



Collective Bargaining Agreement
Between
AFSCME Council 65, Local 0456-0002, AFL-CIO
And
Greenway Township
4/1/2022 – 3/31/2025

Labor Representative: Troy Bauch (tbauch@afscme65.org or 715-827-0056)

AFSCME Council 65 Office: info@afscme65.org or 888-474-3242

WEINGARTEN RIGHTS

If called to a meeting with management, you have rights to representation. State the following and call your labor representative: If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at the meeting. Until my representative arrives, I choose not to participate in this discussion.

BECOME AN AFSCME 65 MEMBER

Are you a new employee or not a member yet? Scan the QR code to sign up today and take advantage of the many benefits of AFSCME membership!



MEMBER BENEFITS

Are you taking advantage of your union member benefits? Check out the many benefits available from AFSCME Advantage and Union Plus at:

www.afscme.org/member-resources

www.unionplus.org

Make sure to have your member number handy when accessing these benefits.

ORGANIZING

Know someone who wants to form a union at their workplace? Contact our Organizing Department at 888-474-3242 or email info@afscme65.org and inquire about forming a union. Make sure they tell us you referred them. Your Local benefits from referring new union members.



AGREEMENT

between

**THE TOWN BOARD OF GREENWAY TOWNSHIP
MARBLE, MINNESOTA**

and

**THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO COUNCIL 65**

LOCAL UNION NO. 456-2

APRIL 1, 2022 - MARCH 31, 2025

ARTICLE I
PURPOSE OF AGREEMENT

Section A.

It is the intent and purpose of the parties hereto to set forth herein the basic agreement covering rates of pay, hours of work, and all other conditions of employment to be observed between the parties hereto.

Section B.

The provisions of this Agreement constitute the sole procedure for the processing and settlement of any claim by an employee or the Union of a violation by the Employer of this Agreement. As the representative of the employees, the Union may process grievances through the grievance procedure including arbitration in accordance with this Agreement or adjust or settle the same.

ARTICLE II
RESPONSIBILITIES OF PARTIES

Section A.

Each of the parties of this Agreement hereby acknowledges the rights and responsibilities of the other parties and agrees to discharge its responsibilities under this Agreement.

Section B.

The Employer, including its managerial, supervisory and representatives at all levels, is firmly bound to observe the conditions of this Agreement.

Section C.

The Union, including the officers and representatives and all employees are firmly bound to observe the conditions of this Agreement.

Section D.

In addition to the responsibilities that may be provided elsewhere in this Agreement, the following shall be observed:

1. The applicable procedures of this Agreement will be followed for the settlement of all grievances. All grievances shall be considered carefully and processed promptly in accordance with such procedure.
2. There shall be no interference with the rights of the employees to become or continue as members of the Union.

ARTICLE III
RECOGNITION

Section A.

The Employer recognizes Local 456-2, Council 65 of the American Federation of State, County and Municipal Employees, AFL-CIO, as the exclusive representative for collective bargaining purposes of the employees of Greenway Township in the unit composed of all regular full-time employees of Greenway Township, excluding the Town Clerk, Town Attorney, and elected officials.

Section B.

The Employer shall not enter into any agreements with the employees coming under the jurisdiction of this Agreement, either individually or collectively, which in any way conflicts with the terms and conditions of this Agreement. No discrimination shall be exercised against any employee because of Union membership or because of race, creed, sex, color, religious or political belief.

ARTICLE IV
CHECKOFF OF UNION DUES

The Employer agrees to deduct from the salary of each employee who has signed an authorized payroll deduction card a sum certified by the Secretary of Local 456 which are Union dues or initiation fees of the Union, and to transmit to the office of AFSCME Council 65 the total amount so deducted, together with a list of the names of the employees from whose pay deductions were made. Deductions may be terminated by the employee giving thirty (30) days written notice to the Union, after which the Union shall notify the Clerk's office to stop deductions. Fair share deductions may be made for those employees who are not Union members as per PELRA Chapter 179A.06, Subd. 3.

ARTICLE V
SENIORITY

Section A.

Seniority standing shall be granted to all employees. The standing is to be determined on the basis of total length of employment for the Employer. All new employees shall be on probation for a period of 180 days; upon completion of said probation period, the employee's seniority shall revert back to the first date of their employment. During the probation period, employees may be terminated by the Employer without cause and without the same causing a breach of this Agreement or constituting a grievance hereunder.

Section B.

