

AGREEMENT

between

CITY OF KINNEY, MINNESOTA

and

LOCAL 453, MINNESOTA COUNCIL 65

AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO

PUBLIC WORKS DEPARTMENT

JANUARY 1, 2018 - DECEMBER 31, 2019

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A G R E E M E N T

This Agreement, entered into between the City Council of the City of Kinney, hereinafter referred to as the "EMPLOYER", and the American Federation of State, County and Municipal Employees, AFL-CIO, Local Union No. 453, and AFSCME Council 65, hereinafter referred to as the "UNION".

ARTICLE I

PURPOSE

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 by the parties.

The parties hereto, having come to agreement as to the terms and conditions of employment for the members of the bargaining unit, do hereby enter into this Agreement in accordance with the Public Employment Labor Relations Act.

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 and supervisory representatives at all levels, is firmly bound to observe the conditions of this Agreement.

Section C.

The Union, including its 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 453, American Federation of State, County and Municipal Employees, AFL-CIO, and AFSCME Council 65, as the exclusive representative for collective bargaining purposes for all employees contained within the bargaining unit composed of all employees of the City of Kinney, Minnesota, who are public employees within the meaning of Minnesota Statute 179A.03, Subd. 14, excluding essential, confidential and supervisory employees. Eligible employees are those who work more than 14 hours per week and a minimum of 67 days in a calendar year.

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
MANAGEMENT

Section A.

The Union recognizes the right and obligation of the Employer to officially manage and conduct the operation of the City within the detailed limits as described in the Minnesota Public Employees Labor Relations Act, Section 179A.07 inclusive.

ARTICLE V
CHECKOFF OF UNION DUES

Section A.

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/Treasurer of Local 453, which are Union dues or initiation fees of the Union, and transmit to AFSCME Council 65 the total amount so deducted, together with a list of the names of the employees from whose pay deductions were made.

Section B. Non-Union Employees.

All employees covered by this Agreement as provided in Article III, Recognition, who are not members of the Union, may be required by the Union to contribute a fair share fee for services rendered by the Union. The Employer, upon notification by the Union of such employees, shall be obligated to check off said fee from the earnings of the employees and transmit same to the Union. In no instance shall the required contribution exceed a pro-rata of the specific expenses incurred for services rendered by the Union in relationship to negotiations and administration of grievance procedure.

ARTICLE VI
HOURS OF WORK

Section A.

The normal hours of work for full-time employees shall be eight (8) hours per day and forty (40) hours per week. All hours worked in excess of eight (8) hours per day or forty (40) hours per week shall be compensated at one and one-half (1-1/2) times the regular rate of pay. Weekend coverage shall be shared on a rotating basis, including the part-time employee, and the person scheduled shall be available for all call-in responsibilities, the daily station checks, etc., and shall be compensated for two (2) hours per day at regular rates. The part-time employee shall receive two (2) hours of pay at regular rates for each day of weekend duty. For full-time employees, all hours worked in excess of two (2) hours per day on the weekend shall be paid at the overtime rate. A schedule shall be submitted to the City Council, at the regular monthly meeting, which will cover the next five (5) week period.

Section B.

The Employer agrees that split shift work will not be scheduled for employees of any department.

Section C.

All employees shall be granted one-half (1/2) hour lunch period, un-paid, duty free, at the midpoint of the work shift or during customary eating hours.

Rest periods during the day are limited to a maximum of 15 minutes each break. Employees shall be allowed two (2) breaks per day.

Section D.

(1) All employees covered by this Agreement called out during off working hours shall receive a minimum of two (2) hours pay at the applicable rates.

(2) Employees may opt to take compensatory time off in lieu of overtime pay, subject to provisions of the Fair Labor Standards Act as amended 1985. Compensatory time off shall be at the rate of one and one-half (1-1/2) hours off for each one

(1) hour worked over the employee's normal hours of work as provided in Article VI, Section A. For purposes of compensatory time accumulation and utilization, an employee may accumulate time off without limits, but time accumulated must be taken off within a calendar quarter (Jan 1 - March 31, etc.). Employees shall be allowed to carry over a maximum of 30 hours from one quarter to the next. All hours in excess of the carry over will be paid out at the appropriate rate on a separate check.

