$22.36	\$23.18	<b>GRADE 3</b>
<b>GRADE 4</b>	\$18.06	\$18.69	\$19.31	\$20.01	\$20.71	\$21.44	\$22.26	\$23.11	\$23.97	<b>GRADE 4</b>
<b>GRADE 5</b>	\$18.67	\$19.30	\$19.96	\$20.67	\$21.40	\$22.17	\$23.01	\$23.90	\$24.81	<b>GRADE 5</b>
<b>GRADE 6</b>	\$19.30	\$19.98	\$20.67	\$21.40	\$22.17	\$22.96	\$23.84	\$24.74	\$25.69	<b>GRADE 6</b>
<b>GRADE 7</b>	\$20.17	\$20.89	\$21.63	\$22.40	\$23.19	\$24.03	\$24.94	\$25.89	\$26.90	<b>GRADE 7</b>
<b>GRADE 8</b>	\$21.25	\$21.98	\$22.75	\$23.56	\$24.42	\$25.30	\$26.25	\$27.29	\$28.34	<b>GRADE 8</b>
<b>GRADE 9</b>	\$22.48	\$23.24	\$24.06	\$24.92	\$25.81	\$26.76	\$27.77	\$28.85	\$29.98	<b>GRADE 9</b>
<b>GRADE 10</b>	\$23.86	\$24.71	\$25.62	\$26.52	\$27.49	\$28.48	\$29.56	\$30.73	\$31.91	<b>GRADE 10</b>
<b>GRADE 11</b>	\$25.42	\$26.35	\$27.29	\$28.28	\$29.29	\$30.38	\$31.56	\$32.77	\$34.05	<b>GRADE 11</b>
<b>GRADE 12</b>	\$27.27	\$28.26	\$29.27	\$30.36	\$31.48	\$32.63	\$33.88	\$35.21	\$36.57	<b>GRADE 12</b>
<b>GRADE 13</b>	\$29.41	\$30.46	\$31.59	\$32.76	\$33.96	\$35.21	\$36.61	\$38.01	\$39.51	<b>GRADE 13</b>
<b>GRADE 14</b>	\$31.76	\$32.92	\$34.15	\$35.40	\$36.73	\$38.09	\$39.57	\$41.13	\$42.73	<b>GRADE 14</b>
<b>GRADE 15</b>	\$34.44	\$35.74	\$37.04	\$38.44	\$39.87	\$41.37	\$42.99	\$44.67	\$45.26	<b>GRADE 15</b>
<b>GRADE 16</b>	\$37.63	\$39.03	\$40.51	\$42.02	\$43.62	\$45.26	\$47.02	\$48.86	\$50.78	<b>GRADE 16</b>
<b>GRADE 17</b>	\$41.19	\$42.73	\$44.35	\$46.03	\$47.76	\$49.57	\$51.51	\$53.52	\$55.63	<b>GRADE 17</b>
<b>GRADE 18</b>	\$45.09	\$46.80	\$48.58	\$50.40	\$52.32	\$54.29	\$56.45	\$58.66	\$60.97	<b>GRADE 18</b>
IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.										