An employee shall lose his seniority standing if:

1. They voluntarily resign from employment.
2. They are discharged for cause.

3. they fail to report for work after layoff within ten (10) days after receipt of notice by registered mail. The Town Clerk shall send this notice to return to work to the employee at his last known address.

Section C.

Employees shall be rehired according to seniority in the inverse order of layoffs.

Section D.

In cases of transfer from one classification of work to another, employees involved in the transfer shall not lose seniority standing.

Section E.

In case of a reduction in force or the elimination of a position, a senior employee may exert his seniority preference over a junior employee in any classification of work, provided he has the necessary qualifications to perform the duties of the job involved.

Section F.

Temporary vacancies shall be filled by the senior qualified employee. In the event said vacancy has a higher rate of pay, employee filling such vacancy shall receive such higher rate of pay. An employee who has filled a temporary vacancy shall have the right to return to their former position.

Section G.

Notice of all vacancies and newly created positions shall be posted on employee bulletin boards, and the employees shall be given five (5) days time in which to make application to fill said vacancy or new position. The senior employee making application shall be transferred to fill the vacancy or new position, provided they have the necessary qualifications to perform the duties of the job involved. A thirty-day trial period shall be given the employee for the purpose of determining his qualifications unless they are obviously not qualified. The Employer shall make the determination as to whether the applicant possesses the necessary qualifications. In the event the Union does not concur in the determination, the applicant shall have the right of appeal through the normal grievance procedure. In the event the Employer and the Union agree during the trial period that the applicant does not have the necessary qualifications, the applicant shall have the right to return to their former position and shall not be denied the right to make application for any other posting.

Section H.

The seniority list shall be brought up to date on May 31st of each calendar year and posted on the employees bulletin boards. A copy of the seniority list shall be sent to the Local 456-2 Chapter Chair.

Section I.

In the event a general layoff is contemplated, the Employer agrees to call in the Union Grievance Committee and to discuss the problem with them before any action is taken.

ARTICLE VI
GRIEVANCE PROCEDURE

Section A.

The Employer and the Union will attempt to adjust all grievances which may arise by virtue of this Agreement or otherwise in the following manner:

- STEP 1: First, an effort shall be made to adjust the grievance between the employee and his immediate supervisor or department head.
- STEP 2: In the event no settlement is thereby reached in Step 1, the employee or the representative and his immediate supervisor shall meet with the Employer in an effort to solve the grievance.
- STEP 3: In the event no settlement is thereby reached in Step 2, the Employer shall, upon written request of the Union, grant a formal hearing on the grievance.
- STEP 4: If no settlement is reached in Step 3, the grievance shall be submitted to arbitration, and the decision of the arbitrator shall be final and binding on the parties. If the parties are unable to agree upon the appointment of the arbitrator within five (5) days after submission of the grievance to arbitration, either party may then request the Director, Bureau of Mediation Services, State of Minnesota, to furnish a list of five prospective arbitrators. From this list, each party shall in turn strike one name until one name remains, and the last remaining individual shall be designated as the arbitrator. The grieving party shall strike first. A hearing on the grievance shall be held promptly by the arbitrator, and a decision shall be rendered by him within thirty (30) days after date of hearing. All expenses and costs of arbitrator shall be shared and assessed equally to the parties.

Section B.

Duly authorized representatives of the Union shall have the right to accompany the employee and/or the Union Grievance Committee at all times in the discussion or adjustment of grievances.

ARTICLE VII
SUSPENSIONS AND DISCHARGES

Section A.

An employee may be temporarily suspended for just cause. The employee shall be notified of the reasons for his suspension, in writing, at the time of suspension. If the employee feels they have been suspended without just cause or that the period of the suspension is unwarranted, the employee shall have the right of appeal by invoking the normal grievance procedure within ten (10) days of the date of suspension. If it is determined that the suspension was made without just cause, the employee shall be reinstated immediately and shall receive full pay for any time lost as a result of the suspension.

Section B.

Discharges shall be made only for just cause. An action to discharge an employee shall be taken by the Employer only after a hearing upon due notice, upon stated charges, in writing. The statement of charges and the notice of hearing shall be filed with the employee at least ten (10) days in advance of the hearing. The employee and the Union shall have the right to present witnesses, introduce evidence, and to examine witnesses and evidence presented against him. The salary of the employee shall be suspended during the period in which the hearing takes place, but his or her name shall not be removed from the payroll. In the case of reinstatement after the hearing, the employee shall be given all the back pay withheld during the period of suspension.

ARTICLE VIII
GENERAL PROVISIONS

Section A.

