

**AGREEMENT**

***By and Between***

**AITKIN COUNTY**

***and***

**GENERAL DRIVERS, WAREHOUSEMEN, HELPERS &  
INSIDE EMPLOYEES LOCAL UNION NO. 346  
(NON-LICENSED ESSENTIAL UNIT)**

**Duluth, Minnesota**

**January 1, ~~2017~~2019 to December 31, ~~2018~~2020**

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TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

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**PREAMBLE**

Aitkin County, hereinafter referred to as the "Employer" and the General Drivers, Dairy Employees, Warehousemen, Helpers and Inside Employees Local Union No. 346 of Duluth, Minnesota, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, representing employees in those classifications covered by this Agreement, hereinafter referred to as the "Union", agree to the following provisions covering wages, hours and working conditions during the period of this Agreement. This Agreement shall supersede and replace all previous agreements between the parties hereto.

**TERMS AND RELATIONS**

This Agreement is intended to secure proper employment terms and conditions of said Employer and to advance friendly relations between the Employer and the employees. Both the Employer and the employees agree to carry it out fairly.

**CONDITIONS OF EMPLOYMENT**

The Employer agrees that all conditions of employment relating to wages, hours of work, overtime differentials, vacations and other benefits shall be maintained at not less than the highest minimum standard in effect at the time of signing this Agreement, and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement.

**ARTICLE 1.**

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**Section 1. RECOGNITION**

Local Union No. 346, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, shall be recognized as the sole and exclusive collective bargaining agent for all non-licensed essential employees of the Aitkin County Sheriff's Department, Aitkin, Minnesota, whose service exceeds 67 working days in a calendar year or the lesser of 14 hours per week or 35% of the normal work week, excluding supervisory, confidential and licensed essential employees, as set forth in the Certification of Exclusive Representative, BMS Case No. 00-PCE-454, dated October 20, 1999, by the Minnesota Bureau of Mediation Services.

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**Section 2. REPRESENTATION**

The Union shall be the sole representative of all classifications of employees covered by this Agreement in collective bargaining with the Employer, and there shall be no discrimination against any employee because of non-union affiliation.

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**Section 3. CHECK OFF**

The Employer agrees to deduct from the pay of all employees covered by this Agreement, dues and initiation fees of the Local Union having jurisdiction over such employees, and agrees to remit to said Local Union all such deductions. Where laws require written authorization by the employee, the same is to be furnished in the form required. No deduction shall be made which is prohibited by applicable law. Check-off procedures and timing shall be worked out locally. If there is no agreement, the matter shall be referred to the grievance procedure.

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**Section 4. UNION SECURITY**

~~All new regular full-time and permanent part-time employees shall become a member of the Local Union on or after the 91st day of their employment. When an employee does not wish to become a member of the Local Union, they shall make arrangements with the Local Union to pay a Fair Share Fee as provided for by legislation. Each employee in the bargaining unit covered by this Agreement and certification who fails to acquire and maintain membership in the exclusive representative Union shall, beginning on the 91st day following the beginning of such employment or the effective date of this Agreement whichever is later, pay to the Union each month a Fair Share Fee for services rendered by the exclusive representative. The required contribution shall in no instance exceed a pro-rata share of the specific expenses incurred for services rendered by the representative in relationship to negotiations and administration of grievance procedures. The Employer, upon notification of the exclusive representative of such employees and of the amount of the Fair Share Fee, shall check off said fee each month from the earnings of the employee and transmit the same to the exclusive representative. Students who are employed on a temporary basis shall not be subject to the Fair Share clause.~~

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(A) In recognition of the Union as the exclusive representative, the Employer shall deduct from the pay of all employees an amount sufficient to provide payment of initiation fees and dues established by the Union from the wages of all employees expressly authorizing, in writing, such a deduction. The Employer shall remit such deduction to the appropriate designated officers of the Union.

(B) The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this section.

**Section 5. TIME OFF**

(A) The 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

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number of individuals affected in order that there shall be no disruption of the Employer's operations due to lack of available employees.

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(B) The Employer will not pay any employee to come in on their scheduled time or day(s) off for negotiations, but when on-duty, the Employer will permit the Teamsters Negotiating Committee, comprised of up to two members of the bargaining unit, to appear at all negotiation meetings with the Employer without the loss of pay.

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**ARTICLE 2.**

**Section 1. VESTED RIGHT OF MANAGEMENT**

The right to employ, transfer, direct and discipline employees and the management of the property and equipment of Aitkin County is reserved and shall be vested exclusively in the County Board, including the sole authority of the County Board to define "cause" for management action. The County Board through authority vested by the Minnesota State Statutes shall have the right to determine how many individuals will be employed or retained together with the right to exercise full control and discipline in the proper conduct of its operation. The County Board shall have the sole right to contract for any work it chooses, and direct employees to perform such work wherever located in its jurisdiction. The County Board shall have the exclusive right to determine the hours of employment and the length of the work week and to make changes in the detail of the employment of the various employees from time to time as is deemed necessary for the efficient operation of the Sheriff's Department, and the Union and the members agree to cooperate with the County Board in all respects to promote the efficient operation of the Sheriff's Department. The Union will be notified by the County Board of any said changes or adjustments. The provisions of this Article are subject to the procedural rights of the employees as set forth in the other Articles contained in this Agreement.

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**ARTICLE 3.**

**Section 1. EMPLOYMENT STATUS DEFINITIONS**

- (A) A regular full-time employee is hereby defined as a person hired to fill a permanent position with full employment annually.
- (B) A temporary or seasonal employee is hereby defined as a person hired for a period of time not to exceed six (6) months and they shall be separated from the payroll at the end of such period. At the time of hiring, temporary and seasonal employees will be notified that their employment is temporary or seasonal and that they shall accrue no rights under this Agreement for such periods of time worked. Successive appointments to temporary or seasonal positions will not be made unless mutually agreed to between the County and the Union.
- (C) A permanent part-time employee is hereby defined as a person hired to work less than a regular full-time employee on a regular basis, typically between 14 and 29 hours per week on average. Part-time employees who work less than 14 hours per week on average are not covered by this Agreement.

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**ARTICLE 4.**

**Section 1. PROBATION**

- (A) All newly hired employees shall serve a one year probationary period of continuous service. During such probationary period they shall not accrue any seniority rights and shall be subject to dismissal for any reason without recourse to the grievance procedure. Upon completion of the one (1) year probationary period, the employee shall be granted seniority rights from the date of original hire.
  
- (B) During the first 90 days of the probationary period, the employee will not be entitled to any of the benefits provided by this Agreement, except Health Insurance which starts as per the plan specified in Article 20 and sick leave pursuant to Article 16. Upon satisfactory completion of the 90 day period, the employee shall be entitled to all of the benefits provided by this Agreement, except paid holidays, computed from their starting date of employment. Employees will receive only those paid holidays that occur following the completion of a 90 day period.

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**ARTICLE 5.**

**Section 1. SENIORITY**

- (A) The seniority of all employees covered by the terms of this Agreement shall begin with the employee's starting date of employment as a regular full-time or permanent part-time employee, provided, however, that no time prior to discharge or quit shall be included. The employee's seniority shall not be diminished by temporary lay-off due to lack of work, shortage of funds or any other contingency beyond the control of either party to this Agreement.
  
- (B) The policy of seniority shall prevail to regular full-time and permanent part-time employees.
  