Section E. Overtime Hours.

Overtime will be distributed as equally as possible between full-time employees. For purposes of calculating overtime, paid holidays shall be counted as time worked.

ARTICLE VII
SICK LEAVE

Section A.

All regular employees shall earn sick leave, with pay, at the rate of .0462 hours for each hour paid, exclusive of overtime hours paid, accumulative to seven hundred and twenty hours (720) or 90 working days. (Annual calculation is based on 2080 hours per year = 2080 hours per year x .0462 = 96 hours per year or 8 hours per month.)

Section B.

The Employer may require the employee to present a verification of illness, for a sick leave of absence of more than three (3) days, by requiring a doctor's written certification. Sick leave shall be paid for absences on a scheduled work day, because of illness, injury, need for medical or dental care, or by illness in the immediate family where attendance of the employee is necessary. For purposes of this section immediate family shall be defined as spouse and children.

Section C. Worker's Compensation.

Pursuant to MN. Statute 176, an employee injured on the job in the service of the City and who is collecting Worker's Compensation insurance benefits may draw sick leave or vacation from the City so that the Worker's Comp benefit plus the sick leave or vacation results in the employee receiving a full salary. Only that fraction of a day's wages not so covered by Worker's Compensation benefits will be deducted from the employee's accrued sick leave or earned vacation up to the extent of the employee's total accrued sick leave or earned vacation days.

The Employer shall continue to provide benefit payments as described in this Agreement for a period of one (1) year after all vacation, sick leave, and compensable time has been first used up during the period of the injured employee's disability.

Employees shall continue to accrue seniority throughout the period of disability.

Section D. Leave of Absence for Injury or Illness.

After an employee has used all of their accumulated sick leave, upon written request by the employee, they shall be granted a leave of absence without having their name removed from the employment register. After each six (6) months interval, the Employer and the Union shall review the case as to whether any further leave shall be granted, not to exceed five (5) years, and subject to the furnishing by the employee of a doctor's report for each six-month period. The Employer agrees to pay employee's insurance program for the first sixty (60) days of such leave of absence.

Section E.

The Employer will pay for all physical examinations required by the Employer or by any Federal and/or State rules and regulations.

Section F. Maternity Leave

An employee shall be allowed to use accrued vacation, sick leave, compensatory time, and unpaid leave in any combination for this leave. The period for this leave could occur one (1) month prior to the expected date of birth, to six months after the birth of the child. Notification and consultation with the Employer is required. Total period of the leave shall not exceed six (6) months, unless requested and approved by the parties.

Section G. Severance Pay

If an employee retires following fifteen (15) years of service leaves employment with the city, and the age of 58, the employee shall receive 100% of the value of the unused accumulated sick leave in a cash payment, or the employee has the option to leave the accumulated sick leave in a fund with the City to be used as payment for medical insurance premiums. The remaining unused accumulated sick leave shall be used by the City as a contribution toward the retiree's medical insurance premium. The City may require thirty (30) days advance notice of the employee's intent to cash out the unused accumulated sick leave. If the employee is not age 58 they will forfeit 50% of the accumulated sick leave.

Section G. Sick Leave Bonus

Effective January 1, 2018, employees will be eligible for a sick leave bonus based on the following:

Hours Per Year of Used Sick Leave	Days of Pay
0 hours- 8.0 hours	5
8.1 hours-16 hours	4
16.1 hours- 24 hours	3
24.1 hours- 32 hours	2
32.1 hours- 40 hours	1
40.1 hours or more	0

Employees who suffer a worker's compensation related injury while employed by the Employer shall have the option of utilizing one third (1/3) day of sick leave, or no sick leave to remain qualified for the sick leave bonus. It would exclude employees who request and are granted a leave of absence exceeding five (5) days. The sick leave bonuses will coincide with the calendar year. The sick leave bonus check will then be issued the first pay period of January on a separate check.

ARTICLE VIII
FUNERAL LEAVE

Section A.