The Employer agrees to permit the Negotiating or Grievance Committee to appear at all negotiations or grievance meetings with department heads or the Employer in negotiations or disputes without the loss of pay.

Section B.

There shall be no replacement of regularly employed employees by relief workers, nor shall a relief worker be placed in any classified position.

Section C.

Representatives of AFSCME Council 65, AFL-CIO, shall have access to the premises of the Employer at reasonable times to investigate grievances and other problems with which they are concerned.

Section D.

The Employer will erect and maintain bulletin boards of reasonable size, which bulletin boards shall be for the use of the Union to post any notices or documents relating to Union affairs.

Section E.

All matters not covered by this Agreement shall be settled by negotiations between the Employer and the Union.

Section F.

The management of the Employer and the direction of the working forces, the operation of the said department, including the hiring, promoting and retiring of employees, the suspending, discharging or otherwise disciplining of employees, the laying off and calling to work of employees in connection with reduction or increase in the working forces, the scheduling of work, and the control and regulation of the use of all equipment and other property of the Employer, are the exclusive functions of the Employer; provided, however, that in the exercise of such functions, the Employer shall not alter any of the provisions of this Agreement.

Section G.

Two weeks written notice of his desire to terminate employment shall be given to the Employer by the employee. If employee fails to do so, he shall forfeit all benefits covered by the provisions of this Agreement.

Section H.

When a termination notice has been presented to the Employer, the Employer shall immediately post notice of a vacancy.

**ARTICLE IX
DEATH IN THE FAMILY**

Section A.

Three (3) days absence without the loss of pay shall be allowed an employee in the case of death in the immediate family. Immediate family shall be defined as a brother, sister, children, parents, wife or husband, and grandchildren or grandparents of either the employee or his spouse. Two (2) additional days shall be allowed at the discretion of the Employer.

Section B.

All employees shall be allowed time off with pay when requested to serve as a pall bearer. Not over 8 hours for each occurrence.

**ARTICLE X
SICK LEAVE**

Section A.

All regular employees shall earn sick leave at the rate of one and one-quarter working days for each month of service, accumulative to one hundred thirty-five (135) working days.

- 1) Sick leave with pay shall be allowed whenever an employee's absence is due to illness or injury which prevented his/her attendance at work and performance of duties on that day or days.
- 2) Sick leave with pay is allowed for the employee to care for the illness or injury of the employee's immediate family member as defined by MN Statute 58A.02 Subd. 4. "Immediate family member" means a spouse, child, sibling, a parent, grandparent, or grandchild. This includes stepparents, stepchildren, stepsiblings, and adoptive relationships.

Section B.

An employee may be required to present evidence satisfactory to the Employer of inability to work due to illness or accident.

Section C.

The Employer and the Union agree to comply with the following Workmen's Compensation regulations: It is agreed that if an employee of the Employer shall receive a compensable injury and have accrued benefits under either sick leave or vacation plan, the Employer shall pay the difference between

the compensation received by the employee and his regular monthly pay rate, same to be deducted from the said accrued vacation or sick leave benefits; the Employer will provide for the payments described in this Section during the periods of disability. It is understood that the additional payments made to the employee over and above that paid by Workmen's Compensation shall not exceed the amount of credits which an employee is entitled to from such accrued vacation or sick leave benefits.

Section D.

Effective 4/1/82, no sick leave shall be allowed or accrued during the 180-day probation period for employees. Commencing the first scheduled working day following the completion of the 180-day probation period, Section A of this Article shall apply.

Section E.

Upon termination of employment prior to, on, or subsequent to the normal retirement date, an employee at his option may allocate as severance pay seventy percent (70%) of his accumulated but unused sick leave from first date of Township employment. Such severance pay shall be excluded from retirement deductions and from any calculations in retirement benefits, and shall be paid, at the employee's option, in one (1) lump sum, or in a manner mutually agreeable to the employee and Employer over a period not to exceed five (5) years from termination of employment. The employee may opt to take a portion of allowed sick leave as severance pay and apply the balance toward hospital/medical insurance (retirees) as per contract.

As per State Statute, any payment or series of payments made upon termination due to death or disability are not subject to Social Security deductions. However, any severance payments upon termination for any other reason is subject to Social Security deductions. In the event of an active employee's death, the surviving dependents may elect to receive any applicable accrued sick leave pay as per options in the aforementioned provision, or may elect to apply same toward their hospital/medical insurance.

