

CONTRACT AGREEMENT

between

THE CITY OF CALUMET

and

LOCAL UNION NO. 81

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

JANUARY 1, 2017 - DECEMBER 31, 2019

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## PURPOSE OF AGREEMENT

### Section A.

It is the intent and purpose of the parties to promote and insure harmonious relations, cooperation and understanding between the Employer and the employee, to encourage economy of operation and the protection of property, to establish standard hours of work, rates of pay, and working conditions. The Employer pledges its employees considerate and courteous treatment, and the employee pledges the Employer loyal and efficient service.

### Section B.

The provisions of this Agreement constitute the sole procedure for the processing and settlement of any claim by an employee of the City for an alleged violation by the Employer of this Agreement.

## ARTICLE I RECOGNITION

### Section A.

Pursuant to the certification of the State of Minnesota, Bureau of Mediation Services, the Employer recognizes that AFSCME Council 65, AFL-CIO, is the sole and exclusive bargaining agent for the purposes of collective bargaining with respect to rates of pay, hours of work, benefits, and other terms and conditions of employment for all employees of the City of Calumet, Minnesota, who are public employees within the meaning of Minnesota Statute 179A.03, Subdivision 4, excluding supervisory, confidential, and essential employees.

### Section B.

The Employer shall not enter into any agreement with 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 or with the role of the Union as the sole and exclusive representative for said employees.

## ARTICLE II DEFINITION OF REGULAR EMPLOYEE

### Section A.

The term "regular employee", as used in this Agreement, shall mean any employee who has been employed by the Employer to work for the City of Calumet and who works full-time and has completed the required probationary period provided for in this Agreement. The term "full-time" as used in this Agreement shall mean a regular employee who is scheduled in the applicable job description to work at least forty (40) hours per week.

### Section B.

Probation period shall be defined as three hundred sixty-five (365) days or twelve (12) months of employment when referred to in this Agreement.

### Section C.

Any employee hired after January 1, 2004 and before January 1, 2008, who is scheduled in the applicable job description to work at least twenty (20) hours but less than forty (40) hours per week shall receive only those benefits as set forth in this Agreement under Article IV entitled "Holidays", Article V entitled "Vacations", Article VI entitled "Sick Leave", and Article XIV entitled "Group Health and Medical Insurance." All employees hired after January 1, 2008 and who are scheduled in the applicable job description to work less than thirty-two (32) hours per week shall not receive any benefits. Any employees hired after January 1, 2008, who are scheduled in the applicable job description to work at least thirty-two (32) hours but less than forty (40) hours per week shall receive only those benefits as set forth in this Agreement under Article IV entitled "Holidays", Article V entitled "Vacations", and Article VI entitled "Sick Leave."

ARTICLE III  
HOURS OF WORK

Section A.

The basic workday and normal work week for regular full-time employees shall consist of five (5) days of eight (8) hours each, between 11:00 p.m. Sunday and 10:59 p.m. the Sunday following, unless mutually agreed. All hours worked in excess of eight (8) per day or forty (40) per week shall be considered overtime and compensated at time and one-half (1-1/2) pay rates for either pay or compensable time off. It is further agreed that the position of Street Maintenance Person shall consist of a forty (40) hour week, and the position of Street Maintenance Helper shall consist of a forty (40) hour week, covering the Monday through Friday of each week commencing at 7:00 a.m. and continuing until 3:30 p.m. There shall be a half-hour (1/2) lunch break from 11:00 to 11:30 am. Also two (2) fifteen (15) minute coffee breaks shall be taken, one in the morning at 9:00 to 9:15 a.m. and one in the afternoon at 1:00 to 1:15 p.m.

When an employee is called out to work on other than their regular shift, they shall be compensated for all hours worked at time and one-half (1 1/2) rates, with a minimum of two (2) hours. This minimum call-out pay shall not apply in the case where an employee is called out prior to the start of their regular shift and continues working without interruption on such regular shift nor shall it apply for overtime work which commences at the end of an employee's regular shift

Section B.

The hours for the employees of the Library will be set by the Library Board. Any time worked in excess of eight (8) hours per day or forty (40) hours per week shall be paid at time and one-half (1-1/2) the employee's regular hourly rate of pay.

Section C.

**STEP-UP PAY:** When a regular full-time employee with a lower pay classification is working alone, the employee shall be paid \$2.00 per hour over their normal rate of pay as step-up pay. This applies to absences caused by vacations, illness or injury, or compensatory time off.

ARTICLE IV  
HOLIDAYS

Section A.

All eligible employees shall receive the following paid holidays:

New Year's Day	Fourth of July	Thanksgiving day and
Presidents Day	Labor Day	the following day
Memorial Day	Veteran's Day	
One Floating	Martin Luther King Day	Christmas Eve day and Christmas day
Holiday		

In order to qualify for paid holidays, the employee must have worked more than 1/2 time (20 hours per week) scheduled in the applicable job description and must have worked the last scheduled work day prior to and the first scheduled work day after the holiday, unless he/she has failed to so work because of sickness (a physician's excuse may be required).

Provided, when New Year's Day (January 1), Independence Day (July 4), or Christmas Days (December 24 or 25) fall on Sunday, the following day shall be a holiday; and provided when New Year's Day (January 1), Independence Day (July 4), or Christmas Days (December 24 or 25) fall on Saturday, the preceding day shall be a holiday.

Section B.