<b>APPENDIX A</b>										
01/01/2020 LOCAL 1626 PAY PLAN - 2.75% on 01/01/2019 base										
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
<b>GRADE 1</b>	\$34,632.00	\$35,838.40	\$37,044.80	\$38,313.60	\$39,665.60	\$41,038.40	\$42,598.40	\$44,241.60	\$45,884.80	<b>GRADE 1</b>
<b>GRADE 2</b>	\$35,443.20	\$36,628.80	\$37,876.80	\$39,208.00	\$40,560.00	\$41,953.60	\$43,555.20	\$45,240.00	\$46,966.40	<b>GRADE 2</b>
<b>GRADE 3</b>	\$36,379.20	\$37,606.40	\$38,916.80	\$40,248.00	\$41,662.40	\$43,118.40	\$44,782.40	\$46,508.80	\$48,214.40	<b>GRADE 3</b>
<b>GRADE 4</b>	\$37,564.80	\$38,875.20	\$40,164.80	\$41,620.80	\$43,076.80	\$44,595.20	\$46,300.80	\$48,068.80	\$49,857.60	<b>GRADE 4</b>
<b>GRADE 5</b>	\$38,833.60	\$40,144.00	\$41,516.80	\$42,993.60	\$44,512.00	\$46,113.60	\$47,860.80	\$49,712.00	\$51,604.80	<b>GRADE 5</b>
<b>GRADE 6</b>	\$40,144.00	\$41,558.40	\$42,993.60	\$44,512.00	\$46,113.60	\$47,756.80	\$49,587.20	\$51,459.20	\$53,435.20	<b>GRADE 6</b>
<b>GRADE 7</b>	\$41,953.60	\$43,451.20	\$44,990.40	\$46,592.00	\$48,235.20	\$49,982.40	\$51,875.20	\$53,851.20	\$55,952.00	<b>GRADE 7</b>
<b>GRADE 8</b>	\$44,200.00	\$45,718.40	\$47,320.00	\$49,004.80	\$50,793.60	\$52,624.00	\$54,600.00	\$56,763.20	\$58,947.20	<b>GRADE 8</b>
<b>GRADE 9</b>	\$46,758.40	\$48,339.20	\$50,044.80	\$51,833.60	\$53,684.80	\$55,660.80	\$57,761.60	\$60,008.00	\$62,358.40	<b>GRADE 9</b>
<b>GRADE 10</b>	\$49,628.80	\$51,396.80	\$53,289.60	\$55,161.60	\$57,179.20	\$59,238.40	\$61,484.80	\$63,918.40	\$66,372.80	<b>GRADE 10</b>
<b>GRADE 11</b>	\$52,873.60	\$54,808.00	\$56,763.20	\$58,822.40	\$60,923.20	\$63,190.40	\$65,644.80	\$68,161.60	\$70,824.00	<b>GRADE 11</b>
<b>GRADE 12</b>	\$56,721.60	\$58,780.80	\$60,881.60	\$63,148.80	\$65,478.40	\$67,870.40	\$70,470.40	\$73,236.80	\$76,065.60	<b>GRADE 12</b>
<b>GRADE 13</b>	\$61,172.80	\$63,356.80	\$65,707.20	\$68,140.80	\$70,636.80	\$73,236.80	\$76,148.80	\$79,060.80	\$82,180.80	<b>GRADE 13</b>
<b>GRADE 14</b>	\$66,060.80	\$68,473.60	\$71,032.00	\$73,632.00	\$76,398.40	\$79,227.20	\$82,305.60	\$85,550.40	\$88,878.40	<b>GRADE 14</b>
<b>GRADE 15</b>	\$71,635.20	\$74,339.20	\$77,043.20	\$79,955.20	\$82,929.60	\$86,049.60	\$89,419.20	\$92,913.60	\$94,140.80	<b>GRADE 15</b>
<b>GRADE 16</b>	\$78,270.40	\$81,182.40	\$84,260.80	\$87,401.60	\$90,729.60	\$94,140.80	\$97,801.60	\$101,628.80	\$105,622.40	<b>GRADE 16</b>
<b>GRADE 17</b>	\$85,675.20	\$88,878.40	\$92,248.00	\$95,742.40	\$99,340.80	\$103,105.60	\$107,140.80	\$111,321.60	\$115,710.40	<b>GRADE 17</b>
<b>GRADE 18</b>	\$93,787.20	\$97,344.00	\$101,046.40	\$104,832.00	\$108,825.60	\$112,923.20	\$117,416.00	\$122,012.80	\$126,817.60	<b>GRADE 18</b>
IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.										