E-1. Effective for anyone hired after March 31, 2013: Change language to: "Upon termination of employment prior to, on or subsequent to the normal retirement date, an employee at his option may choose to receive a severance of \$25 per day for his accumulated unused sick leave. Such severance pay shall be paid in one (1) lump sum. By choosing this option, the employee forfeits the option of applying any accumulated unused sick leave toward the cost of the employee's share of retiree hospital/medical insurance.

**ARTICLE XI
HOLIDAYS**

Section A.

All regular employees shall receive the following paid holidays:

- | | | |
|------------------------|----------------|----------------------------|
| New Year's Day | Memorial Day | Thanksgiving Day |
| Martin Luther King Day | Fourth of July | Day after Thanksgiving Day |
| Presidents Day | Labor Day | Day before Christmas |
| Good Friday | Veterans Day | Christmas Day |
| Employee's Birthday | | |

If New Year's Day, Fourth of July, or Christmas Day holidays fall on Sunday, the following day will be declared a holiday. If the holiday falls on a Saturday, the day before will constitute a holiday.

Section B.

All regular employees who are required to work on any of the above mentioned holidays shall be compensated at one and one-half (1-1/2) times the regular rate of pay for their work that day, in addition to their regular holiday pay.

Section C.

When a paid holiday falls on an employee's scheduled day off or during his vacation period, he shall receive an additional day's pay.

Section D.

- 1) In order to qualify for holiday pay, the employee must have completed his probationary period.
- 2) Employees must have worked their last scheduled work day prior to a holiday and their first scheduled work day after a holiday to be eligible for the holiday pay, unless he has failed to so work because of sickness (a physician's excuse may be required)

**ARTICLE XII
VACATIONS**

Section A.

All full-time employees shall receive annual paid vacation according to the following schedule:

<u>Years of Service</u>	<u>Weeks of Vacation</u>
One (1)	One (1)
Two (2)	Two (2)
Five (5)	Three (3)
Ten (10)	Four (4)
Fifteen (15)	Five (5)
Twenty (20)	Six (6)

Section B.

In determining vacation periods, the wishes of the employees will be respected as to the time of taking vacation, insofar as the needs of the service will permit, providing said employee gives written notice to the Employer two (2) weeks prior to the date vacation is desired.

Section C.

The vacation period of an employee shall not be split, except at the option of the employee. Days absent due to emergencies or for reasons beyond the control of the employee can be treated as vacation days upon proper notification to the Employer.

Section D.

Upon termination of employment for any cause, an employee shall be paid for any accumulated vacation credit, including pro rata payments for periods of less than one year.

**ARTICLE XIII
HOURS OF WORK**

Section A.

The regular hours of work shall consist of eight (8) hours per day and forty (40) hours per week. The regular work week will start on Monday and end on Friday.

Section B. Overtime.

An employee who is required to work in excess of his normal eight-hour work day or forty-hour work week shall be credited with overtime hours and shall be paid at one and one-half (1-1/2) times the hourly rate of pay for all such hours on the regular pay day following the period in which the overtime hours were worked.

Section C.

It shall be the responsibility of the Employer to outline a detailed Employer policy which will indicate the responsibilities of the Foreman and Equipment Operator, and such policy will be so outlined to clearly indicate those responsibilities and duties so as to prevent the interference of operation by any individual supervisor without official action of the Employer at a regular or special meeting changing such policy. Whenever official action has been taken by the Employer to change such policy, the employees shall be notified in writing of such changes.

**ARTICLE XIV
INSURANCE PROGRAM**

Section A.

It is agreed that:

1) The Employer will continue to provide and pay the entire premium for the present group life insurance in the amount of \$25,000.00 for each active eligible employee, and \$5,000.00 for each eligible retiree.

2) Long Term Disability insurance shall be continued under the current Assurity Balance Century+ plan with the Employer paying 100% of the premium with a 90-day elimination period & 5 year benefit period.

3) The Employer will continue to provide the present medical coverage; Medica Choice Passport

2200/4400 0% with HSA Individual , usual and customary, or its equivalent, and pay 80% of the premium for said coverage.

3A) The Employer shall contribute 100% of the deductible into the employee's Healthcare Savings Account/Healthcare Reimbursement Account semiannually, the first half to coincide with the insurance plan renewals, expectedly January 1 of each calendar year & the second half on or near July 1st of each year.

3B) The Employer's annual contribution to all full and part time active employees and retired employees HSA/HRA accounts shall be 100% of the deductible, with the amounts as follows:

Single \$2,200.00

Family \$4,400.00

3C) Should an employee is excluded due to veteran's status, the employer will pay the employee directly the above listed amounts.

