



Board of County Commissioners Agenda Request

2H
Agenda Item #

Requested Meeting Date: 6/13/2017

Title of Item: Ratify Teamsters Non-licensed Essential Unit 2017-2018 Agreement

<input type="checkbox"/> REGULAR AGENDA <input checked="" type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	Action Requested: <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
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Submitted by: Bobbie Danielson	Department: Administration/HR
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Presenter (Name and Title): Bobbie Danielson, HR Director	Estimated Time Needed: 0~consent agenda
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Summary of Issue:

A tentative agreement (TA) was reached. The Teamsters Non-licensed Essential Unit voted on 5/30/2017 to ratify the Agreement. The TA includes a 2-year duration 2017-2018. Summary of TA document attached.

Alternatives, Options, Effects on Others/Comments:

Recommended Action/Motion:

Motion to ratify the Teamsters Non-licensed Essential Unit 2017-2018 Collective Bargaining Agreement and authorize the Chairman, County Administrator, and HR Director to sign.

Financial Impact:

Is there a cost associated with this request? Yes No

What is the total cost, with tax and shipping? \$

Is this budgeted? Yes No *Please Explain:*

TEAMSTERS LOCAL 346
AITKIN COUNTY

Tentative Agreement Document 5/15/2017
Union vote 5/30/2017
County Board vote 6/13/2017

1. Article 1 Time Off: Change reference of "Sheriff" to Employer.

TIME OFF

The ~~Sheriff~~ Employer agrees to grant reasonable and necessary time off, without discrimination or loss of seniority rights and without pay, to any employee designated by the Union to attend a labor convention or serve in any capacity or other Official Union business, provided one (1) week's written notice is given to the Sheriff by the Union, specifying length of time off. The Union agrees that in making its request for time off for Union activities, due consideration shall be given to the number of individuals affected in order that there shall be no disruption of the ~~Sheriff's~~ Employer's operations due to lack of available employees.

2. Article 18 Personal Leave amended 1/1/2018:
(Current language will apply for 2017.)

Deleted: A regular full-time employee shall be granted three (3) days (24 hours) personal leave each year, not to be accumulative. Employees may elect to use their accrued and unused vacation, up to the number of hours in each employee's regularly scheduled shift, to complete a personal leave day. Personal leave days shall be granted on a pro-rated basis for full-time employees working a portion of the calendar year. ¶
¶
Permanent part-time, seasonal, and temporary employees are not eligible for personal leave. ¶

Effective January 1, 2018, full-time (probationary and non-probationary) employees shall be granted twelve (12) hours of personal leave on or about January 1 and July 1, and may accumulate up to 24 hours of personal leave at any given time. Personal leave is not paid out upon termination of employment or death. Employees may elect to use their accrued and unused vacation, up to the number of hours in each employee's regularly scheduled shift, to complete a personal leave day.

Part-time (probationary and non-probationary) employees shall be entitled to personal leave on a pro-rated basis. Seasonal and temporary employees are not entitled to personal leave with pay.

(File note: See also MOA. Employer agrees to provide full-time employees with an additional 8 hours of personal leave on December 24, 2017, and December 24, 2018 in

recognition of Christmas Eve. Employer indicated this is anticipated to be a one MOA that will not extend beyond 2018.)

3. Article 21 Insurance. Retain Teamsters Local 346 Health Plan.

The Employer's contribution toward the total premium for group insurance shall be as follows:

Effective January 1, 2017 \$1000.00/month

Effective July 1, 2017 \$1100.00/month *(The intent and net effect is \$1050.00/month for calendar year 2017, but is reflected as noted above due to the mid-year contract settlement.)*

Effective January 1, 2018 \$1150.00/month*

*Alternate option: If the Union notifies the County in writing by November 1, 2017, that the group wishes to convert to PEIP effective 1/1/2018, instead of remaining with the Teamsters Health Fund 1/1/2018, the members will be given the option to enroll in PEIP during the county's annual open enrollment period.

Letter of Agreement (new) to include a mandatory PEIP Education Session for all benefit-eligible members, no later than November 1, 2017. These sessions may be conducted 1:1 or in a group(s), as determined by the employer. All members are required to attend. (Comment: As many sessions as possible will be conducted during normal working hours; however, if an employee is required to attend during off-duty time, they will be paid to attend the education session.)