- (C) The seniority list shall be posted and kept up-to-date annually by the Sheriff. A copy of the list shall be made available to the Secretary of Local No. 346. Said seniority list shall contain the name and starting date of each employee. Permanent part time employees shall be carried on the bottom of the list in proper sequence and the list shall so state that they are part time.
  
- (D) No seasonal employee, permanent part-time employee, or temporary employee shall exceed in seniority a regular employee who fills a full-time position.
  
- (E) In the event the County decides to lay off employees, layoff shall be in the inverse order of seniority by classification. Permanent part-time employees shall be laid off prior to full-time employees. A Jailer being laid off who has greater bargaining unit seniority may bump the least senior Dispatcher. A Dispatcher being laid off

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who has greater bargaining unit seniority may bump the least senior Jailer. A Senior Jailer/Dispatcher being laid off who has greater bargaining unit seniority may bump the least senior employee in either the Jailer or the Dispatcher classification. An employee being laid off who exercises seniority rights to bump into another classification shall be in a probationary status as to the new position for ninety (90) days.

(F) Seniority shall terminate if.

1. An employee quits.
2. An employee is discharged for cause and is not reinstated.
3. An employee is absent because of a layoff for a period exceeding one (1) year.

**ARTICLE 6.**

**Section 1. SCHOOLING**

All employees who are required to attend school shall be paid the straight time hourly rate for each day of attendance at school. It is further agreed that they shall be reimbursed for necessary and actual expenses in accordance with the established policy of the County of Aitkin on presentation of expense report with receipts.

**ARTICLE 7.**

**Section 1. SAFETY EQUIPMENT**

No employee shall be required to drive a vehicle that does not comply with all state and city safety regulations. All vehicles shall be equipped with adequate heaters, defrosters and matting.

**Section 2. EXPENSES**

All employees, when away from their homes overnight because of their duty, or outside the County, shall be reimbursed for food and lodging expenses during their absence in accordance with the established policy of the County of Aitkin on presentation of expense report with receipts.

**Section 3. LOSS OR DAMAGE**

Employees shall not be charged for loss or damage to equipment unless clear proof of negligence is shown. This Article is not to be construed as applying to charging for normal usage or wear and tear on equipment.

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**ARTICLE 8.**

**Section 1. UNIFORMS**

The County agrees to supply to all regular full-time employees four (4) uniforms. Replacements will be furnished when needed.

Permanent part-time employees will be issued two (2) uniforms.

**ARTICLE 9.**

**Section 1. MEDICAL EXAMINATIONS**

(A) Physical, mental or other examinations required by the Employer shall be promptly complied with by all employees, provided, however, the Employer shall pay for all such examinations. Examinations not to exceed one in any one year, unless the employee has suffered serious injury or illness during the year. Employees shall receive their regular compensation and shall not be deducted pay for time spent during an examination required by the Employer.

(B) If the employee disagrees with the results of the medical examination required by the Employer, the employee may be examined by a doctor chosen by the employee or the Union. The Employer shall not be required to pay for said examination. The employee and the Union shall provide the Employer with a copy of the second opinion.

(C) If the opinions of the Employer's and the employee's or Union's physician differ, the Employer may require the employee to submit to a third examination by a physician at the Brainerd Medical Center, at the expense of the Employer. The opinion of the third physician shall be binding. Employees shall receive their regular compensation and shall not be deducted pay for time spent during this third examination.

**ARTICLE 10.**

**Section 1. WEEKLY HOURS AND OVERTIME RATES**

(A) The Sheriff's Department maintains the facilities on a twenty-four (24) hour a day basis. The Employer shall establish work schedules for its employees and shall post the schedules for one (1) week.

(B) In an 8 hour per day schedule: All hours over eight (8) hours per day and 40 hours per week shall be paid at one and one-half (1-1/2) times the rate of pay. Overtime at the rate of one and one-half (1-1/2) times the regular rate shall be paid for call out time.

(C) In a 10 hour per day schedule: All hours over ten (10) hours per day and 40 hours per week shall be paid at one and one-half (1-1/2) times the rate of pay. Overtime

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at the rate of one and one-half (1-1/2) times the regular rate shall be paid for call out time.

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(D) In a 12 hour per day schedule: All hours over twelve (12) hours per day and eighty-four (84) hours per two (2) week payroll period shall be paid at one and one-half (1-1/2) times the rate of pay. Overtime at the rate of one and one-half (1-1/2) times the regular rate shall be paid for call out time.

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(E) If the needs of the service permit, all employees who are scheduled to work eight (8) and ten (10) hour shifts shall be allowed two (2) fifteen (15) minutes rest breaks in each shift, at times determined by the work load. If the needs of the service permit, all employees who are scheduled to work twelve (12) hour shifts shall be allowed three (3) fifteen (15) minute rest breaks in each shift, at times determined by the work load.

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(F) When a regular full-time employee reports to work in accordance with the work schedule without having been previously notified not to report to work or if any employees are called back to work after completing the scheduled work day, or are called out for work during scheduled time off, they shall receive the minimum of two (2) hours pay at time and one-half (1-1/2). When a permanent part-time employee reports to work in accordance with the work schedule without having been previously notified not to report to work, they shall receive a minimum of two (2) hours work, paid at the employee's straight time rate of pay.

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## ARTICLE 11.

### Section 1. PAY PERIOD

All employees covered by this Agreement shall be paid bi-weekly on Friday for work performed during the previous pay period. If a holiday falls on Friday, pay day will be the last workday before the holiday. Each employee shall be provided with a statement of gross earnings and an itemized statement of all deductions made for any purpose.

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## ARTICLE 12.

### Section 1. PROMOTIONS

(A) In filling job vacancies or new positions preference shall be given to those employees oldest in point of service, provided, however, that the qualifications and physical fitness of the employees being considered for the job have to be relatively equal. In judging employee's qualifications for the job, the following factors shall be considered:

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1. Ability to perform related work.
2. Attitude.
3. Aptitude.

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4. Versatility.
5. Efficiency.
6. Previous work record.
7. Attendance.

Where qualifications and ability are equal, then seniority shall prevail.

(B) Promotions from permanent part-time employment to regular full-time employment shall be made according to the above paragraph. Full-time employees will be given first consideration over permanent part-time employees when Jail Sergeant positions become available.

(C) All job vacancies or new positions shall be posted on the ~~bulletin-board~~intranet for a period of five (5) weekdays (Monday through Friday) so that the interested employees may have an opportunity to apply. Such notice shall state the requirements of the job. Employees shall apply for the vacancy or new position in writing, and only those applicants who meet the requirements shall be considered. Internal applicants from the bargaining unit who meet the requirements of the position shall be selected to fill vacancies before the County advertises the position. If there is more than one internal applicant from the bargaining unit, selection will be based upon the criteria set forth in the first paragraph of this Article 12.

(D) The successful applicant shall have a ninety (90) calendar day trial period in which to demonstrate his or her ability to perform the job. If during such period the Employer considers the employee unqualified, they shall be returned to their former position and rate of pay without loss of seniority rights.

(E) The Employer may make immediate temporary assignments to fill any vacancy or new position while the job posting procedures are being carried out. If there is a dispute involving the provisions of this Article it shall be referred to the grievance procedure of this Agreement for resolution.

## ARTICLE 13.

### Section 1. LEAVE OF ABSENCE

(A) **Family and Medical Leave** - Eligible employees will be granted FMLA in accordance with legal mandates and County policy.

