



# Board of County Commissioners Agenda Request

3B  
Agenda Item #

**Requested Meeting Date:** 6/13/2023

**Title of Item:** Juneteenth MOAs and Policy Update

<input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	<b>Action Requested:</b> <input checked="" type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft) <i>*provide copy of hearing notice that was published</i>	<input type="checkbox"/> Direction Requested <input type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing*
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<b>Submitted by:</b> Bobbie Danielson, HR Director	<b>Department:</b> HR Dept.
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<b>Presenter (Name and Title):</b> Bobbie Danielson, HR Director	<b>Estimated Time Needed:</b> 5 minutes
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**Summary of Issue:**

The State Legislature has added Juneteenth as a legal holiday, effective June 19, 2023. Public entities cannot conduct business on this day or trade this day for a different holiday. MOAs have been requested from each union (copy attached) and the policy has been updated (pending Board approval 6/13/2023).

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

**Recommended Action/Motion:**  
Motion to add Juneteenth as a paid holiday to the personnel policy and authorize the Chairman to sign the attached MOAs.

**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:*  
 Employees who work on the holiday are paid at time-and-a-half. This was not a budgeted expense for 2023.

June 19th

(c) Active service is based on all hours combined with the employer and is not separated or tracked individually by department.

Opt-out Health Insurance Waivers: Employees who elect to waive coverage will be required to do so in writing. The employer does not provide a cash in-lieu of health insurance benefit.

**Section F. Holidays**

Full-time (probationary and non-probationary) employees shall be entitled to the following paid holidays, eight (8) hours each, unless noted otherwise:

- (a) New Year's Day
- (b) Martin Luther King Day
- (c) President's Day
- (d) Memorial Day
- (e) 4th of July
- (f) Labor Day
- (g) Veteran's Day
- (h) Thanksgiving Day
- (i) Friday after Thanksgiving
- (j) Christmas Even when it falls on a Monday through Thursday, four (4) hours (eff. 2019)
- (k) Christmas Day

add: → (l) Juneteenth

When any of the above named holidays fall on a Sunday, the following day shall be observed as the holiday. When the holiday falls on a Saturday, it shall be observed on the preceding Friday.

Part-time (probationary and non-probationary) employees shall be entitled to holiday pay on a pro-rated basis. Seasonal and temporary employees are not eligible for holiday pay. For example:

A 14 hour per week employee shall receive 2.8 hours holiday pay for each 8 hour holiday listed above or 1.4 hours holiday pay for Christmas Eve when it falls on a Monday through Thursday.

June 19<sup>th</sup> MOA

**Memorandum of Agreement  
(Juneteenth)  
Afsome Courthouse Unit**

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and Afsome, AFL-CIO, Local Union #667 (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, 2022 until December 31, 2024; and

**WHEREAS**, Minnesota State Legislature has added Juneteenth as a legal holiday effective June 19, 2023; and

**WHEREAS**, public entities cannot conduct business on this day or trade this day for a different holiday; and

**WHEREAS**, the collective bargaining agreement does not include Juneteenth as a paid holiday; and

**WHEREAS**, the County and Union agree to modify Article 7, Section A, of the collective bargaining agreement to include Juneteenth as a paid holiday (8 hours for full-time employees and pro-rated for part-time employees).

**NOW, THEREFORE, BE IT RESOLVED:**

1. Juneteenth will be added to the list of holidays shown in Article 7, Section A.
2. The Agreement will not be open for other modifications at this time.
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 June, 2023.

COUNTY OF AITKIN, MINNESOTA

UNION

\_\_\_\_\_  
J. Mark Wedel, Chairman

*Troy Bauch Cl65*

06 / 07 / 2023

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

<b>Title</b>	MOA Juneteenth
<b>File name</b>	MOA Juneteenth 6-6-2023.docx
<b>Document ID</b>	48623d38977860ab10fb6a4a330169d8103f3ffd
<b>Audit trail date format</b>	MM / DD / YYYY
<b>Status</b>	<ul style="list-style-type: none"> <li>● Pending signature</li> </ul>

Document History



SENT

**06 / 06 / 2023**

23:56:47 UTC

Sent for signature to Troy Bauch, Staff Representative (tbauch@afscme65.org) and Sondra Swanson (sondra.swanson@co.aitkin.mn.us) from bobbie.danielson@co.aitkin.mn.us  
IP: 136.234.3.13



VIEWED

**06 / 07 / 2023**

11:34:56 UTC

Viewed by Sondra Swanson (sondra.swanson@co.aitkin.mn.us)  
IP: 107.77.209.36



VIEWED

**06 / 07 / 2023**

12:50:27 UTC

Viewed by Troy Bauch, Staff Representative (tbauch@afscme65.org)  
IP: 74.127.163.72



SIGNED

**06 / 07 / 2023**

12:50:45 UTC

Signed by Troy Bauch, Staff Representative (tbauch@afscme65.org)  
IP: 74.127.163.72



INCOMPLETE

**06 / 07 / 2023**

12:50:45 UTC

This document has not been fully executed by all signers.