4. Article 26 Wages/Appendix "A":

Shift Differential

\$0.68 cents = current rate (2016 - 2017 settled CBA)

\$0.80 cents per hour shift differential - effective date contract is signed by both parties (No retroactivity. Shift differential increase will be effective following union ratification and County Board ratification and signatures being collected.)

1/1/2018 \$0.80 cents per hour shift differential

Wages

Effective January 1, 2017, employees covered by this Agreement shall be paid in accordance with Appendix A.

No wage increase 1/1/2017 *(File note: traded wage retroactivity for higher 2018 employer health insurance contribution.)*

7/1/2017 3.0% general adjustment, no step increase.

1/1/2017 \$575 one-time lump sum payment (taxable income) to all full-time employees who have 15 or more consecutive years of service with Aitkin County as of 12/31/2016.

In no event shall an employee's wage be adjusted to exceed the maximum of the appropriate salary range.

Effective January 1, 2018, employees covered by this Agreement shall be paid in accordance with Appendix A.

1/1/2018 0% general adjustment. Employees whose wage is below the maximum of the appropriate wage schedule will advance to the next step on January 1, 2018.

1/1/2018 \$575 one-time lump sum payment (taxable income) to all full-time employees who have 15 or more consecutive years of service with Aitkin County as of 12/31/2017.

In no event shall an employee's wage be adjusted to exceed the maximum of the appropriate salary range.

All employees shall remain at their rate of pay at the expiration date of this Agreement until a new Agreement is executed by the parties.

5. Comp Time MOA - amend from 24 hours to 40 hours maximum compensatory time accrual.
6. Article 28 Duration:
-Two (2) years 1/1/2017 through 12/31/2018.
7. W/Comp Article 12 - delete Article 12. W/comp will follow personnel policy manual and statutes.
8. Sunset Croatt MOA.
9. Article 26, Wages, Section 3 (new)

Section 3.

Employees who terminate employment prior to the date of County Board approval of this Agreement shall not be eligible for retroactive wage adjustments.]

Section 4.

An employee who is promoted to a higher paid classification would be placed on the step that results in at least a \$0.25 per hour increase. Thereafter, the employee would receive step increases as provided for by the Agreement.

An employee who posts for a job at a lower classification pay rate or who exercises seniority preference into a lower classification would move to the lower classification at the same longevity step as their previous position.

An employee whose job classification is upgraded will be placed on the step in the new pay range that results in at least a \$0.75 per hour increase.]

| 9.10. _____ Edit Cover Page to read Teamsters General Local Union No. 346

File note:

The 2017 Lump Sum applies to: Tom Fistere and Kim Beneke.

The 2018 Lump Sum applies to: Tom Fistere, Kim Beneke, and Doug Sack.

Appendix A: Wage Schedule

Effective 1/1/2017 - 6/30/2017 Teamsters Non-licensed essential unit

Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/O
5	\$ 18.15	\$ 18.68	\$ 19.22	\$ 19.77	\$ 20.35	\$ 20.94	\$ 21.55	\$ 22.17	\$ 22.82	\$ 23.48	\$ 24.17	\$ 24.87	\$ 25.60	\$ 26.35	\$ 26.90
4	\$ 16.65	\$ 17.13	\$ 17.62	\$ 18.13	\$ 18.66	\$ 19.20	\$ 19.75	\$ 20.33	\$ 20.92	\$ 21.53	\$ 22.15	\$ 22.80	\$ 23.46	\$ 24.15	\$ 24.63