(B) **Leave of Absence** - Any employee desiring a leave of absence from his or her employment shall secure written permission from the Sheriff. The maximum leave of absence shall be two (2) thirty (30) day periods and may be extended for like periods upon approval of the County Administrator. During the period of absence,

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the employee shall not engage in gainful employment without prior written approval of the County Administrator. Failure to comply with this provision shall result in the complete loss of seniority rights. The employee must make suitable arrangements for continuation of health and welfare and pension payments before the leave may be approved by the Employer. The employee will provide written notice to the Union of all leaves of absence approved pursuant to this paragraph.

**(C) Temporary Lay-Off** - A temporary lay-off is defined as a lay-off lasting not more than one (1) year. After such period, the employee shall be considered terminated.

**(D) Recall** - Recall of an employee shall be provided for in the following manner. Initially, the County shall attempt to locate the employee by telephone. If that attempt is unsuccessful, the Employer shall post a certified or registered letter to the employee's last known address. If the employee fails to respond to said letter within a five (5) working day period from the date of receipt of the signed, requested "Return Receipt" or notification from the Post Office that said notice is undeliverable, the employee shall be considered terminated.

## ARTICLE 14.

### Section 1. HOLIDAYS

**(A)** All regular full-time employees shall be entitled to the following paid eight (8) hour holidays: (8-hour holidays, unless noted otherwise below).

New Year's Day	_____	Labor Day
Presidents Day	_____	Veteran's Day
Martin Luther King Day	_____	Thanksgiving Day
Good Friday	_____	Friday after Thanksgiving Day
Memorial Day	_____	<u>Christmas Eve 4 hours if the day falls on a Monday through Thursday</u>
<u>Fourth of July</u>	_____	Christmas Day
<u>Fourth of July</u>		

**(B)** Permanent part-time employees who work an average of fourteen (14) or more hours per week shall be eligible for pro-rated holiday pay. Proration shall be based on full-time hours of 2,080 hours per year.

**(C)** Seasonal and temporary employees are not eligible for holiday pay.

**(D)** When a full-time or permanent part-time employee is required to work on any of these holidays, they shall be paid at the rate of time and one-half (1-1/2) in addition to their regular holiday pay.

**(E)** When a full-time employee does not work on any of the above-named holidays, the holiday shall, nevertheless, count as eight (8) hours' work for the purpose of computing overtime. Full-time employees may elect to use their accrued and

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unused vacation, up to the number of hours in each employee's regularly scheduled shift, to complete a holiday.

(F) For the purpose of overtime pay, holidays shall be celebrated on the day on which the holiday falls. When a paid holiday falls during an employee's vacation, he/she shall receive holiday pay for the holiday and will not be required to use vacation for the holiday.

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**ARTICLE 15.**

**Section 1. VACATIONS**

(A) All regular full-time employees shall be granted vacation as follows:

Completed Years of Service	Working Hours Employee May Earn as Vacation Per Year
0-3	96
3-5	120
5-10	144
10-15	168
15+	192

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(B) Permanent part-time employees who work an average of fourteen (14) or more hours per week shall be eligible for pro-rated vacation pay. Proration shall be based on full-time hours of 2,080 hours per year.

(C) Seasonal and temporary employees are not eligible for vacation pay.

(D) The number of hours equivalent to the employee's scheduled shift will be deducted for each day of vacation used.

(E) For the purposes of administering an employee's vacation time earned, the accumulated time will be shown in hours earned on the employee's pay stub. An employee may accumulate vacation hours up to a maximum of 280 hours. Vacation hours over the 280 hours maximum will be forfeited as accumulated on the monthly rate until such time as the employee is below the 280 hour maximum.

(F) ~~Full-time employees~~ Employees who have taken at least 80 hours of vacation during the ~~calendar year~~ previous twelve-month period may elect to take straight time pay in lieu of a maximum of 80 hours of earned vacation once in ~~December~~ any calendar year. Such vacation will not be counted as hours worked for the purpose of computing overtime.

- (G) When an employee is not working because of illness or injury and has exhausted accumulated sick leave, they will be permitted to draw earned vacation pay.
- (H) Upon termination of employment for any cause, regular full-time and permanent part-time employees shall be paid for any accumulated vacation credits, including prorated payments for periods of less than one (1) year.
- (I) Probationary employees can use vacation after 6 months of employment.

**ARTICLE 16.**

**SICK LEAVE BENEFITS/CARE OF RELATIVES:**

**Section 1.**

- (A) Full-time (probationary and non-probationary) employee shall be entitled to eight (8) hours of sick leave with pay for each month of continuous employment. Unused sick leave may be accumulated up to a maximum of nine hundred sixty (960) hours. Employees begin earning sick leave as of the day of employment and may use sick leave during the probationary period. The number of hours equivalent to the employee's scheduled shift will be deducted for each day of sick leave used.
- (B) Permanent part-time employees who work an average of fourteen (14) or more hours per week shall be eligible for pro-rated sick leave pay. Proration shall be based on full-time hours of 2,080 hours per year.
- (C) Seasonal and temporary employees are not eligible for paid sick leave.
- (D) Accrued sick leave may be used when an employee cannot perform work duties due to but not limited to the following: personal illness or injury; necessity for medical or dental treatment or examination, where such treatment cannot be scheduled outside of working hours; emergency, illness or injury of the employee's immediate family member which requires the employee's attendance and care; quarantine directed by a medical physician; disability; pre and postnatal care. For purposes of this paragraph, immediate family is defined as: child, step child, adult child, spouse, sibling, parent, grandparent, or step parent. The Employer at its discretion, may require a doctor's certificate showing the nature of an injury or illness.
- (E) Any employees accepting a supervisory position shall have their sick leave benefits carried forward with them to the supervisory unit.

**Section 2. Severance Pay**

- (A) All regular full-time employees of Aitkin County, who were hired on or before April 1, 2008, after completion of ten (10) years continuous service, shall be entitled to severance pay upon retirement, death, layoff, or resignation. An employee must

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be laid off for more than one year before being entitled to severance pay. The requirement of ten (10) years continuous service is waived as to any payment of severance pay due to death or retirement pursuant to a bona fide retirement plan. Such severance pay shall be allowed as follows:

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Retirement pursuant to a bona fide retirement plan or death. 100% of unused sick leave

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Retirement, resignation, or a voluntary quit with a 40 day maximum 50 %of all unused sick leave

(B) Upon layoff for more than one year, retirement, or resignation, the severance-benefit will be paid to the eligible full-time employee. In the event of death, the severance pay shall be paid to the employee's estate. The severance pay benefit is eliminated for all employees hired after April 1, 2008.

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## ARTICLE 17.

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### Section 1. PERSONAL LEAVE

~~(A) Effective January 1, 2017, 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.~~

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~~Permanent part-time, seasonal, and temporary employees are not eligible for personal leave.~~

~~(A) (B) Effective January 1, 2018, Article 17, Section A above will be void and replaced with the following language:~~ 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.

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(B) 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.