For death in the employee's immediate family, up to three (3) consecutive days leave will be granted for bereavement. One of the three days must be the day of the funeral or memorial service. If the funeral or memorial service falls on a Saturday or Sunday, then the employee shall have two (2) days of leave, which must be taken on the scheduled work days immediately before or after the day of the funeral or memorial service. "Immediate family" is defined as wife, husband, child, parents, parents of the spouse, brothers and sisters, and brothers or sisters-in-law...

Section B.

When an employee is on vacation and a death occurs in his immediate family, and the employee notifies their supervisor of such death, their vacation shall at the request of the employee be changed to the use of emergency leave as described above

in Section A.

ARTICLE IX
HOLIDAYS

Section A.

All regular employees shall be paid for the employee's normal shift at straight-time hourly rates for the following holidays:

New Year's Day	Labor Day
Christmas Day	Fourth of July
Thanksgiving Day	Memorial Day
Day after Thanksgiving	Christmas Eve Day
Good Friday	Veterans' Day

For employees scheduled Monday through Friday, if the holiday falls on a Saturday, Friday would be considered the paid holiday; and if it falls on Sunday, Monday would be the paid holiday.

For employees scheduled through the weekend, if the holiday falls on a Saturday or Sunday, the employee shall receive eight (8) hours of pay at straight time, and shall work two (2) hours call-out at time and one-half (1-1/2) rates.

Section B.

All regular employees who are required to work on any of the above-mentioned paid holidays shall be compensated at one and one-half (1-1/2) times their regular rate of pay in addition to their holiday pay. All holidays shall be considered as days worked in the computation of overtime.

Section C.

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

Section D. Personal Days

In addition to the granted holidays, 16 hours of personal leave with pay shall be granted to each employee per year. Personal leave must be taken off before the end of each calendar year or it will be lost. Personal leave shall be taken with prior approval from the Employer.

ARTICLE X
VACATIONS

Section A.

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

<u>Years of Service</u>	<u>Vacation Days</u>
After one (1) thru two (2) years of service	5 days or 40 hours
Start of 3 thru four (4) years of service	10 days or 80 hours
Start of 5 thru thirteen (13) yrs of service	15 days or 120 hours
Start of fourteen (14) years or more	20 days or 160 hours

Vacation days are defined as work days. Employees scheduled days off shall include additional intervening weekends, without pay. Vacations may be used in increments of four (4) hours or more.

Section B.

In determining vacation periods, the wishes of the employee will be respected as to the time of taking vacation insofar as the needs of service will permit. It is understood that the rights of the senior employee will prevail in the selection of vacation time when an agreement cannot be reached among the employees. Arrangement for the dates and times for vacation shall be made between the employee and the Employer. During the last six (6) months of the employee's vacation year, the employees shall submit a vacation schedule to the Council for their remaining vacation days.

Section C.

Upon termination of employment for any cause, employees shall be paid any accumulated vacation credit, including pro rata payments for periods of less than one (1) year.

Section D.

The employee shall use any accumulated vacation time in the anniversary year following that in which it was earned. There shall not be continued accumulation beyond the aforementioned time period, provided, however, if the Employer is unable to grant said vacation during such time period, the employee shall then be allowed to carry over vacation into the next anniversary year.

Section E.

In case of death of any employee, any unused vacation shall be paid to the heirs or estate of the employee.

ARTICLE XI

SENIORITY

Section A.

Seniority standing shall be granted to all employees. The standing is to be determined on the basis of the total length of continuous employment for the Employer. Employees shall be placed on probation for a period of six (6) months, and upon successful completion of such probationary period, seniority shall revert to the first day of employment.

Section B.

An employee shall lose 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 whenever feasible after receipt of notice by Registered Mail. The City Clerk shall send this notice to return to work to the employee at their last known address.

Section C.

Employees shall be laid off in the inverse order of seniority. In the event of rehiring, they shall be rehired according to seniority in the inverse order of layoffs.

Section D.

In case of transfer from one classification of work to another, an employee involved in the transfer shall not lose seniority standing.

Section E.

In case of reduction of force or the elimination of a position, a senior employee may exert his seniority preference over a junior employee in any classification of work.

Section F.

Temporary vacancies shall be filled by the senior qualified employee opting for same. 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. A temporary vacancy shall be defined as any absence of an employee for fifteen (15) or more consecutive days.