2017 3.00% general adjustment, no steps, effective 7/1/2017

Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/O
20	\$ 41.87	\$ 43.11	\$ 44.38	\$ 45.69	\$ 47.04	\$ 48.43	\$ 49.86	\$ 51.34	\$ 52.86	\$ 54.43	\$ 56.04	\$ 57.70	\$ 59.41	\$ 61.17	\$ 62.47
19	\$ 40.32	\$ 41.51	\$ 42.74	\$ 44.00	\$ 45.30	\$ 46.64	\$ 48.02	\$ 49.44	\$ 50.90	\$ 52.41	\$ 53.96	\$ 55.56	\$ 57.21	\$ 58.90	\$ 60.15
18	\$ 38.78	\$ 39.92	\$ 41.10	\$ 42.31	\$ 43.56	\$ 44.85	\$ 46.17	\$ 47.54	\$ 48.95	\$ 50.39	\$ 51.89	\$ 53.42	\$ 55.01	\$ 56.64	\$ 57.83
17	\$ 37.23	\$ 38.33	\$ 39.46	\$ 40.63	\$ 41.82	\$ 43.06	\$ 44.33	\$ 45.64	\$ 46.99	\$ 48.38	\$ 49.81	\$ 51.28	\$ 52.80	\$ 54.37	\$ 55.52
16	\$ 35.69	\$ 36.74	\$ 37.82	\$ 38.94	\$ 40.08	\$ 41.27	\$ 42.49	\$ 43.74	\$ 45.03	\$ 46.36	\$ 47.73	\$ 49.15	\$ 50.60	\$ 52.10	\$ 53.20
15	\$ 34.14	\$ 35.15	\$ 36.18	\$ 37.25	\$ 38.35	\$ 39.48	\$ 40.64	\$ 41.84	\$ 43.07	\$ 44.35	\$ 45.66	\$ 47.01	\$ 48.40	\$ 49.83	\$ 50.88
14	\$ 32.60	\$ 33.56	\$ 34.54	\$ 35.56	\$ 36.61	\$ 37.69	\$ 38.80	\$ 39.94	\$ 41.12	\$ 42.33	\$ 43.58	\$ 44.87	\$ 46.19	\$ 47.56	\$ 48.56
13	\$ 31.05	\$ 31.97	\$ 32.90	\$ 33.87	\$ 34.87	\$ 35.89	\$ 36.95	\$ 38.04	\$ 39.16	\$ 40.32	\$ 41.50	\$ 42.73	\$ 43.99	\$ 45.29	\$ 46.25
12	\$ 29.51	\$ 30.37	\$ 31.27	\$ 32.18	\$ 33.13	\$ 34.10	\$ 35.11	\$ 36.14	\$ 37.20	\$ 38.30	\$ 39.43	\$ 40.59	\$ 41.79	\$ 43.02	\$ 43.93
11	\$ 27.96	\$ 28.78	\$ 29.63	\$ 30.50	\$ 31.39	\$ 32.31	\$ 33.26	\$ 34.24	\$ 35.25	\$ 36.28	\$ 37.35	\$ 38.45	\$ 39.59	\$ 40.75	\$ 41.61
10	\$ 26.42	\$ 27.19	\$ 27.99	\$ 28.81	\$ 29.65	\$ 30.52	\$ 31.42	\$ 32.34	\$ 33.29	\$ 34.27	\$ 35.28	\$ 36.31	\$ 37.38	\$ 38.48	\$ 39.29
9	\$ 24.87	\$ 25.60	\$ 26.35	\$ 27.12	\$ 27.91	\$ 28.73	\$ 29.57	\$ 30.44	\$ 31.33	\$ 32.25	\$ 33.20	\$ 34.17	\$ 35.18	\$ 36.22	\$ 36.98
8	\$ 23.33	\$ 24.01	\$ 24.71	\$ 25.43	\$ 26.17	\$ 26.94	\$ 27.73	\$ 28.54	\$ 29.37	\$ 30.24	\$ 31.12	\$ 32.04	\$ 32.98	\$ 33.95	\$ 34.66
7	\$ 21.78	\$ 22.42	\$ 23.07	\$ 23.74	\$ 24.43	\$ 25.15	\$ 25.88	\$ 26.64	\$ 27.42	\$ 28.22	\$ 29.05	\$ 29.90	\$ 30.77	\$ 31.68	\$ 32.34
6	\$ 20.24	\$ 20.83	\$ 21.43	\$ 22.05	\$ 22.70	\$ 23.36	\$ 24.04	\$ 24.74	\$ 25.46	\$ 26.20	\$ 26.97	\$ 27.76	\$ 28.57	\$ 29.41	\$ 30.02
5	\$ 18.69	\$ 19.24	\$ 19.79	\$ 20.37	\$ 20.96	\$ 21.57	\$ 22.19	\$ 22.84	\$ 23.50	\$ 24.19	\$ 24.89	\$ 25.62	\$ 26.37	\$ 27.14	\$ 27.71
4	\$ 17.15	\$ 17.64	\$ 18.15	\$ 18.68	\$ 19.22	\$ 19.77	\$ 20.35	\$ 20.94	\$ 21.55	\$ 22.17	\$ 22.82	\$ 23.48	\$ 24.17	\$ 24.87	\$ 25.39
3	\$ 15.60	\$ 16.05	\$ 16.51	\$ 16.99	\$ 17.48	\$ 17.98	\$ 18.50	\$ 19.04	\$ 19.59	\$ 20.16	\$ 20.74	\$ 21.34	\$ 21.96	\$ 22.60	\$ 23.07
2	\$ 14.06	\$ 14.46	\$ 14.87	\$ 15.30	\$ 15.74	\$ 16.19	\$ 16.66	\$ 17.14	\$ 17.63	\$ 18.14	\$ 18.66	\$ 19.20	\$ 19.76	\$ 20.33	\$ 20.75
1	\$ 12.51	\$ 12.87	\$ 13.24	\$ 13.61	\$ 14.00	\$ 14.40	\$ 14.81	\$ 15.24	\$ 15.67	\$ 16.12	\$ 16.59	\$ 17.07	\$ 17.56	\$ 18.06	\$ 18.44