**ARTICLE 18.**

**FUNERAL Section 1. BEREAVEMENT LEAVE**

- (A) When a death occurs in a full-time (probationary and non-probationary) employee's immediate family, the employee may take up to 24 hours off with pay to attend the funeral or make funeral arrangements over the course of up to three (3) days. i.e. 3 eight-hour days or 2.4 ten-hour days or 2 twelve-hour days. Employees may elect to use their accrued and unused sick leave, up to the number of hours in each employee's regularly scheduled shift, to complete a funeral leave day. The County may require verification of the need for the leave. For purposes of this Article, immediate family members are defined as an employee's ~~husband, wife, son, daughter, father, mother, sister, brotherspouse, life partner, child, step child, parent, step parent, sibling, step sibling, father-in-law, mother-in-law, grandmother, grandfather, daughter-in-law, son-in-law, sister-in-law, brother-in-law, grandparent,~~ and grandchildren.
- (B) In cases requiring extensive travel time, the employee may be granted up to an additional 16 hours off with pay over the course of up to two (2) days, subject to approval of the Sheriff. Extensive travel time is defined as travel distance greater than 250 miles, one way.
- (C) Additional time, if needed, may be allowed by the County Sheriff, but such additional time in excess of 40 hours off with pay, over the course of up to five (5) days as indicated above, shall be charged against the employee's sick leave.
- (D) *As an example, the general intent is as follows: If the employee is working 12 hour shifts and needs two days off, they would be paid for 24 hours funeral leave -- or if they are working 10 hour shifts and need two days off, they would be paid for 20 hours funeral leave -- or if they are working 8 hour shifts and need two days off, they would be paid for 16 hours funeral leave -- or if they are working 12 hour shifts and need 3 days off and there's no extensive travel time, they would be paid for 24 hours funeral leave and can elect to use 12 hours from their sick leave bank for the third day -- or if they are working 10 hour shifts and need three days off and there's no extensive travel time, they would be paid for 24 hours funeral leave and can elect to use 6 hours from their sick leave bank to complete the third day and it is understood that in most cases the Employer is not likely to schedule an employee to return for a partial shift on the last day.*
- (E) Permanent part-time employees who work an average of fourteen (14) or more hours per week shall be eligible for pro-rated funeral leave if the employee is scheduled to work, but needs time off to make arrangements for or to attend the funeral of an immediate relative, as defined above. Proration shall be based on full-time hours of 2,080 hours per year.
- (F) Seasonal and temporary employees are not eligible for paid funeral leave.

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**ARTICLE 19.**

**Section 1. RETIREMENT**

Retirement benefits, PERA, will be provided to each employee covered by this Agreement as required by state statute.

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**ARTICLE 20.**

**INSURANCE AND BONDS**

**Section 1. GROUP HEALTH INSURANCE**

(A) Regular full-time employees and their dependents shall be provided with group insurance through the Teamsters ~~Local 346 Joint Council 32 Employer Health & Welfare Fund, Benefit Plan E, and effective July 1, 2000, Benefit Plan G.~~ The Employer's contribution toward the total premium for group insurance shall be as follows:

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Effective January 1, ~~2017~~2019, \$1,000~~160~~00 per month flat dollar contribution.

Effective ~~July~~January 1, ~~2017~~2020, \$1,100~~180~~00 per month flat dollar contribution.<sup>1</sup>

Effective January 1, 2018, \$1,150.00 per month flat dollar contribution.<sup>2</sup>

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<sup>1</sup>The intent and net effect is \$1,050.00 per month flat dollar contribution for calendar year 2017, but is reflected as noted above due to the mid-year contract settlement.

<sup>2</sup>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.

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(B) In no event will the Employer's contribution exceed the actual cost of the coverage. Any additional amount due shall be paid by the employee. Notwithstanding anything herein contained, it is agreed that in the event the County is delinquent in the payment of its contribution to the Health and Welfare Program in effect for the employees covered under this contract, the Local Union shall have the right to take such legal action as they deem necessary until such delinquent payments are made. It is further agreed that in the event that action is taken, the County shall be responsible to the employees for losses resulting therefrom.

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(C) Coverage starts on the first of the month following date of hire.

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(D) Part-time employees who work less than 30 hours per week on average are not eligible for health insurance benefits.

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(E) In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the

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Employer to be subject to a penalty, tax or fine, the Union and the Employer will meet immediately to bargain over alternative provisions so as to comply with the Act and avoid any penalties, taxes or fines for the Employer.

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**Section 2. LIABILITY INSURANCE**

The County of Aitkin agrees to furnish, at no cost to the employee, liability insurance to protect employees in amounts equal to the county's statutory liability for claims where the county has a duty of indemnification pursuant to Minnesota Statute Section 466.07.

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**Section 3. LIFE INSURANCE**

The Employer agrees to provide and pay for a life insurance policy of \$1525,000 for all full-time employees and to provide life insurance coverage in the amount of \$4015,000 for their spouses and dependents up to age 26, subject to carrier restrictions.

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Permanent part-time employees are not eligible for life insurance.

**Section 4. LONG-TERM DISABILITY INSURANCE AND OTHER VOLUNTARY BENEFITS**

(A) The Employer shall provide Long Term Disability Insurance reimbursement for full-time permanent employees in accordance with the Personnel Policy. Part-time employees are not eligible for LTD.

(B) Full-time permanent employees shall have the option to purchase other voluntary benefits as offered by the Employer at the employee's cost in accordance with the terms of the policy between the Employer and insurance carrier.

**Section 5. BONDS AND PREMIUMS**

(A) Should the Employer require any employee to give bond, cash bond shall not be compulsory, and any standard premium involved shall be paid by the Employer.

(B) The primary obligation to procure the bond shall be on the Employer. If the Employer cannot arrange for a bond within ninety (90) days, he must so notify the employee in writing. Failure to so notify shall relieve the employee of the bonding requirement.

(C) If the proper notice is given, the employee shall be allowed thirty (30) days from the date of such notice to make his/her bonding requirements. Standard premiums only on said bond to be paid by the Employer. The standard premium shall be that premium paid by the Employer for bonds applicable to all other of its employees in similar classifications. Any excess premium to be paid by the employee.

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**ARTICLE 21.**

**Section 1. INDIVIDUAL AGREEMENT**

The Employer agrees not to enter into any contract or agreement with any employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement.

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**Section 2. JOB STEWARD**

Aitkin County recognizes the right of the Union to designate Job Stewards to handle such Union business as may from time to time be delegated to the Job Stewards by the Union. The Employer shall be notified in writing of the names of the employees designated as Job Stewards.

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**ARTICLE 22.**

**Section 1. GRIEVANCE PROCEDURE**

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**2322.1 Definition of a Grievance**

A grievance is defined as a dispute or disagreement as to the interpretation or application of the specific terms and conditions of this Agreement.

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**2322.2 Union Representatives**

The Employer will recognize representatives designated by the Union as the grievance representatives of the bargaining unit having the duties and responsibilities established by this Article. The Union shall notify the Employer in writing of the names of such Union representatives and of their successors when so designated.

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**2322.3 Processing of a Grievance**

It is recognized and accepted by the Union and the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and shall therefore be accomplished during the normal working hours only when consistent with such employee duties and responsibilities. The aggrieved employee and a Union representative shall be allowed a reasonable amount of time without loss of pay when a grievance is investigated and presented to the Employer during normal working hours provided that the employee and the Union representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the Employer.

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**2322.4 Procedure**

Grievances, as defined by Article 22 shall be resolved in conformance with the

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following procedure:

Step 1. An employee claiming a violation concerning the interpretation or application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Employee's supervisor as designated by the Employer (Sheriff). The Employer-designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, the remedy requested, and shall be appealed to Step 2 within ten (10) calendar days after the Employer-designated representative's final answer in Step 1. Any grievance not appealed in writing shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 2 representative (Human Resources Manager). The Employer designated representative shall give the Union the Employer's answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employer-designated representative's final answer in Step 2. Any grievance not appealed in writing shall be considered waived.