No employee shall be permanently transferred to fill a position, except that if no one will fill the position, the youngest employee shall be assigned to fill the position.

A temporary vacancy, which reasonably can be expected to exceed thirty (30) calendar days, due to vacation, leave of absence, sickness or other disability of an employee, shall be posted in accordance with Section G of this Article.

Section G.

Notices of all vacancies and newly-created positions shall be posted on the employees bulletin boards. An employee shall be given seven (7) 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 he has the necessary qualifications to perform the duties of the job involved. This determination shall be made by the Employer. A thirty-day trial period shall be given the employee for the purpose of determining his qualifications, unless he is obviously not qualified. In the event the Union does not concur in the determination, the applicant shall have the right of appeal through the grievance procedure provided herein. In the event the Employer and the Union agree during the trial period that the applicant does not possess the necessary qualifications, the applicant shall have the right to return to his former position and shall not be denied the right to make application for any other posting.

Section H.

The seniority of an employee shall not be terminated or broken because of absence due to illness or temporary layoff.

Section I.

The seniority list shall be brought up to date on January 1 of each calendar year and posted on the employees bulletin board. A copy of the seniority list shall be sent to the President of the Union.

ARTICLE XII

ACTIVE EMPLOYEES INSURANCE PROGRAM

Section A. Medical and Hospital Insurance.

The Employer shall pay for the entire cost of a single plan monthly premium, and the parties shall split the cost of

dependent plan monthly premium with the Employer paying 85% of the total monthly premium and the employee paying the balance of 15% of the total monthly premium.

Effective January 1, 2011: Insurance coverage shall be a BC/BS VEBA 100 Plan 831.”

The Employer shall contribute a maximum of \$1850 to the deductible for single coverage and a maximum of \$3700 to the deductible for family coverage.

Section B. Life Insurance.

The Employer will provide and pay the entire premium for term life insurance in the amount of \$12,000 for each eligible employee (as currently provided by the City).

Section C.

Life insurance, hospital and medical coverage shall be provided by the Employer during sick leave and vacation.

Section D. Long Term Disability

The Employer shall provide a long term disability policy for all employees, if the employee qualifies with the carrier, as a rider to the health insurance. The policy will take effect after a three (3) month waiting period for the affected employee. The policy shall pay 60% of the employee's regular earnings.

Section E. Dental Reimbursement

The City shall reimburse a maximum of \$250.00 each calendar year for any dental bills submitted by the employee or his/her dependents.

Section F. Eye Wear Reimbursement

The Employer shall provide \$100.00 per year with a maximum accumulation from contract year to contract year of \$300.00 toward the reimbursement of eyewear for the employee. Employee shall submit receipts for eyewear in order to receive any reimbursement from the Employer.

ARTICLE XIII
GENERAL PROVISIONS

Section A.

The Employer shall not replace a full-time position on a permanent basis with a part-time employee or employees when full-time status hours are available.

Section B.

Representatives of the A.F.S.C.M.E., 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 C.

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 D.

When a resignation or retirement notice has been presented to the Employer, the Employer shall immediately post notice of a vacancy, if the City elects to maintain the position, or shall notify the Union in writing of the abolishment of the position.

Section E. Jury Duty.

Any employee who is summoned for jury duty shall receive his regular pay for such period, less the amount he receives as a juror.

Section F.

All benefits shall be pro-rated for part-time employees (employees paid less than thirty hours per week) covered by the bargaining agreement as per Article III, Recognition Clause.

Section G. Uniform Allowance

The City shall issue annually a uniform allowance of \$150.00 for each employee. Street Dept. employees shall wear safety footwear during work.

Section H. Mileage

Employees shall be reimbursed at the current IRS rate for all miles driven with private vehicles when performing work for the City. Pre-approval of private vehicle usage is required.

Section I. Strike Situations

If employees are on strike against the City, the City shall not be responsible for payment of any medical benefits, or other benefits of this Agreement.

ARTICLE XIV
GRIEVANCE PROCEDURE

Section A.

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.

Section B.