2018 0.00% general adjustment, plus one step for eligible employees, up to the Maximum 1/1/2018

Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/O
20	\$ 41.87	\$ 43.11	\$ 44.38	\$ 45.69	\$ 47.04	\$ 48.43	\$ 49.86	\$ 51.34	\$ 52.86	\$ 54.43	\$ 56.04	\$ 57.70	\$ 59.41	\$ 61.17	\$ 62.47
19	\$ 40.32	\$ 41.51	\$ 42.74	\$ 44.00	\$ 45.30	\$ 46.64	\$ 48.02	\$ 49.44	\$ 50.90	\$ 52.41	\$ 53.96	\$ 55.56	\$ 57.21	\$ 58.90	\$ 60.15
18	\$ 38.78	\$ 39.92	\$ 41.10	\$ 42.31	\$ 43.56	\$ 44.85	\$ 46.17	\$ 47.54	\$ 48.95	\$ 50.39	\$ 51.89	\$ 53.42	\$ 55.01	\$ 56.64	\$ 57.83
17	\$ 37.23	\$ 38.33	\$ 39.46	\$ 40.63	\$ 41.82	\$ 43.06	\$ 44.33	\$ 45.64	\$ 46.99	\$ 48.38	\$ 49.81	\$ 51.28	\$ 52.80	\$ 54.37	\$ 55.52
16	\$ 35.69	\$ 36.74	\$ 37.82	\$ 38.94	\$ 40.08	\$ 41.27	\$ 42.49	\$ 43.74	\$ 45.03	\$ 46.36	\$ 47.73	\$ 49.15	\$ 50.60	\$ 52.10	\$ 53.20
15	\$ 34.14	\$ 35.15	\$ 36.18	\$ 37.25	\$ 38.35	\$ 39.48	\$ 40.64	\$ 41.84	\$ 43.07	\$ 44.35	\$ 45.66	\$ 47.01	\$ 48.40	\$ 49.83	\$ 50.88
14	\$ 32.60	\$ 33.56	\$ 34.54	\$ 35.56	\$ 36.61	\$ 37.69	\$ 38.80	\$ 39.94	\$ 41.12	\$ 42.33	\$ 43.58	\$ 44.87	\$ 46.19	\$ 47.56	\$ 48.56
13	\$ 31.05	\$ 31.97	\$ 32.90	\$ 33.87	\$ 34.87	\$ 35.89	\$ 36.95	\$ 38.04	\$ 39.16	\$ 40.32	\$ 41.50	\$ 42.73	\$ 43.99	\$ 45.29	\$ 46.25
12	\$ 29.51	\$ 30.37	\$ 31.27	\$ 32.18	\$ 33.13	\$ 34.10	\$ 35.11	\$ 36.14	\$ 37.20	\$ 38.30	\$ 39.43	\$ 40.59	\$ 41.79	\$ 43.02	\$ 43.93
11	\$ 27.96	\$ 28.78	\$ 29.63	\$ 30.50	\$ 31.39	\$ 32.31	\$ 33.26	\$ 34.24	\$ 35.25	\$ 36.28	\$ 37.35	\$ 38.45	\$ 39.59	\$ 40.75	\$ 41.61
10	\$ 26.42	\$ 27.19	\$ 27.99	\$ 28.81	\$ 29.65	\$ 30.52	\$ 31.42	\$ 32.34	\$ 33.29	\$ 34.27	\$ 35.28	\$ 36.31	\$ 37.38	\$ 38.48	\$ 39.29
9	\$ 24.87	\$ 25.60	\$ 26.35	\$ 27.12	\$ 27.91	\$ 28.73	\$ 29.57	\$ 30.44	\$ 31.33	\$ 32.25	\$ 33.20	\$ 34.17	\$ 35.18	\$ 36.22	\$ 36.98
8	\$ 23.33	\$ 24.01	\$ 24.71	\$ 25.43	\$ 26.17	\$ 26.94	\$ 27.73	\$ 28.54	\$ 29.37	\$ 30.24	\$ 31.12	\$ 32.04	\$ 32.98	\$ 33.95	\$ 34.66
7	\$ 21.78	\$ 22.42	\$ 23.07	\$ 23.74	\$ 24.43	\$ 25.15	\$ 25.88	\$ 26.64	\$ 27.42	\$ 28.22	\$ 29.05	\$ 29.90	\$ 30.77	\$ 31.68	\$ 32.34
6	\$ 20.24	\$ 20.83	\$ 21.43	\$ 22.05	\$ 22.70	\$ 23.36	\$ 24.04	\$ 24.74	\$ 25.46	\$ 26.20	\$ 26.97	\$ 27.76	\$ 28.57	\$ 29.41	\$ 30.02
5	\$ 18.69	\$ 19.24	\$ 19.79	\$ 20.37	\$ 20.96	\$ 21.57	\$ 22.19	\$ 22.84	\$ 23.50	\$ 24.19	\$ 24.89	\$ 25.62	\$ 26.37	\$ 27.14	\$ 27.71
4	\$ 17.15	\$ 17.64	\$ 18.15	\$ 18.68	\$ 19.22	\$ 19.77	\$ 20.35	\$ 20.94	\$ 21.55	\$ 22.17	\$ 22.82	\$ 23.48	\$ 24.17	\$ 24.87	\$ 25.39
3	\$ 15.60	\$ 16.05	\$ 16.51	\$ 16.99	\$ 17.48	\$ 17.98	\$ 18.50	\$ 19.04	\$ 19.59	\$ 20.16	\$ 20.74	\$ 21.34	\$ 21.96	\$ 22.60	\$ 23.07
2	\$ 14.06	\$ 14.46	\$ 14.87	\$ 15.30	\$ 15.74	\$ 16.19	\$ 16.66	\$ 17.14	\$ 17.63	\$ 18.14	\$ 18.66	\$ 19.20	\$ 19.76	\$ 20.33	\$ 20.75
1	\$ 12.51	\$ 12.87	\$ 13.24	\$ 13.61	\$ 14.00	\$ 14.40	\$ 14.81	\$ 15.24	\$ 15.67	\$ 16.12	\$ 16.59	\$ 17.07	\$ 17.56	\$ 18.06	\$ 18.44

