



Board of County Commissioners Agenda Request

5A
Agenda Item #

Requested Meeting Date: November 13, 2018

Title of Item: Teamsters Supervisory MOA's

<input checked="" type="checkbox"/> REGULAR AGENDA <input 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)	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing* <small>*provide copy of hearing notice that was published</small>
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Submitted by: Bobbie Danielson, Human Resources Director	<i>Bobbie Danielson</i>	Department: Human Resources Department
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Presenter (Name and Title): Bobbie Danielson, Human Resources Director	Estimated Time Needed: 5 minutes
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Summary of Issue:

Two members of the Teamsters Supervisory unit have frozen sick leave severance banks under former collective bargaining agreements and the employer would like to clear these frozen banks off the books and eliminate the leaves of absence that accompany them.

Attached are the Memorandum of Agreements for the Teamsters Supervisory Unit requiring Board approval.

- MSRS HCSP
- Severance Payout, Karla White 241.50 hours (\$3,721.52)
- Severance Payout, John Drahota 964.00 hours (\$29,344.16)

Alternatives, Options, Effects on Others/Comments:

Recommended Action/Motion:
Motion to approve the 3 MOA's as submitted.

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:

Memorandum of Agreement
(MSRS HCSP)
Teamsters Supervisory Unit

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and 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, with the current duration of agreement being January 1, 2017 until December 31, 2018; and

WHEREAS, the Agreement contains the following MSRS HCSP language:

ARTICLE 22

MSRS HCSP

This section applies only to employees who were hired on or before April 1, 2008, after completion of ten (10) years continuous service, and who were eligible for severance pay under the Teamsters Licensed or Teamsters Non-licensed collective bargaining agreement prior to promotion to this Teamsters Supervisory unit: For employees who have met age and service requirements necessary to receive an annuity from PERA or who are receiving a disability benefit from PERA, the County will deposit 100% of the employee's severance pay and accrued but unused vacation into a MSRS HCSP account upon retirement or resignation in good standing.

; and

WHEREAS, two members of the Teamsters Supervisory unit have frozen sick leave severance banks under former collective bargaining agreements; and

WHEREAS, the Employer would like to clear these frozen sick leave severance banks off the books and also eliminate the leaves of absences from the prior bargaining units;

NOW, THEREFORE, BE IT RESOLVED, that the County and the Union agree to the following:

1. "See also Article __, Section __, MSRS HCSP." will be added to the end of Article 12, Section 1, Vacations.
2. To clear off the books and eliminate leaves of absences from prior positions held, contingent upon final approval by MSRS HCSP, the parties agree to a one-time sick leave severance payment to John Drahota in the amount of \$29,344.16 and to Karla White in the amount of \$3,721.52, payable on or before December 1, 2018, and deposited 100% into their respective MSRS HCSP accounts. (See MOA's specific to John Drahota and Karla White attached.)
3. This Memorandum of Agreement constitutes the complete and total agreement of the parties regarding this matter.

IN WITNESS WHEREOF, this Memorandum of Agreement has been executed on this 13th day of November, 2018.

COUNTY OF AITKIN, MINNESOTA

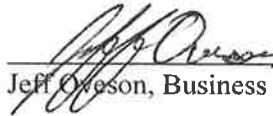
TEAMSTERS GENERAL LOCAL NO. 346

Jessica Seibert, County Administrator



Rod Alstead, President

Bobbie Danielson, HR Director



Jeff Oreson, Business Agent

End of MOA

Memorandum of Agreement
(Severance Payout, Karla White)
Teamsters Supervisory Unit

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and 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, with the current duration of agreement being January 1, 2017 until December 31, 2018; and

WHEREAS, on February 20, 2001, the Aitkin County Board placed the DOC-required Jail Program Coordinator position (aka Dispatch Supervisor) in the Teamsters Supervisory unit; and

WHEREAS, on February 21, 2001, Karla White was promoted from Jailer/Dispatcher in the Teamsters Non-licensed Essential unit to Program Coordinator in the Teamsters Supervisory unit; and

WHEREAS, the 2001 Teamsters Non-licensed Essential Agreement contained the following provision:

AITKIN COUNTY SHERIFF DEPARTMENT NON-LICENSED ESSENTIAL UNIT
CONTRACT 2000 & 2001

Any employees accepting a supervisory position outside of the bargaining unit contract covering deputies and jailer/dispatchers will be granted a leave of absence and have their seniority and sick leave benefits frozen as of the date they accepted the new position.

