



# Board of County Commissioners Agenda Request

4A  
Agenda Item #

Requested Meeting Date: <sup>Nov. 12</sup> 10/22/2019  
B.D.

Title of Item: Teamsters Non-licensed Essential Unit MOA Re: MSRS HCSP

<input checked="" type="checkbox"/> REGULAR AGENDA	<b>Action Requested:</b>	<input type="checkbox"/> Direction Requested
<input type="checkbox"/> CONSENT AGENDA	<input checked="" type="checkbox"/> Approve/Deny Motion	<input type="checkbox"/> Discussion Item
<input type="checkbox"/> INFORMATION ONLY	<input type="checkbox"/> Adopt Resolution (attach draft)	<input type="checkbox"/> Hold Public Hearing* <i>*provide copy of hearing notice that was published</i>

<b>Submitted by:</b> Bobbie Danielson	<b>Department:</b> HR Dept.
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<b>Presenter (Name and Title):</b> Bobbie Danielson, HR Director	<b>Estimated Time Needed:</b> 3 minutes
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**Summary of Issue:**

During the last round of negotiations (for the 2019-2020 contract) with the Teamsters union, the employer agreed to discuss severance payout at time of promotion to the Teamsters Supervisory unit, rather than freezing the hours and carrying them on the books into future years. See attached MOA for details.

Note: Severance pay applies only to staff who were hired on or before April 1, 2008, after 10 years of continuous service.

**Alternatives, Options, Effects on Others/Comments:**

The Health Care Savings Plan (HCSP), administered by Minnesota State Retirement System (MSRS), is an employer-sponsored program authorized by Minnesota State Statute, 352.98. Employees invest in a tax-free medical savings account while employed by a Minnesota public employer.

**Recommended Action/Motion:**

Motion to adopt the Teamsters Non-licensed Essential Unit MOA: MSRS HCSP as presented.

**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:*

N/A (no added cost as a result of the MOA)  
<https://www.msrs.state.mn.us/about-hcsp>

**MEMORANDUM OF AGREEMENT  
TEAMSTERS NON-LICENSED ESSENTIAL UNIT  
(Severance Pay to MSRS HCSP upon Promotion to Teamsters Supervisory Unit)**

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

WHEREAS, the County and the Union are parties to a 2019-2020 collective bargaining agreement negotiated pursuant to the Public Employment Labor Relations Act; and

WHEREAS, the Agreement currently provides in Article 16, Section 1, that **any employee accepting a supervisory position shall have their sick leave benefits carried forward with them to the Teamsters Supervisory unit** and in Article 16, Section 2, that **all regular full-time employee 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 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:**

**Retirement pursuant to a bona fide retirement plan or death: 100% of unused sick leave  
Retirement, resignation, or a voluntary quit with a 40 day maximum: 50% of all unused sick leave**

**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.**

NOW, THEREFORE, the parties agree as follows:

1. The parties agree that the language in Article 16, Section 1 (last sentence) shall be modified to apply to employees who were hired after April 1, 2008. Specifically to read: Any employee who was hired after April 1, 2008, and accepts a supervisory position shall have their sick leave benefits carried forward with them to the Teamsters Supervisory unit.
2. The parties agree to add a new provision in Section 2 (placed between *Retirement pursuant to a bona fide retirement plan or death* and *Retirement, resignation, or a voluntary quit with a 40 day maximum*) that is applicable to employees who were hired on or before April 1, 2008 to read:

Transfer from this Teamsters Non-licensed Essential bargaining unit to an Aitkin County Sheriff's Office Teamsters Supervisory unit position: 100% of unused sick leave paid to the employee's MSRS HCSP account.

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 on this 22nd day of October, 2019.

FOR COUNTY OF AITKIN:

FOR LOCAL NO. 346:

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Anne Marcotte, Board Chair

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Rod Alstead, Teamsters Local 346

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Jessica Seibert, County Administrator

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Les Kundo, Business Agent

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Bobbie Danielson, HR Director

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Tom Fistere, Local Union Steward

Examples:

If a Jail Sergeant, hired before April 1, 2008, in the Teamsters Non-licensed Essential Unit, earning \$20.00 per hour has 100 hours of sick leave on account and is promoted to Jail Administrator in the Teamsters Supervisory Unit, they would be paid 100 hours of sick leave severance pay at \$20.00 per hour to their MSRS HCSP upon promotion to the supervisory unit.

If a Jail Sergeant, hired after April 1, 2008, in the Teamsters Non-licensed Essential Unit, earning \$20.00 per hour has 100 hours of sick leave on account and is promoted to Jail Administrator in the Teamsters Supervisory Unit, they would carry 100 hours of sick leave forward with them to the supervisory unit upon promotion.