1. The Employer and the Union shall attempt to adjust all grievances which may arise by virtue of these regulations or otherwise in the following manner:

2. All grievances must be filed and submitted in writing within fourteen (14) calendar days from the date the infraction is known to the affected employee or known by any employee within the bargaining unit if the infraction affects all members of the bargaining unit, commencing with the first step of this procedure. Should an employee or the Union fail to comply with the above time limit, the grievance shall not be valid and shall not be processed through this procedure.

(a) Upon receiving a grievance in writing, the Council shall place the grievance on the agenda for the next regularly scheduled Council meeting. Notice shall be sent to the grievant and their exclusive representative of the time and date of said meeting. The grievance will be discussed by the parties at the meeting. The Council shall then have 14 days to respond in writing as to their position on the grievance. Should the Council or their designee fail to answer the grievance within the time limits of Step (a), said grievance shall be honored and considered settled. Should the grievance be denied, the grieving party shall have fourteen (14) calendar days to request that the grievance be moved to the next step.

(b) In all cases where a grievance or dispute has progressed through the provisions of Step (a) and remain unresolved, the parties hereto agree that within fifteen (15) calendar days after the grievant has given notice to the Council of his intention to pursue the grievance to the final step of arbitration, the parties shall submit to the Director of Mediation a request for a list of seven (7) names for the purpose of the parties to select one of the seven (7) names as arbitrator. Upon receiving such list, the method in the selection shall be by virtue of the parties alternately eliminating one name at a time until one name remains. The first strike shall be determined by the flip of a coin. The remaining name shall be the arbitrator who shall make his decision regarding the grievance and which shall be binding on the parties. It is hereby further agreed that the cost and expense of the arbitrator shall be shared equally by the parties to this Agreement.

++Time limits may be extended upon mutual agreement between the parties.

ARTICLE XV

SUSPENSIONS, DISCHARGE, DEMOTION AND TRANSFER

Section A.

The City and the Union agree to a positive progressive discipline program. If an employee warrants disciplinary action, the following steps of progressive discipline shall be followed prior to suspension or discharge:

1. Verbal Warning
2. Written Warning
3. Three (3) days suspension
4. Termination

Section B.

Notwithstanding the provisions of Section A, Article XV, an employee may be temporarily suspended for just cause. The employee shall be notified of the reasons for their suspension, in writing, at the time of suspension. If the employee feels they have been suspended without just cause, the employee shall have the right of appeal by invoking the normal grievance procedure within fourteen (14) 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 C.

In addition to the four step process of Section A, Article XV, 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 them. The employee may be suspended with or without pay during the period in which the hearing takes place. His or her name shall not be removed from the payroll. In the case of reinstatement after the hearing, the employee shall be made whole for the period of suspension.

Section D.

The records of an employee shall be purged after eighteen (18) months following the occurrence for which disciplinary action was taken.

Section E.

Nothing herein shall be construed to affect the status of war veterans in contravention of existing laws relating to war veterans employment, discharge or promotion.

ARTICLE XVI
WAGE ADMINISTRATION

Section A.

The pay period shall be two weeks in duration, commencing at 12:01 a.m. Monday and ending at 12:00 p.m. Sunday. Pay day shall be every other Tuesday.

ARTICLE XVII
INSURANCE COVERAGE FOR RETIRED EMPLOYEES

Section A.

For any employee who retires in accordance with an age acceptable to 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, as is in effect with the Employer for its regular employees, and provide the payment for such by paying the full single rate and 50% of dependency costs. The 50% dependency cost, which is the obligation of the Employer, shall be paid for by the Employer from the retired employee's accumulated sick leave fund. If the fund is exhausted, the employee will provide such monies in cash to the City Clerk. In the event of the retired employee's death, any remaining sick leave pay shall be applied toward hospital-medical insurance premiums for the employee's dependents until such fund is exhausted.

Section B.

The Employer agrees to provide for each retiree and their dependents who are entitled to Federal Social Security Medicare a supplemental hospitalization. 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 their dependents on the basis of full single and 50% of dependency coverage. The 50% dependency cost, which is the obligation of the Employer, shall be paid for by the Employer from the retired employee's accumulated sick leave fund. If the fund is exhausted, the employee will provide such monies in cash to the City Clerk. In the event of the retired employee's death, any remaining sick leave pay shall be applied toward hospital medical insurance premiums for the employee's dependents until such fund is exhausted.