<b>APPENDIX A</b>										
01/01/2021 LOCAL 1626 PAY PLAN - 3% on 01/01/2020 base										
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
<b>GRADE 1</b>	\$17.15	\$17.75	\$18.34	\$18.97	\$19.64	\$20.32	\$21.09	\$21.91	\$22.72	<b>GRADE 1</b>
<b>GRADE 2</b>	\$17.55	\$18.14	\$18.76	\$19.42	\$20.09	\$20.78	\$21.57	\$22.40	\$23.26	<b>GRADE 2</b>
<b>GRADE 3</b>	\$18.01	\$18.62	\$19.27	\$19.93	\$20.63	\$21.35	\$22.18	\$23.03	\$23.88	<b>GRADE 3</b>
<b>GRADE 4</b>	\$18.60	\$19.25	\$19.89	\$20.61	\$21.33	\$22.08	\$22.93	\$23.80	\$24.69	<b>GRADE 4</b>
<b>GRADE 5</b>	\$19.23	\$19.88	\$20.56	\$21.29	\$22.04	\$22.84	\$23.70	\$24.62	\$25.55	<b>GRADE 5</b>
<b>GRADE 6</b>	\$19.88	\$20.58	\$21.29	\$22.04	\$22.84	\$23.65	\$24.56	\$25.48	\$26.46	<b>GRADE 6</b>
<b>GRADE 7</b>	\$20.78	\$21.52	\$22.28	\$23.07	\$23.89	\$24.75	\$25.69	\$26.67	\$27.71	<b>GRADE 7</b>
<b>GRADE 8</b>	\$21.89	\$22.64	\$23.43	\$24.27	\$25.15	\$26.06	\$27.04	\$28.11	\$29.19	<b>GRADE 8</b>
<b>GRADE 9</b>	\$23.15	\$23.94	\$24.78	\$25.67	\$26.58	\$27.56	\$28.60	\$29.72	\$30.88	<b>GRADE 9</b>
<b>GRADE 10</b>	\$24.58	\$25.45	\$26.39	\$27.32	\$28.31	\$29.33	\$30.45	\$31.65	\$32.87	<b>GRADE 10</b>
<b>GRADE 11</b>	\$26.18	\$27.14	\$28.11	\$29.13	\$30.17	\$31.29	\$32.51	\$33.75	\$35.07	<b>GRADE 11</b>
<b>GRADE 12</b>	\$28.09	\$29.11	\$30.15	\$31.27	\$32.42	\$33.61	\$34.90	\$36.27	\$37.67	<b>GRADE 12</b>
<b>GRADE 13</b>	\$30.29	\$31.37	\$32.54	\$33.74	\$34.98	\$36.27	\$37.71	\$39.15	\$40.70	<b>GRADE 13</b>
<b>GRADE 14</b>	\$32.71	\$33.91	\$35.17	\$36.46	\$37.83	\$39.23	\$40.76	\$42.36	\$44.01	<b>GRADE 14</b>
<b>GRADE 15</b>	\$35.47	\$36.81	\$38.15	\$39.59	\$41.07	\$42.61	\$44.28	\$46.01	\$46.62	<b>GRADE 15</b>
<b>GRADE 16</b>	\$38.76	\$40.20	\$41.73	\$43.28	\$44.93	\$46.62	\$48.43	\$50.33	\$52.30	<b>GRADE 16</b>
<b>GRADE 17</b>	\$42.43	\$44.01	\$45.68	\$47.41	\$49.19	\$51.06	\$53.06	\$55.13	\$57.30	<b>GRADE 17</b>
<b>GRADE 18</b>	\$46.44	\$48.20	\$50.04	\$51.91	\$53.89	\$55.92	\$58.14	\$60.42	\$62.80	<b>GRADE 18</b>
IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.										