Step 3. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 3 representative (County Administrator). The Employer designated representative shall give the Union the Employer's answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within ten (10) calendar days following the Employer-designated representative's final answer in Step 3. Any grievance not appealed in writing shall be considered waived.

Step 4. A grievance unresolved in Step 3 and appealed to Step 4 by the Union shall be submitted to arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971 as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services.

2322.5 Arbitrator's Authority

A. The arbitrator shall have no right to amend, modify, nullify, ignore, or 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.

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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 thirty (30) calendar days following close of the hearing or the submission of briefs by the parties, whichever be 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.

C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union. 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.

2322.6      Waiver

If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the Employer and the Union in each step.

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2322.7      Choice of Remedy

If, as a result of the written Employer response in Step 3, the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to Step 4 of Article 22 or to another procedure such as Veterans Preference. If appealed to any procedure other than Step 4, the grievance shall not be subject to the arbitration procedure provided in Step 4. The aggrieved employee shall indicate in writing which procedure is to be used – Step 4 of this grievance procedure, or an alternative procedure. The election set forth above shall not apply to claims subject to the jurisdiction of the United States Equal Employment Opportunity Commissioner unless allowed by law.

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2322.8      Postmark

A grievance shall be considered to have been presented within the time limits set forth in this Article if it is postmarked within the time limits specified. The Employer's written response to a grievance shall be considered to have been made within the time limits set forth in this Article if it is postmarked within the time

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limits specified.

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## **ARTICLE 23.**

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### **SUSPENSION**

~~An employee may be temporarily suspended for just cause after the investigation. The employee shall be notified of the reason for the suspension seven (7) calendar days prior to the date of suspension except in emergency. If the employee believes that the suspension is without just cause, or that the period of suspension is unwarranted, the employee shall have the right to appeal by invoking the normal grievance procedure within twenty-one (21) calendar days of the date of suspension. If it is determined without just cause, the employee shall be reinstated immediately and shall receive full pay lost as the result of the suspension.~~

### **Section 1. DISCIPLINE**

- ~~(A) Disciplinary action, including oral reprimand, written reprimand, suspension without pay, demotion, or discharge, may be imposed upon an employee for just cause. Any disciplinary action imposed may be processed as a grievance through the grievance procedure outlined in Article 22. Oral reprimands may not be processed beyond Step 3 of the grievance procedure.~~
- ~~(B) Employees have a right to make a clear request for union representation before or during an investigatory interview if the discussion could in any way lead to their being disciplined or terminated.~~



**ARTICLE 24.**

**Section 1. DISCHARGE AND LOUDERMILL HEARING**

~~(A)~~ This Article 24 shall pertain to discharge cases only.

~~(B)~~ An employee who has completed the required probationary period shall be discharged only for just cause after an investigation. An action to discharge an employee shall be taken by the appointing authority only after a meeting/Loudermill Hearing has been held between the designated Union representative and employee, and the County Administrator. The employee and the Union shall be given written notice of the charges against the employee and of the meeting/Loudermill Hearing date and time at least ten (10) calendar days prior to the meeting. The Union and the employee shall be present at the meeting, and the Union shall present information relevant to the proposed discharge and may present witnesses and evidence. The Sheriff and/or Human Resources Manager shall have the right to present information, witnesses and evidence at the meeting. This meeting shall be in lieu of Steps 1 and 2 of the Grievance Procedure set forth in Article 22 of this Agreement.

~~(C)~~ In the event the appointing authority proceeds to discharge, then a grievance relating to discharge shall be filed at Step 3 of the Grievance Procedure within fourteen (14) calendar days of the date of the discharge action.

**ARTICLE 25.**

**WAGES**

**Section 1. WAGES**

~~(A)~~ Effective January 1, ~~2017~~2019, employees covered by this Agreement shall be paid in accordance with Appendix A.

~~1/1/2017 No wage increase. (Traded wage retroactivity for higher 2018 employer health insurance contribution.)~~

~~7/2019 One-half percent (1/2017 3.0%2%), general adjustment, no step increase.~~

~~1/1/2017 \$575.00plus one-time lump sum payment (taxable income) to all full-time step increase for eligible employees.~~

~~In no event shall an employee's wage be adjusted to exceed the maximum of the appropriate salary range who have 15 or more consecutive years of service with Aitkin County as of 12/31/2016.~~

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~~(B) Effective January 1, 2020, employees covered by this Agreement shall be paid in accordance with Appendix A.~~

~~1/1/2020 1% general adjustment, plus one step increase for eligible employees.~~

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 \$575.00 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.~~

~~(C) 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.~~

### Section 2. Shift Differential.

~~Shift Differential. Effective January 1, 2017 employees will receive shift differential of \$0.68 per hour for hours worked from 6:00 p.m. to 6:00 a.m. Effective June 27, 2017, employees will receive shift differential of \$0.80 per hour for hours worked from 6:00 p.m. to 6:00 a.m.~~

### 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.

(A) 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.

(B) 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.

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(C) 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.

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**ARTICLE 26.**

**Section 1. SAVINGS AND SEPARABILITY CLAUSE**

(A) If any Articles or Sections of this Agreement or any riders thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this contract and any rider thereto, or the application of such Article or Section to persons or circumstances other than those to which it had been held invalid or to which compliance with or enforcement of has been restrained, shall not be affected thereby.

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(B) In the event that any Article or Section of this Agreement is held invalid or enforcement of or compliance with which has been restrained, as set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the Union or the County, for the purpose of arriving at a mutually satisfactory replacement, pertaining to the same subject matter for such Article or Section during the period of invalidity or restraint.

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**ARTICLE 27.**

**Section 1. TEAMSTERS LEGAL DEFENSE FUND**

Employees may participate in Team Legal through payroll deductions. Employees shall pay the entire fee for participation in Team Legal, and the County's only obligation will be to process payroll deductions.

**ARTICLE 28.**

**Section 1. EXPIRATION**

The period of this Agreement shall be from the 1st day of January ~~2017~~2019 until the 31st day of December, ~~2018~~2020, and shall continue in full force and effect from year to year thereafter, unless written notice of intention to terminate or modify this Agreement is given by either party to the other party sixty (60) days prior to the date of expiration or any anniversary thereof. Such notice may be delivered personally or by certified mail and if by mail, the notice must be received sixty (60) days prior to the expiration or anniversary date thereof. If the notice is to terminate, this Agreement shall then terminate on the anniversary date next following. If the notice is to change or modify, such notice shall specify the changes or modifications demanded.

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TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

IN WITNESS WHEREOF, we have hereunto set our hands and seals this ~~13th~~11th day  
of ~~June, 2017~~December, 2018.

\_\_\_\_\_  
Secretary/Treasurer, Local No. 346

\_\_\_\_\_  
Chairperson,  
Aitkin County Board of Commissioners

\_\_\_\_\_  
President, Local No. 346

\_\_\_\_\_  
County Administrator

\_\_\_\_\_  
Business Agent

\_\_\_\_\_  
Human Resources Director

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

**Memorandum of Agreement (Teamsters Legal Defense Fund)**

~~Employees may participate in Team Legal through payroll deductions. Employees shall pay the entire fee for participation in Team Legal, and the County's only obligation will be to process payroll deductions.~~

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~~IN WITNESS WHEREOF, we have hereunto set our hands and seals this 13th day of June, 2017.~~

\_\_\_\_\_  
Secretary/Treasurer, Local No. 346      Chairperson,  
Aitkin County Board of Commissioners

\_\_\_\_\_  
President, Local No. 346      County Administrator

\_\_\_\_\_  
Business Agent      Human Resources Director

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TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

**Memorandum of Agreement (Comp Time)**

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and the General Drivers, Warehousemen, Helpers & Inside Employees 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~~2019-2020 collective bargaining agreement, the parties agreed to provide compensatory time off, on a trial basis, for the duration of the ~~2017-2018~~2019-2020 agreement.