Note: All retirees and dependents eligible for Medicare must enroll in same at time of eligibility.

ARTICLE XVIII

DURATION

This Agreement shall remain in full force and effect through December 31, 2019. It shall be automatically renewed from year to year thereafter unless either party desires to modify or amend said Agreement. The request to modify or amend the Agreement shall be made by either party giving a written notice of such intent not less than ninety (90) days prior to the expiration of this Agreement or any extension thereof. If settlement on a new agreement cannot be reached prior to termination, the present contract shall remain in effect until a new settlement has been reached.

Annexation. It is the intent of the City Council to make every good faith effort to preserve the seniority, wage rates and positions of all bargaining unit employees in the event an annexation were to take place with any neighboring community. If requested, by the exclusive representative, the Council would consider re-opening the contract if it would benefit the parties prior to a final annexation.

CITY COUNCIL
KINNEY, MINNESOTA

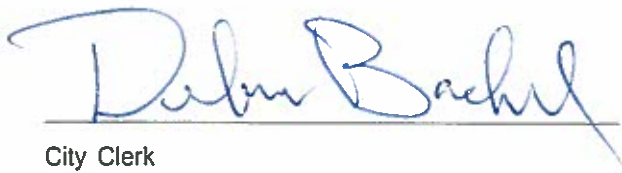
LOCAL 453, MINNESOTA COUNCIL 65
AMERICAN FEDERATION OF STATE, COUNTY
& MUNICIPAL EMPLOYEES, AFL-CIO



Mayor



Staff Representative



City Clerk

President AFSCME Local 453

KINNEY STREET DEPARTMENT WAGES

EFFECTIVE JANUARY 1, 2018- DECEMBER 31,2019

UTILITY PERSON-NO LICENSES									
	START	AT 2YRS	AT 3YRS	AT 4YRS	AT 5-10 YRS	AT 11-15 YRS	AT 16-20 YRS	AT 20YRS+	
2018	\$ 18.22	\$ 18.51	\$ 18.79	\$ 19.06	\$ 19.35	\$ 19.63	\$ 19.91	\$ 20.19	
2019	\$ 18.72	\$ 19.01	\$ 19.29	\$ 19.56	\$ 19.85	\$ 20.13	\$ 20.41	\$ 20.69	
UTILITY PERSON-WATER LICENSE									
	START	AT 2YRS	AT 3YRS	AT 4YRS	AT 5-10 YRS	AT 11-15 YRS	AT 16-20 YRS	AT 20YRS+	
2018	\$ 18.53	\$ 18.81	\$ 19.09	\$ 19.37	\$ 19.65	\$ 19.94	\$ 20.22	\$ 20.50	
2019	\$ 19.03	\$ 19.31	\$ 19.59	\$ 19.87	\$ 20.15	\$ 20.44	\$ 20.72	\$ 21.00	
UTILITY PERSON-WASTE WATER AND WASTEWATER LICENSE									
	START	AT 2YRS	AT 3YRS	AT 4YRS	AT 5-10 YRS	AT 11-15 YRS	AT 16-20 YRS	AT 20YRS+	
2018	\$ 18.84	\$ 19.13	\$ 19.41	\$ 19.69	\$ 19.77	\$ 20.25	\$ 20.53	\$ 20.81	
2019	\$ 19.34	\$ 19.63	\$ 19.91	\$ 20.19	\$ 20.27	\$ 20.75	\$ 21.03	\$ 21.31	
LEAD WORKER- WATER AND WASTEWATER LICENSE									
	START	AT 2YRS	AT 3YRS	AT 4YRS	AT 5-10 YRS	AT 11-15 YRS	AT 16-20 YRS	AT 20YRS+	
2018	\$ 19.56	\$ 19.85	\$ 20.23	\$ 20.41	\$ 20.68	\$ 20.97	\$ 21.25	\$ 21.53	
2019	\$ 20.06	\$ 20.35	\$ 20.73	\$ 20.91	\$ 21.18	\$ 21.47	\$ 21.75	\$ 22.03	