June 19<sup>th</sup> MOA

**Memorandum of Agreement  
(Juneteenth)  
Apscme HHS Unit**

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and Apscme, AFL-CIO, Local Union #1283 (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, 2022 until December 31, 2024; and

**WHEREAS**, Minnesota State Legislature has added Juneteenth as a legal holiday effective June 19, 2023; and

**WHEREAS**, public entities cannot conduct business on this day or trade this day for a different holiday; and

**WHEREAS**, the collective bargaining agreement does not include Juneteenth as a paid holiday; and

**WHEREAS**, the County and Union agree to modify Article 7, Section A, of the collective bargaining agreement to include Juneteenth as a paid holiday (8 hours for full-time employees and pro-rated for part-time employees).

**NOW, THEREFORE, BE IT RESOLVED:**

1. Juneteenth will be added to the list of holidays shown in Article 7, Section A.
2. The Agreement will not be open for other modifications at this time.
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 June, 2023.

COUNTY OF AITKIN, MINNESOTA

UNION

\_\_\_\_\_  
J. Mark Wedel, Chairman

*Troy Bauch Clb5* 06 / 07 / 2023  
\_\_\_\_\_  
Business Agent

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<b>Status</b>	● Pending signature

Document History



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**06 / 06 / 2023**  
23:59:05 UTC

Sent for signature to Troy Bauch, Staff Representative (tbauch@afscme65.org) and Deann Lamke (deann.lamke@co.aitkin.mn.us) from bobbie.danielson@co.aitkin.mn.us  
IP: 136.234.3.13



VIEWED

**06 / 07 / 2023**  
00:20:43 UTC

Viewed by Troy Bauch, Staff Representative (tbauch@afscme65.org)  
IP: 74.127.163.72



SIGNED

**06 / 07 / 2023**  
12:50:09 UTC

Signed by Troy Bauch, Staff Representative (tbauch@afscme65.org)  
IP: 74.127.163.72



INCOMPLETE

**06 / 07 / 2023**  
12:50:09 UTC

This document has not been fully executed by all signers.

June 19<sup>th</sup> MOA

**Memorandum of Agreement  
(Juneteenth)  
LELS Licensed Essential Unit**

This Memorandum of Agreement is entered into between Aitkin County (hereafter “County”) and Law Enforcement Labor Services, Local #504 (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, 2023 until December 31, 2025; and

**WHEREAS**, Minnesota State Legislature has added Juneteenth as a legal holiday effective June 19, 2023; and

**WHEREAS**, public entities cannot conduct business on this day or trade this day for a different holiday; and

**WHEREAS**, the collective bargaining agreement does not include Juneteenth [2023] as a paid holiday; and

**WHEREAS**, the County and Union agree to modify Article 14, Section 1, of the collective bargaining agreement to include Juneteenth as a paid holiday (8 hours for full-time employees and pro-rated for part-time employees).

**NOW, THEREFORE, BE IT RESOLVED:**

1. Juneteenth will be added to the list of holidays shown in Article 14, Section 1.
2. The Agreement will not be open for other modifications at this time.
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 June, 2023.

COUNTY OF AITKIN, MINNESOTA

UNION

\_\_\_\_\_  
J. Mark Wedel, Chairman

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

06 / 07 / 2023  
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<b>Status</b>	* Signed

### Document History



**SENT**

**06 / 07 / 2023**  
00:04:34 UTC

Sent for signature to Doug Henning (dhenning@lels.org) from  
bobbie.danielson@co.aitkin.mn.us  
IP: 136.234.3.13



**VIEWED**

**06 / 07 / 2023**  
13:34:27 UTC

Viewed by Doug Henning (dhenning@lels.org)  
IP: 96.87.138.92



**SIGNED**

**06 / 07 / 2023**  
13:36:28 UTC

Signed by Doug Henning (dhenning@lels.org)  
IP: 96.87.138.92



**COMPLETED**

**06 / 07 / 2023**  
13:36:28 UTC

The document has been completed.

June 19<sup>th</sup> MOA

**Memorandum of Agreement  
(Juneteenth)  
LELS Sheriff's Office Supervisory Unit**

This Memorandum of Agreement is entered into between Aitkin County (hereafter "County") and Law Enforcement Labor Services, Local #504 (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, 2021 until December 31, 2023; and

**WHEREAS**, Minnesota State Legislature has added Juneteenth as a legal holiday effective June 19, 2023; and

**WHEREAS**, public entities cannot conduct business on this day or trade this day for a different holiday; and

**WHEREAS**, the collective bargaining agreement does not include Juneteenth as a paid holiday; and

**WHEREAS**, the County and Union agree to modify Article 11 of the collective bargaining agreement to include Juneteenth as a paid holiday (8 hours for full-time employees).

**NOW, THEREFORE, BE IT RESOLVED:**

1. Juneteenth will be added to the list of holidays shown in Article 11.
2. The Agreement will not be open for other modifications at this time.
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 June, 2023.