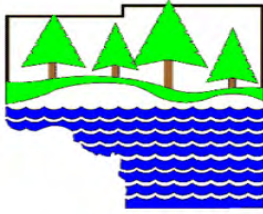
<b>APPENDIX A</b>										
01/01/2021 LOCAL 1626 PAY PLAN - 3% on 01/01/2020 base										
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	
<b>GRADE 1</b>	\$35,672.00	\$36,920.00	\$38,147.20	\$39,457.60	\$40,851.20	\$42,265.60	\$43,867.20	\$45,572.80	\$47,257.60	<b>GRADE 1</b>
<b>GRADE 2</b>	\$36,504.00	\$37,731.20	\$39,020.80	\$40,393.60	\$41,787.20	\$43,222.40	\$44,865.60	\$46,592.00	\$48,380.80	<b>GRADE 2</b>
<b>GRADE 3</b>	\$37,460.80	\$38,729.60	\$40,081.60	\$41,454.40	\$42,910.40	\$44,408.00	\$46,134.40	\$47,902.40	\$49,670.40	<b>GRADE 3</b>
<b>GRADE 4</b>	\$38,688.00	\$40,040.00	\$41,371.20	\$42,868.80	\$44,366.40	\$45,926.40	\$47,694.40	\$49,504.00	\$51,355.20	<b>GRADE 4</b>
<b>GRADE 5</b>	\$39,998.40	\$41,350.40	\$42,764.80	\$44,283.20	\$45,843.20	\$47,507.20	\$49,296.00	\$51,209.60	\$53,144.00	<b>GRADE 5</b>
<b>GRADE 6</b>	\$41,350.40	\$42,806.40	\$44,283.20	\$45,843.20	\$47,507.20	\$49,192.00	\$51,084.80	\$52,998.40	\$55,036.80	<b>GRADE 6</b>
<b>GRADE 7</b>	\$43,222.40	\$44,761.60	\$46,342.40	\$47,985.60	\$49,691.20	\$51,480.00	\$53,435.20	\$55,473.60	\$57,636.80	<b>GRADE 7</b>
<b>GRADE 8</b>	\$45,531.20	\$47,091.20	\$48,734.40	\$50,481.60	\$52,312.00	\$54,204.80	\$56,243.20	\$58,468.80	\$60,715.20	<b>GRADE 8</b>
<b>GRADE 9</b>	\$48,152.00	\$49,795.20	\$51,542.40	\$53,393.60	\$55,286.40	\$57,324.80	\$59,488.00	\$61,817.60	\$64,230.40	<b>GRADE 9</b>
<b>GRADE 10</b>	\$51,126.40	\$52,936.00	\$54,891.20	\$56,825.60	\$58,884.80	\$61,006.40	\$63,336.00	\$65,832.00	\$68,369.60	<b>GRADE 10</b>
<b>GRADE 11</b>	\$54,454.40	\$56,451.20	\$58,468.80	\$60,590.40	\$62,753.60	\$65,083.20	\$67,620.80	\$70,200.00	\$72,945.60	<b>GRADE 11</b>
<b>GRADE 12</b>	\$58,427.20	\$60,548.80	\$62,712.00	\$65,041.60	\$67,433.60	\$69,908.80	\$72,592.00	\$75,441.60	\$78,353.60	<b>GRADE 12</b>
<b>GRADE 13</b>	\$63,003.20	\$65,249.60	\$67,683.20	\$70,179.20	\$72,758.40	\$75,441.60	\$78,436.80	\$81,432.00	\$84,656.00	<b>GRADE 13</b>
<b>GRADE 14</b>	\$68,036.80	\$70,532.80	\$73,153.60	\$75,836.80	\$78,686.40	\$81,598.40	\$84,780.80	\$88,108.80	\$91,540.80	<b>GRADE 14</b>
<b>GRADE 15</b>	\$73,777.60	\$76,564.80	\$79,352.00	\$82,347.20	\$85,425.60	\$88,628.80	\$92,102.40	\$95,700.80	\$96,969.60	<b>GRADE 15</b>
<b>GRADE 16</b>	\$80,620.80	\$83,616.00	\$86,798.40	\$90,022.40	\$93,454.40	\$96,969.60	\$100,734.40	\$104,686.40	\$108,784.00	<b>GRADE 16</b>
<b>GRADE 17</b>	\$88,254.40	\$91,540.80	\$95,014.40	\$98,612.80	\$102,315.20	\$106,204.80	\$110,364.80	\$114,670.40	\$119,184.00	<b>GRADE 17</b>
<b>GRADE 18</b>	\$96,595.20	\$100,256.00	\$104,083.20	\$107,972.80	\$112,091.20	\$116,313.60	\$120,931.20	\$125,673.60	\$130,624.00	<b>GRADE 18</b>
IN THE EVENT THERE IS A ROUNDING DIFFERENCE BETWEEN THIS APPENDIX AND PAYROLL, PAYROLL SHALL GOVERN.										

## APPENDIX B-Retirees

The parties have agreed to place any agreed upon language interpreting the provisions in the Agreement relating to retirees into this Appendix.

## APPENDIX C- MOU's & Letters of Understanding

The parties have agreed to place any agreed upon MOU's and Letters of Understanding into this Appendix.



**ITASCA COUNTY  
BOARD OF COMMISSIONERS**  
Itasca County Courthouse  
123 NE 4th Street  
Grand Rapids, MN 55744

June 11, 2019  
Regular Meeting

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**REQUEST FOR BOARD ACTION RBA-2019-164**

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**DEPARTMENT:** Human Resources

**PRESENTER:** Lynn Hart

**TIME REQUIRED:**

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**AGENDA ITEM:**

2019-2021 Labor Contract - Local 1626 Courthouse Unit

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**BOARD ACTION REQUESTED:**

Approve and authorize necessary signatures for the 2019-2021 collective bargaining agreement for Local 1626 Courthouse Unit.

**BACKGROUND:**

The labor management committee has been negotiating the 2019-2021 collective bargaining agreement with local 1626. This collective bargaining agreement has been voted on and approved by the local 1626 Courthouse Unit and the labor management committee recommends approval by the County Board.

**ITEM HISTORY:**

**COUNTY ATTORNEY REVIEW:** N/A

**SUPPORTING DOCUMENTATION:**

- 1626 2019-2021 Contract - Final (DOCX)

<b>RESULT:</b>	<b>APPROVED [UNANIMOUS]</b>
<b>MOVER:</b>	Ben DeNucci, District #5
<b>SECONDER:</b>	Terry Snyder, District #2
<b>AYES:</b>	Davin Tinquist, Terry Snyder, Leo Trunt, Ben DeNucci
<b>ABSENT:</b>	Burl Ives