NOW, THEREFORE, the parties agree as follows:

1. At the discretion of the Sheriff, employees shall be permitted to accrue compensatory time off hours in lieu of the overtime pay set forth in Article 10 of the collective bargaining agreement. Compensatory time shall accrue at the rate of one and one-half (1-1/2) hours for each overtime hour worked:
2. Employees must obtain prior approval from the Sheriff or the Sheriff's designee for accrual of compensatory time off in lieu of overtime pay.
3. Use of compensatory time is subject to the prior approval of the Sheriff or the Sheriff's designee and the needs of the Sheriff's Office.
4. It is agreed and understood that the use of compensatory time shall not result in overtime hours for any other employee of the Sheriff's Office.
5. The maximum compensatory time accrual shall be forty (40) hours.
6. All accrued and unused compensatory time hours will be paid out at the end of each calendar year so as to not carry a balance forward into each subsequent year.
7. This Memorandum of Agreement will be in effect the date of County Board approval of the ~~2017-2018~~2019-2020 collective bargaining agreement, and it shall sunset on December 31, ~~2018~~2020 and shall be of no effect thereafter.
8. 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~~11th day of ~~June, 2017~~December, 2018.

FOR LOCAL NO. 346:

\_\_\_\_\_  
Secretary/Treasurer, Local No. 346

\_\_\_\_\_  
President, Local No. 346

\_\_\_\_\_  
Business Agent

FOR COUNTY OF AITKIN:

\_\_\_\_\_  
Chairperson, Aitkin County Board

\_\_\_\_\_  
County Administrator

\_\_\_\_\_  
Human Resources Director

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**Memorandum of Agreement (~~8 Hours Personal Leave~~EARLY RETIREMENT INCENTIVE)**

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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

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WHEREAS, during negotiations for the ~~2017-2018~~2019-2020 collective bargaining agreement, the ~~union expressed interest in adding Christmas Eve as a holiday~~PARTIES DISCUSSED EARLY RETIREMENT INCENTIVES; and

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~~WHEREAS, the employer plans to incorporate an early retirement incentive provision into the Aitkin County indicated its interest Personnel Policy manual in maintaining open facilities on Christmas Eve and is not interested in adding Christmas Eve as a holiday; and January 2019.~~

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~~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:

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~~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 17) 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.~~

~~1. 3- Employees of this bargaining unit who meet the criteria defined in the Aitkin County Personnel Policy for participation in the early retirement incentive in 2019 and 2020 will have the opportunity to participate.~~

~~2. This Memorandum of Agreement constitutes the complete and total agreement of the parties regarding this matter.~~

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IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this ~~13th~~11th day of ~~June, 2017~~December, 2018.

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FOR LOCAL NO. 346:

FOR COUNTY OF AITKIN:

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\_\_\_\_\_  
Secretary/Treasurer, Local No. 346

\_\_\_\_\_  
Chairperson,



TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

Aitkin County Board of Commissioners

\_\_\_\_\_  
President, Local No. 346

\_\_\_\_\_  
County Administrator

\_\_\_\_\_  
Business Agent

\_\_\_\_\_  
Human Resources Director

TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

**Letter of Understanding (Mandatory PEIP Education)**

All benefit-eligible members, no later than November 1, 2017, will attend a mandatory PEIP Education Session. These sessions may be conducted 1:1 or in a group(s), as determined by the employer. All members are required to attend.

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.

\_\_\_\_ IN WITNESS WHEREOF, the parties have caused this Letter of Understanding 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

\_\_\_\_\_  
President, Local No. 346      County Administrator

\_\_\_\_\_  
Business Agent      Human Resources Director

TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

Date: \_\_\_\_\_ Dated: \_\_\_\_\_

TEAMSTERS LOCAL 346  
 NON-LICENSED ESSENTIAL UNIT CONTRACT 2017-20182019-2020

**Appendix A**  
**Wage Schedules**

2017 0.00% general adjustment, no steps, effective 1/1/2017															
Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/C
20	\$ 40.65	\$ 41.85	\$ 43.09	\$ 44.36	\$ 45.67	\$ 47.02	\$ 48.41	\$ 49.84	\$ 51.32	\$ 52.84	\$ 54.41	\$ 56.02	\$ 57.68	\$ 59.39	\$ 60.65
19	\$ 39.15	\$ 40.31	\$ 41.49	\$ 42.72	\$ 43.98	\$ 45.28	\$ 46.62	\$ 48.00	\$ 49.42	\$ 50.88	\$ 52.39	\$ 53.94	\$ 55.54	\$ 57.19	\$ 58.40
18	\$ 37.65	\$ 38.76	\$ 39.90	\$ 41.08	\$ 42.29	\$ 43.54	\$ 44.83	\$ 46.16	\$ 47.52	\$ 48.93	\$ 50.37	\$ 51.87	\$ 53.40	\$ 54.99	\$ 56.15
17	\$ 36.15	\$ 37.22	\$ 38.31	\$ 39.44	\$ 40.61	\$ 41.80	\$ 43.04	\$ 44.31	\$ 45.62	\$ 46.97	\$ 48.36	\$ 49.79	\$ 51.26	\$ 52.78	\$ 53.90
16	\$ 34.65	\$ 35.67	\$ 36.72	\$ 37.80	\$ 38.92	\$ 40.07	\$ 41.25	\$ 42.47	\$ 43.72	\$ 45.01	\$ 46.34	\$ 47.71	\$ 49.13	\$ 50.58	\$ 51.65
15	\$ 33.15	\$ 34.13	\$ 35.13	\$ 36.16	\$ 37.23	\$ 38.33	\$ 39.46	\$ 40.62	\$ 41.82	\$ 43.06	\$ 44.33	\$ 45.64	\$ 46.99	\$ 48.38	\$ 49.40
14	\$ 31.65	\$ 32.58	\$ 33.54	\$ 34.52	\$ 35.54	\$ 36.59	\$ 37.67	\$ 38.78	\$ 39.92	\$ 41.10	\$ 42.31	\$ 43.56	\$ 44.85	\$ 46.17	\$ 47.15
13	\$ 30.15	\$ 31.04	\$ 31.95	\$ 32.89	\$ 33.85	\$ 34.85	\$ 35.87	\$ 36.93	\$ 38.02	\$ 39.14	\$ 40.30	\$ 41.48	\$ 42.71	\$ 43.97	\$ 44.90
12	\$ 28.65	\$ 29.49	\$ 30.36	\$ 31.25	\$ 32.16	\$ 33.11	\$ 34.08	\$ 35.09	\$ 36.12	\$ 37.18	\$ 38.28	\$ 39.41	\$ 40.57	\$ 41.77	\$ 42.65
11	\$ 27.15	\$ 27.95	\$ 28.76	\$ 29.61	\$ 30.48	\$ 31.37	\$ 32.29	\$ 33.24	\$ 34.22	\$ 35.23	\$ 36.26	\$ 37.33	\$ 38.43	\$ 39.57	\$ 40.40
10	\$ 25.65	\$ 26.40	\$ 27.17	\$ 27.97	\$ 28.79	\$ 29.63	\$ 30.50	\$ 31.40	\$ 32.32	\$ 33.27	\$ 34.25	\$ 35.26	\$ 36.29	\$ 37.36	\$ 38.15
9	\$ 24.15	\$ 24.86	\$ 25.58	\$ 26.33	\$ 27.10	\$ 27.89	\$ 28.71	\$ 29.55	\$ 30.42	\$ 31.31	\$ 32.23	\$ 33.18	\$ 34.16	\$ 35.16	\$ 35.90
8	\$ 22.65	\$ 23.31	\$ 23.99	\$ 24.69	\$ 25.41	\$ 26.15	\$ 26.92	\$ 27.71	\$ 28.52	\$ 29.36	\$ 30.22	\$ 31.10	\$ 32.02	\$ 32.96	\$ 33.65
7	\$ 21.15	\$ 21.77	\$ 22.40	\$ 23.05	\$ 23.72	\$ 24.42	\$ 25.13	\$ 25.86	\$ 26.62	\$ 27.40	\$ 28.20	\$ 29.03	\$ 29.88	\$ 30.75	\$ 31.40
6	\$ 19.65	\$ 20.22	\$ 20.81	\$ 21.41	\$ 22.03	\$ 22.68	\$ 23.34	\$ 24.02	\$ 24.72	\$ 25.44	\$ 26.18	\$ 26.95	\$ 27.74	\$ 28.55	\$ 29.15
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	\$ 24.65
3	\$ 15.15	\$ 15.59	\$ 16.03	\$ 16.49	\$ 16.97	\$ 17.46	\$ 17.96	\$ 18.48	\$ 19.02	\$ 19.57	\$ 20.14	\$ 20.72	\$ 21.32	\$ 21.94	\$ 22.40
2	\$ 13.65	\$ 14.04	\$ 14.44	\$ 14.86	\$ 15.28	\$ 15.72	\$ 16.17	\$ 16.64	\$ 17.12	\$ 17.61	\$ 18.12	\$ 18.65	\$ 19.18	\$ 19.74	\$ 20.15
1	\$ 12.15	\$ 12.50	\$ 12.85	\$ 13.22	\$ 13.59	\$ 13.98	\$ 14.38	\$ 14.79	\$ 15.22	\$ 15.65	\$ 16.11	\$ 16.57	\$ 17.05	\$ 17.54	\$ 17.90