; and

WHEREAS, Karla White had **241.50** sick leave hours frozen as of the date she accepted the supervisory position outside of the Teamsters Non-licensed Essential Unit at the rate of \$15.41 per hour; and

WHEREAS, the Teamsters Non-licensed Essential unit Agreement has since been updated and now contains the following provision:

TEAMSTERS LOCAL 346
NON-LICENSED ESSENTIAL UNIT CONTRACT 2017-2018

Any employees accepting a supervisory position shall have their sick leave benefits carried forward with them to the supervisory unit.

; and

WHEREAS, the employer would like to clean these frozen hours off the books and eliminate the leave of absence;

NOW, THEREFORE, BE IT RESOLVED, that the County and the Union agree to the following:


1. In 2018, Karla White will be paid out 241.50 frozen sick leave hours at the rate of \$15.41 per hour, and upon payout her leave of absence from the Jailer/Dispatcher position will expire.
2. 100% of the funds will be deposited in her MSRS HCSP account.
3. If not eligible for placement in the MSRS HCSP, the payout will be placed in another tax deferred compensation account of the Employees choice.
4. This Memorandum of Agreement constitutes the complete and total agreement of the parties regarding this matter.

IN WITNESS WHEREOF, this Memorandum of Agreement has been executed on this 13th day of November, 2018.

COUNTY OF AITKIN, MINNESOTA

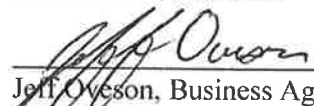
TEAMSTERS GENERAL LOCAL NO. 346

Jessica Seibert, County Administrator



Rod Alstead, President

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End of MOA

Memorandum of Agreement
(Severance Payout, John Drahota)
Teamsters Supervisory Unit

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and 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, with the current duration of agreement being January 1, 2017 until December 31, 2018; and

WHEREAS, on January 1, 2009, John Drahota was promoted from Investigator, covered by the Teamsters Licensed Essential unit to the position of Undersheriff, covered by the Teamsters Supervisory unit; and

WHEREAS, the 2009 Teamsters Licensed Essential unit Agreement contained the following provision:

AITKIN COUNTY SHERIFF DEPARTMENT LICENSED ESSENTIAL UNIT CONTRACT
2008 - 2010

Any employees accepting a supervisory position outside of the bargaining unit contract covering deputies will be granted a leave of absence and have their seniority and sick leave benefits frozen as of the date they accepted the new position.

; and

WHEREAS, John Drahota had **964.00** sick leave hours frozen as of the date he accepted the supervisory position outside of the Teamsters Licensed Essential Unit at the rate of \$26.97 per hour; and

WHEREAS, John Drahota was provided with a letter from former HR Director Cindi K. Hills stating, "The County will take into consideration the general adjustments to the wage schedule for Step 9 when placing you back on that schedule."; and

WHEREAS, the general adjustments increase the payout rate to \$30.44 per hour as follows; and

12/31/2008	\$26.97 (Gr L, Step 9, old scale)
1/1/2009	\$27.78
1/1/2010	\$28.61
1/1/2011	\$28.61
1/1/2012	\$28.61
1/1/2013	\$28.61
1/1/2014	\$28.90 (To Gr 9, Step H, new scale)
1/1/2015	\$29.20
1/1/2016	\$29.55
1/1/2017	\$30.44
1/1/2018	\$30.44

WHEREAS, the Teamsters Licensed Essential unit Agreement has since been updated and now contains the following provision:

AITKIN COUNTY SHERIFF DEPARTMENT LICENSED ESSENTIAL UNIT CONTRACT
2017 - 2018

Any employees accepting a supervisory position outside of the bargaining unit contract covering deputies will be granted a leave of absence and have their seniority frozen as of the date they accepted the new position. Their sick leave benefits shall be carried forward with them to the supervisory unit.

; and

WHEREAS, the employer would like to clean these frozen hours off the books and eliminate the leave of absence;

NOW, THEREFORE, BE IT RESOLVED, that the County and the Union agree to the following:

1. In 2018, John Drahota will be paid out 964.00 frozen sick leave hours at the rate of \$30.44 per hour, and upon payout his leave of absence from the Investigator position will expire.
2. 100% of the funds will be deposited in his MSRS HCSP account.
3. If not eligible for placement in the MSRS HCSP, the payout will be placed in another tax deferred compensation account of the Employees choice.
4. This Memorandum of Agreement constitutes the complete and total agreement of the parties regarding this matter.

IN WITNESS WHEREOF, this Memorandum of Agreement has been executed on this 13th day of November, 2018.

COUNTY OF AITKIN, MINNESOTA

TEAMSTERS GENERAL LOCAL NO. 346

Jessica Seibert, County Administrator



Rod Alstead, President

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Jeff Oveson, Business Agent

End of MOA