Memorandum of Agreement (8 Hours Personal Leave)

This Memorandum of Agreement is entered into between Aitkin County (hereafter “County”) and the Teamsters General Local Union No. 346 (hereafter “Union”).

WHEREAS, the County and the Union are parties to a collective bargaining agreement negotiated pursuant to the Public Employment Labor Relations Act; and

WHEREAS, during negotiations for the 2017-2018 collective bargaining agreement, the union expressed interest in adding Christmas Eve as a holiday; and

WHEREAS, the County indicated its interest in maintaining open facilities on Christmas Eve and is not interested in adding Christmas Eve as a holiday; and

WHEREAS, in the spirit of reaching a mediated settlement, the parties agreed that on December 24, 2017, and on December 24, 2018, 8 hours of personal leave would be provided to active (probationary and non-probationary) full-time employees.

NOW, THEREFORE, the parties agree as follows:

1. The parties agree these 8 hours of personal leave granted on December 24, 2017, and on December 24, 2018, will be administered in accordance with the existing Personal Leave Article (Article __) and that prior supervisory approval is required.
2. The parties agree these personal leave hours will not be stacked in any way to generate overtime pay.
3. This Memorandum of Agreement constitutes the complete and total agreement of the parties regarding this matter.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this 13th day of June, 2017.

FOR LOCAL NO. 346:

FOR COUNTY OF AITKIN:

Secretary/Treasurer, Local No. 346

Chairperson,
Aitkin County Board of Commissioners

President, Local No. 346

County Administrator

Business Agent

Human Resources Director