COUNTY OF AITKIN, MINNESOTA

UNION

\_\_\_\_\_  
J. Mark Wedel, Chairman

*Rick Mathwig* 06 / 07 / 2023  
\_\_\_\_\_  
Business Agent

<b>Title</b>	MOA Juneteenth
<b>File name</b>	MOA Juneteenth 6-6-2023.docx
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<b>Status</b>	• Signed

### Document History

-  **06 / 07 / 2023**  
00:02:24 UTC  
Sent for signature to Rick Mathwig (rmathwig@lels.org) from  
bobbie.danielson@co.aitkin.mn.us  
IP: 136.234.3.13
  
-  **06 / 07 / 2023**  
15:39:43 UTC  
Viewed by Rick Mathwig (rmathwig@lels.org)  
IP: 96.87.138.92
  
-  **06 / 07 / 2023**  
15:57:24 UTC  
Signed by Rick Mathwig (rmathwig@lels.org)  
IP: 96.87.138.92
  
-  **06 / 07 / 2023**  
15:57:24 UTC  
The document has been completed.

June 19<sup>th</sup> MOA

**Memorandum of Agreement  
(Juneteenth)  
Local 49 Unit**

This Memorandum of Agreement is entered into between Aitkin County (hereafter “County”) and the International Union of Operating Engineers, Local #49 (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, 2022 until December 31, 2024; and

**WHEREAS**, Minnesota State Legislature has added Juneteenth as a legal holiday effective June 19, 2023; and

**WHEREAS**, public entities cannot conduct business on this day or trade this day for a different holiday; and

**WHEREAS**, the collective bargaining agreement does not include Juneteenth as a paid holiday; and

**WHEREAS**, the County and Union agree to modify Article 5, Section 5.1, of the collective bargaining agreement to include Juneteenth as a paid holiday (8 hours for full-time employees and pro-rated for part-time employees unless provided otherwise in Article 4, Section 4.2).

**NOW, THEREFORE, BE IT RESOLVED:**

1. Juneteenth will be added to the list of holidays shown in Article 5, Section 5.1. Juneteenth is not a “major holiday” as defined in Section 5.2 of the L49 Agreement.
2. The Agreement will not be open for other modifications at this time.
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 June, 2023.

COUNTY OF AITKIN, MINNESOTA

UNION

\_\_\_\_\_  
J. Mark Wedel, Chairman



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

06 / 07 / 2023

<b>Title</b>	MOA Juneteenth
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<b>Status</b>	* Signed

### Document History



**SENT**

**06 / 07 / 2023**

14:03:40 UTC

Sent for signature to Dan Revier, Business Agent  
(drevier@local49.org) from bobbie.danielson@co.aitkin.mn.us  
IP: 136.234.3.13



**VIEWED**

**06 / 07 / 2023**

14:14:33 UTC

Viewed by Dan Revier, Business Agent (drevier@local49.org)  
IP: 216.251.173.226



**SIGNED**

**06 / 07 / 2023**

14:16:41 UTC

Signed by Dan Revier, Business Agent (drevier@local49.org)  
IP: 216.251.173.226



**COMPLETED**

**06 / 07 / 2023**

14:16:41 UTC

The document has been completed.

June 19<sup>th</sup> MOA

**Memorandum of Agreement  
(Juneteenth)  
Teamsters Non-Licensed Essential Unit**

This Memorandum of Agreement is entered into between Aitkin County (hereafter “County”) and 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, with the current duration of agreement being January 1, 2023 until December 31, 2025; and

**WHEREAS**, Minnesota State Legislature has added Juneteenth as a legal holiday effective June 19, 2023; and

**WHEREAS**, public entities cannot conduct business on this day or trade this day for a different holiday; and

**WHEREAS**, the collective bargaining agreement does not include Juneteenth as a paid holiday; and

**WHEREAS**, the County and Union agree to modify Article 14, Section 1, of the collective bargaining agreement to include Juneteenth as a paid holiday (8 hours for full-time employees and pro-rated for part-time employees).

**NOW, THEREFORE, BE IT RESOLVED:**

1. Juneteenth will be added to the list of holidays shown in Article 14, Section 1.
2. The Agreement will not be open for other modifications at this time.
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 June, 2023.

COUNTY OF AITKIN, MINNESOTA

UNION

\_\_\_\_\_  
J. Mark Wedel, Chairman

*Les Kundo*

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

06 / 06 / 2023  
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<b>Title</b>	MOA Juneteenth
<b>File name</b>	MOA Juneteenth 6-6-2023.docx
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<b>Status</b>	• Signed

### Document History



**SENT**

**06 / 06 / 2023**

23:53:59 UTC

Sent for signature to Les Kundo, Business Agent (teamsterslocal346@arvig.net) from bobbie.danielson@co.aitkin.mn.us  
IP: 136.234.3.13



**VIEWED**

**06 / 07 / 2023**

02:43:07 UTC

Viewed by Les Kundo, Business Agent (teamsterslocal346@arvig.net)  
IP: 74.127.166.35



**SIGNED**

**06 / 07 / 2023**

02:43:37 UTC

Signed by Les Kundo, Business Agent (teamsterslocal346@arvig.net)  
IP: 74.127.166.35



**COMPLETED**

**06 / 07 / 2023**

02:43:37 UTC

The document has been completed.