  

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/C
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

  

0.00% general adjustment, plus one step for eligible employees, up to the Maximum 1/1/2018															
Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum/C	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	
\$ 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	

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TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT ~~2017-2018~~2019-2020

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TEAMSTERS LOCAL 346  
NON-LICENSED ESSENTIAL UNIT CONTRACT 2017-2018-2019-2020

2019 One-half percent (0.5%) General Adjustment 1/1/2019															
Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum
20	\$ 42.08	\$ 43.32	\$ 44.60	\$ 45.92	\$ 47.28	\$ 48.67	\$ 50.11	\$ 51.60	\$ 53.12	\$ 54.70	\$ 56.32	\$ 57.99	\$ 59.71	\$ 61.48	\$ 62.78
19	\$ 40.53	\$ 41.72	\$ 42.95	\$ 44.22	\$ 45.53	\$ 46.87	\$ 48.26	\$ 49.69	\$ 51.16	\$ 52.67	\$ 54.23	\$ 55.84	\$ 57.49	\$ 59.20	\$ 60.45
18	\$ 38.97	\$ 40.17	\$ 41.31	\$ 42.52	\$ 43.78	\$ 45.07	\$ 46.41	\$ 47.78	\$ 49.19	\$ 50.65	\$ 52.15	\$ 53.69	\$ 55.28	\$ 56.92	\$ 58.12
17	\$ 37.42	\$ 38.52	\$ 39.66	\$ 40.83	\$ 42.03	\$ 43.27	\$ 44.55	\$ 45.87	\$ 47.22	\$ 48.62	\$ 50.06	\$ 51.54	\$ 53.07	\$ 54.64	\$ 55.79
16	\$ 35.87	\$ 36.92	\$ 38.01	\$ 39.13	\$ 40.29	\$ 41.47	\$ 42.70	\$ 43.96	\$ 45.26	\$ 46.59	\$ 47.97	\$ 49.39	\$ 50.85	\$ 52.36	\$ 53.47
15	\$ 34.32	\$ 35.32	\$ 36.36	\$ 37.43	\$ 38.54	\$ 39.67	\$ 40.84	\$ 42.05	\$ 43.29	\$ 44.57	\$ 45.89	\$ 47.24	\$ 48.64	\$ 50.08	\$ 51.14
14	\$ 32.76	\$ 33.73	\$ 34.72	\$ 35.74	\$ 36.79	\$ 37.87	\$ 38.99	\$ 40.14	\$ 41.32	\$ 42.54	\$ 43.80	\$ 45.09	\$ 46.43	\$ 47.80	\$ 48.81
13	\$ 31.21	\$ 32.13	\$ 33.07	\$ 34.04	\$ 35.04	\$ 36.07	\$ 37.14	\$ 38.23	\$ 39.36	\$ 40.52	\$ 41.71	\$ 42.94	\$ 44.21	\$ 45.52	\$ 46.48
12	\$ 29.66	\$ 30.53	\$ 31.42	\$ 32.34	\$ 33.29	\$ 34.27	\$ 35.28	\$ 36.32	\$ 37.39	\$ 38.49	\$ 39.63	\$ 40.79	\$ 42.00	\$ 43.24	\$ 44.15
11	\$ 28.10	\$ 28.93	\$ 29.77	\$ 30.65	\$ 31.55	\$ 32.47	\$ 33.43	\$ 34.41	\$ 35.42	\$ 36.46	\$ 37.54	\$ 38.64	\$ 39.78	\$ 40.96	\$ 41.82
10	\$ 26.55	\$ 27.33	\$ 28.13	\$ 28.95	\$ 29.80	\$ 30.67	\$ 31.57	\$ 32.50	\$ 33.46	\$ 34.44	\$ 35.45	\$ 36.50	\$ 37.57	\$ 38.68	\$ 39.49
9	\$ 25.00	\$ 25.73	\$ 26.48	\$ 27.25	\$ 28.05	\$ 28.87	\$ 29.72	\$ 30.59	\$ 31.49	\$ 32.41	\$ 33.36	\$ 34.35	\$ 35.36	\$ 36.40	\$ 37.16
8	\$ 23.45	\$ 24.13	\$ 24.83	\$ 25.56	\$ 26.30	\$ 27.07	\$ 27.87	\$ 28.68	\$ 29.52	\$ 30.39	\$ 31.28	\$ 32.20	\$ 33.14	\$ 34.12	\$ 34.83
7	\$ 21.89	\$ 22.59	\$ 23.19	\$ 23.86	\$ 24.56	\$ 25.27	\$ 26.01	\$ 26.77	\$ 27.55	\$ 28.36	\$ 29.19	\$ 30.05	\$ 30.93	\$ 31.84	\$ 32.50
6	\$ 20.34	\$ 20.93	\$ 21.54	\$ 22.16	\$ 22.81	\$ 23.47	\$ 24.16	\$ 24.86	\$ 25.59	\$ 26.33	\$ 27.10	\$ 27.90	\$ 28.71	\$ 29.56	\$ 30.17
5	\$ 18.79	\$ 19.33	\$ 19.89	\$ 20.47	\$ 21.06	\$ 21.67	\$ 22.30	\$ 22.95	\$ 23.62	\$ 24.31	\$ 25.02	\$ 25.75	\$ 26.50	\$ 27.28	\$ 27.85
4	\$ 17.24	\$ 17.73	\$ 18.24	\$ 18.77	\$ 19.31	\$ 19.87	\$ 20.45	\$ 21.04	\$ 21.65	\$ 22.28	\$ 22.93	\$ 23.60	\$ 24.29	\$ 25.00	\$ 25.52
3	\$ 15.68	\$ 16.13	\$ 16.60	\$ 17.07	\$ 17.57	\$ 18.07	\$ 18.60	\$ 19.13	\$ 19.69	\$ 20.26	\$ 20.84	\$ 21.45	\$ 22.07	\$ 22.72	\$ 23.19
2	\$ 14.13	\$ 14.53	\$ 14.95	\$ 15.38	\$ 15.82	\$ 16.27	\$ 16.74	\$ 17.22	\$ 17.72	\$ 18.23	\$ 18.76	\$ 19.30	\$ 19.86	\$ 20.43	\$ 20.86
1	\$ 12.58	\$ 12.93	\$ 13.30	\$ 13.68	\$ 14.07	\$ 14.47	\$ 14.89	\$ 15.31	\$ 15.75	\$ 16.21	\$ 16.67	\$ 17.15	\$ 17.65	\$ 18.15	\$ 18.53