3D) Retired employees shall be provided the same level of deductible contribution afforded active employees per section B of this section.

3E) Active and Retired employees may request the second half of the Employer's HSA contribution earlier than July in the case of hardship. The request shall be made to the Town Clerk with an explanation of the circumstances for the request.

4) The Employer shall provide and pay the full premium for dental coverage by Delta Dental Plan of Minnesota (Arrowhead Pro Care Pool Plan)

ARTICLE XIV

INSURANCE COVERAGE OF RETIRED EMPLOYEES

Section A.

Laws of 1965, Chapter 296, authorizes the Employer to insure or protect its retired employees and their dependents under a policy or policies or contract or contracts of group insurance or benefits covering life, health and accident, medical and surgical benefits or hospitalization insurance or benefits and pay all or any part of the premiums or charges of such insurance or protection.

Section B. Re: Eligibility of Retired Employees

Any employee of the Employer who retires on or after February 1, 1969, shall become eligible for the supplemental insurance coverage or insurance programs now in effect with the Employer; provided, however, that such retired employee is eligible for the benefits under any Public Employee Retirement Act or entitled to benefits under the Federal Social Security Act.

Section C.

For any employee who retires after February 1, 1969, in accordance with an age acceptable to the

Minnesota Public Employees Retirement Association or at the retired age limit set up by the Employer and is not eligible for Medicare, the Employer will continue to provide such hospitalization and medical insurance coverage for retired employees and their dependents and provide the payment for such by paying the full single rate and 50% of dependency costs by providing monies in accordance with Laws of 1965, Chapter 296. The 50% dependency premium cost, which is the obligation of the employee, shall be paid by the Employer from the accumulated sick leave fund. If the fund is exhausted, the employee will provide such monies in cash to the Township Clerk. Such arrangements shall cease upon the death of the employee, provided, however, any remaining sick leave accumulation shall then be applied toward hospital-medical insurance premiums for the employee's dependents until such fund is exhausted.

Section D.

Any employee whose services are terminated after February 1, 1969, due to total permanent disability, shall be continued to be covered by the then-existing hospitalization-medical insurance program covering employees of the Employer. The entire cost of such disabled employee's insurance program shall be paid for out of the accumulated sick leave fund. It shall be continued to be paid for until such fund is exhausted or upon the death of the disabled person.

Section E.

The Employer agrees to provide for each retiree and his dependents who are entitled to Federal Social Security Medicare, a supplemental hospital-medical insurance coverage provided for by Blue Cross - Blue Shield supplementation. Such supplemental coverage shall be that area of hospital medical benefits not provided for under the Federal Social Security Medicare program. The Employer agrees to provide and pay the premium for such retiree and his dependents on the basis of full single premium and 50% of dependency coverage in accordance with Laws of 1965, Chapter 296. Any portion of the premium for such insurance program that may be the obligation of the retiree will be paid for by the Employer from the accumulated sick leave fund, or by the retired employee in the event he has no sick leave accumulated. Such arrangements shall cease upon the death of the retiree, providing, however, any remaining sick leave accumulation shall then be applied toward hospital medical insurance premiums for the retiree's dependents until such fund is exhausted.

Section F.

Employees shall notify, in writing to the Town Clerk, the effective date of his retirement at least four (4) weeks in advance of said date.

ARTICLE XV
SICK LEAVE FUND

Section A.

All employees who have ten (10) years or more of continuous employment with the Employer and who have reached a retirement age and are eligible for benefits under the Public Employee Retirement Act or are entitled to benefits under the Federal Social Security Act, a retirement age limit set up by the Employer, or who become totally permanently disabled as of February 1st or thereafter, shall be eligible to be continued under the then-existing hospitalization and medical program covering employees of the Employer and their dependents.

Section B.

All such employees who have accumulated sick leave days to their credit at the time of retirement or at such time as they become totally permanently disabled shall be credited with an amount of sick leave equivalent to the current value of their unused sick leave accumulation.

Section C.

The monetary amount shall be placed in a special fund for the sole purpose of providing continuation of the retiree's or disabled employee's and their dependents hospitalization and medical insurance coverage.

Section D.

The monetary value of such accumulated sick leave days shall be determined by multiplying the number of days of unused sick leave by the wage or salary rate per day being paid the employee at the time of his retirement or at the time of total permanent disability.

Section E.