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2020 1% General Adjustment 1/1/2020															
Grade	Minimum/A	B	C	D	E	F	G	H	I	J	K	L	M	N	Maximum
20	\$ 42.30	\$ 43.75	\$ 45.05	\$ 46.38	\$ 47.75	\$ 49.16	\$ 50.61	\$ 52.11	\$ 53.66	\$ 55.25	\$ 56.88	\$ 58.57	\$ 60.30	\$ 62.09	\$ 63.41
19	\$ 40.93	\$ 42.14	\$ 43.38	\$ 44.66	\$ 45.98	\$ 47.34	\$ 48.74	\$ 50.18	\$ 51.67	\$ 53.20	\$ 54.77	\$ 56.40	\$ 58.07	\$ 59.79	\$ 61.06
18	\$ 39.36	\$ 40.52	\$ 41.72	\$ 42.95	\$ 44.22	\$ 45.52	\$ 46.87	\$ 48.26	\$ 49.68	\$ 51.15	\$ 52.67	\$ 54.23	\$ 55.83	\$ 57.49	\$ 58.70
17	\$ 37.79	\$ 38.91	\$ 40.06	\$ 41.24	\$ 42.45	\$ 43.71	\$ 45.00	\$ 46.33	\$ 47.70	\$ 49.11	\$ 50.56	\$ 52.06	\$ 53.60	\$ 55.18	\$ 56.35
16	\$ 36.23	\$ 37.29	\$ 38.39	\$ 39.52	\$ 40.69	\$ 41.89	\$ 43.12	\$ 44.40	\$ 45.71	\$ 47.06	\$ 48.45	\$ 49.89	\$ 51.36	\$ 52.88	\$ 54.00
15	\$ 34.66	\$ 35.68	\$ 36.73	\$ 37.81	\$ 38.92	\$ 40.07	\$ 41.25	\$ 42.47	\$ 43.72	\$ 45.01	\$ 46.34	\$ 47.71	\$ 49.13	\$ 50.58	\$ 51.65
14	\$ 33.09	\$ 34.06	\$ 35.06	\$ 36.10	\$ 37.16	\$ 38.25	\$ 39.38	\$ 40.54	\$ 41.74	\$ 42.97	\$ 44.24	\$ 45.54	\$ 46.89	\$ 48.28	\$ 49.30
13	\$ 31.52	\$ 32.45	\$ 33.40	\$ 34.38	\$ 35.39	\$ 36.43	\$ 37.51	\$ 38.61	\$ 39.75	\$ 40.92	\$ 42.13	\$ 43.37	\$ 44.65	\$ 45.97	\$ 46.94
12	\$ 29.95	\$ 30.83	\$ 31.74	\$ 32.67	\$ 33.63	\$ 34.62	\$ 35.63	\$ 36.68	\$ 37.76	\$ 38.88	\$ 40.02	\$ 41.20	\$ 42.42	\$ 43.67	\$ 44.59
11	\$ 28.39	\$ 29.22	\$ 30.07	\$ 30.95	\$ 31.86	\$ 32.80	\$ 33.76	\$ 34.75	\$ 35.78	\$ 36.83	\$ 37.91	\$ 39.03	\$ 40.18	\$ 41.37	\$ 42.24
10	\$ 26.82	\$ 27.60	\$ 28.41	\$ 29.24	\$ 30.10	\$ 30.98	\$ 31.89	\$ 32.83	\$ 33.79	\$ 34.78	\$ 35.81	\$ 36.86	\$ 37.95	\$ 39.06	\$ 39.89
9	\$ 25.25	\$ 25.99	\$ 26.75	\$ 27.53	\$ 28.33	\$ 29.16	\$ 30.02	\$ 30.90	\$ 31.80	\$ 32.74	\$ 33.70	\$ 34.69	\$ 35.71	\$ 36.76	\$ 37.53
8	\$ 23.68	\$ 24.37	\$ 25.08	\$ 25.81	\$ 26.57	\$ 27.34	\$ 28.14	\$ 28.97	\$ 29.82	\$ 30.69	\$ 31.59	\$ 32.52	\$ 33.47	\$ 34.46	\$ 35.18
7	\$ 22.11	\$ 22.76	\$ 23.42	\$ 24.10	\$ 24.80	\$ 25.53	\$ 26.27	\$ 27.04	\$ 27.83	\$ 28.64	\$ 29.48	\$ 30.35	\$ 31.24	\$ 32.15	\$ 32.83
6	\$ 20.54	\$ 21.14	\$ 21.75	\$ 22.39	\$ 23.04	\$ 23.71	\$ 24.40	\$ 25.11	\$ 25.84	\$ 26.60	\$ 27.38	\$ 28.18	\$ 29.00	\$ 29.85	\$ 30.48
5	\$ 18.98	\$ 19.52	\$ 20.09	\$ 20.67	\$ 21.27	\$ 21.89	\$ 22.53	\$ 23.18	\$ 23.86	\$ 24.55	\$ 25.27	\$ 26.01	\$ 26.77	\$ 27.55	\$ 28.12
4	\$ 17.41	\$ 17.91	\$ 18.43	\$ 18.96	\$ 19.51	\$ 20.07	\$ 20.65	\$ 21.25	\$ 21.87	\$ 22.51	\$ 23.16	\$ 23.84	\$ 24.53	\$ 25.25	\$ 25.77
3	\$ 15.84	\$ 16.29	\$ 16.76	\$ 17.25	\$ 17.74	\$ 18.25	\$ 18.78	\$ 19.32	\$ 19.88	\$ 20.46	\$ 21.05	\$ 21.66	\$ 22.29	\$ 22.94	\$ 23.42
2	\$ 14.27	\$ 14.68	\$ 15.10	\$ 15.53	\$ 15.98	\$ 16.44	\$ 16.91	\$ 17.40	\$ 17.90	\$ 18.41	\$ 18.95	\$ 19.49	\$ 20.06	\$ 20.64	\$ 21.07
1	\$ 12.70	\$ 13.06	\$ 13.44	\$ 13.82	\$ 14.21	\$ 14.62	\$ 15.04	\$ 15.47	\$ 15.91	\$ 16.37	\$ 16.84	\$ 17.32	\$ 17.82	\$ 18.34	\$ 18.71

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