The retired employee's accumulated sick leave fund shall continue in full force and effect and shall be distributed in payments in accordance with the provision of the Agreement covering retired employees and their dependents.

Section F.

All employees and dependents eligible for Medicare must enroll.

**ARTICLE XVII
SAFETY FOOTWEAR ALLOWANCE**

The Employer shall reimburse *with receipt eligible employees the costs of protective footwear up to a maximum of \$150.00 per year for each year of the contract or to a maximum of \$450.00 over the three-year agreement. Employees may elect to not purchase safety footwear the first year and may be reimbursed up to \$300.00 during the second year & \$150.00 the third year. Employees may also elect to not purchase safety footwear the first and second year and may be reimbursed up to the maximum of \$450.00 in the third year of the contract.

**ARTICLE XVIII
SALARY SCHEDULE**

<u>Classification</u>	Rate Per Hour		
	Effective:		
	<u>4/1/22</u>	<u>4/1/23</u>	<u>4/1/24</u>
WORKING FOREMAN-EQUIPMENT OPERATOR	\$26.98	\$27.72	\$28.41
HEAVY EQUIPMENT OPERATOR-REPAIRMAN	\$25.77	\$26.48	\$27.14

Probationary period shall be \$18.00 per hour.

**ARTICLE XIX
SEPARABILITY**

It is hereby declared to be the intention of the parties to this Agreement that the sections, paragraphs, sentences, clauses and phrases of this Agreement are separable and, if any clause, phrase, sentence, paragraph or section of this Agreement shall be declared invalid by the judgment or decree of a court of competent jurisdiction because of conflict with Minnesota State Law, such invalidity shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this Agreement.

The Employer and the Union agree that they will meet within a thirty (30) day period following the declaration of invalidity to begin negotiations upon a substitute clause to replace the provisions found to be invalid. This places no time limitations on the parties during which they may negotiate.

**ARTICLE XX
DURATION OF AGREEMENT**

Section A.

Except as otherwise provided, this Agreement shall continue in full force and effect until March 31, 2025. It shall be the responsibility of the parties to reach an agreement prior to the expiration date of this Agreement. If settlement on a new agreement cannot be reached by the expiration date of this Agreement, the present agreement shall remain in effect until a new settlement has been reached.

BOARD OF SUPERVISORS
GREENWAY TOWNSHIP
MARBLE, MINNESOTA

LOCAL UNION #456, AMERICAN
FEDERATION OF STATE, COUNTY
& MUNICIPAL EMPLOYEES AFL-CIO


Joe Zeleznikar (Aug 11, 2022 07:56 CDT)

Chairman


Adrian Mikulich (Aug 12, 2022 12:08 CDT)

Local 456-2 Chapter Chair



Clerk


Troy Bauch AFSCME C65 (Aug 11, 2022 15:34 CDT)

Council 65 Staff Representative


george kolig (Aug 11, 2022 11:07 CDT)

Supervisor

Effective Date: April 1, 2022

Local 456 Greenway Township 2022-2025


Final Audit Report


2022-08-12

Created:	2022-08-11
By:	Tara Deguiseppi (tara.deguiseppi@gmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAACa5zqsK_NWZ0vYdSRLLMFjzKh-2WTCvq

"Local 456 Greenway Township 2022-2025" History


 Document created by Tara Deguiseppi (tara.deguiseppi@gmail.com)
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2022-08-11 - 3:06:55 AM GMT

 Email viewed by jwzezy@gmail.com
2022-08-11 - 3:07:03 AM GMT

 Signer jwzezy@gmail.com entered name at signing as Joe Zeleznikar
2022-08-11 - 12:56:26 PM GMT


 Document e-signed by Joe Zeleznikar (jwzezy@gmail.com)
Signature Date: 2022-08-11 - 12:56:27 PM GMT - Time Source: server


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2022-08-11 - 4:07:30 PM GMT


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 Signer tbauch@afscme65.org entered name at signing as Troy Bauch AFSCME C65
2022-08-11 - 8:34:50 PM GMT


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Signature Date: 2022-08-11 - 8:34:51 PM GMT - Time Source: server

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2022-08-11 - 8:34:53 PM GMT

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 Signer mikulichaaaron@gmail.com entered name at signing as Aaron Mikulich
2022-08-12 - 5:08:18 PM GMT

 Document e-signed by Aaron Mikulich (mikulichaaaron@gmail.com)
Signature Date: 2022-08-12 - 5:08:20 PM GMT - Time Source: server

 Agreement completed.
2022-08-12 - 5:08:20 PM GMT