All regular full-time employees who are required to work on any of the above holidays shall be compensated for such holidays at one and one-half (1-1/2) their regular hourly rates for work that day, in addition to their regular holiday pay. Part-time employees who work varying hours shall be paid an average of their normal hours on a regular work day as holiday pay.

ARTICLE V  
VACATIONS

Section A.

Regular full-time employees shall accumulate vacation time according to the following schedule:

\*Part-time employees shall receive pro-rata vacation benefits based on a 40-hour work week.

<u>Years of Service</u>	<u>Hours Per Month</u>	<u>Hours/Days Per Year</u>
0 to 1	3.34	40 / 5 days
2 to 4	6.67	80 / 10 days
5 to 12	10.00	120 / 15 days
13 to 19	13.34	160 / 20 days
20 to 24	16.67	200 / 25 days
25+	20.00	240 / 30 days

Probationary employees shall accrue vacation from their date of hire but shall not be entitled to use such vacation leave until they complete twelve (12) months of service.

Vacation time shall be earned in the calendar year of the anniversary (start date) of the employee each year and utilized in the following calendar year. For example, a regular full-time employee who has a fifth anniversary of employment in one calendar year shall be entitled to five (5) additional days of vacation the following calendar year. Vacation time for each calendar year shall be used by the end of that calendar year.

Section B.

Employee requests for vacation time must be approved by the Employer. The vacation period of an employee shall not be split, unless mutually agreed to between the employee and the Employer. Days absent due to emergencies or for reasons beyond the control of the employee can be treated as vacation days upon proper approval of the Employer.

ARTICLE VI  
SICK LEAVE

Section A.

All regular full-time employees shall be granted fifteen (15) days of annual sick leave with pay, accumulative to one hundred thirty-five (135) days. Sick leave days shall be paid according to hours regularly worked that day. Part-time employees shall receive pro-rata benefits based on a 40-hour work week,

The monetary amount shall be placed in a special fund for the purpose of providing continuation of the retiree's or disabled employees and their dependent's hospitalization, medical and dental insurance coverage. Upon death of the employee, the cash value of the remaining accumulated sick leave fund shall be forwarded to the employee's estate.

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 their retirement or at the time of their total permanent disability.

Employees with accumulated sick leave days at the time of retirement, who retire from the City with a minimum of fifteen (15) years of full-time service and meet PERA retirement guidelines, shall be eligible to receive the monetary value thereof, up to their accumulated sick leave time of 135 days as set forth above, in the form of a severance payment. Severance pay shall equal one hundred percent (100%) of the amount of the employee's accumulated sick leave days on the date of retirement. Any severance pay shall be paid into the tax qualified health care savings plan (HCSP) to be established by agreement of the City and employee to aid the employee in meeting post-retirement medical needs for the employee, spouse or dependents in accordance with the provisions of the HCSP. To the extent permitted by law, the severance pay paid into the HCSP may be used to pay the employee's portion of the premium for any such coverage provided under Article XIV, Section D of this Agreement.

#### Section B.

An employee shall continue to accrue sick leave credit when they are out of work due to a compensable injury under the Worker's Compensation Act. An employee may request that the City deduct up to one-third (1/3) day of sick leave per day to compensate for wages lost while on Worker's Compensation.

#### Section C.

At the request of the City Council, the employee may have to submit a doctor's certificate to verify an illness or absence and receive sick leave pay. Any sick leave absence in excess of three (3) consecutive working days shall require the employee to obtain a doctor's certificate. Employees shall be entitled to use five (5) days of sick leave per year to attend to the medical needs of a dependent living in their household.

### ARTICLE VII UNPAID LEAVE OF ABSENCE

Any regular full-time employee who is absent due to illness after their sick leave and accrued vacation and compensatory time has been exhausted shall be granted a disability leave of absence for a period not to exceed three (3) months. An employee on disability leave shall continue to acquire seniority during the period of such leave. The employee shall be required to furnish the City Council with a doctor's certificate as to their inability to return to work each three (3) months during the period of disability leave. After three (3) months, the City Council may consider extending the leave or terminating the employee.

### ARTICLE VIII DEATH IN THE FAMILY

Three (3) days absence without loss of pay shall be allowed to any regular full-time employee in the case of death in the immediate family. Immediate family shall be defined as a brother, sister, son, daughter, father, mother, guardian, wife, husband, father-in-law, mother-in-law, grandchildren and grandparents of either the employee or his/her spouse. (The preceding statement is meant to include "step" family members). Five (5) additional days may be granted by the Employer for travel, if necessary, or for other reasons as they shall deem necessary. Said additional days are to be deducted from sick leave, vacation or comp time.

Any regular full-time employee shall be allowed one (1) day's leave without loss of pay if they are to serve as a pallbearer in a funeral.

ARTICLE IX  
SENIORITY

Section A.

All new employees shall be on probation for a period of twelve (12) months, at the end of which period they shall be entitled to seniority from their first day of employment. The standing is to be determined on the basis of the total length of continuous service in one department for the City of Calumet.

Section B.

An employee shall lose their seniority standing upon voluntary resignation from employment with the City of Calumet.

Section C.

In the reduction of staff in any classification of work, a senior employee shall be given preference of work over a junior employee, provided qualifications are met.

Section D.

All laid off employees who are qualified to perform the duties of the available position shall be rehired before any job is posted to outside the bargaining unit.

Section E. Posting.

In the event of a vacancy in any bargaining unit position, or newly created position, the City shall post a notice of such vacancy to the employees for a period of five (5) *working* days. The posting shall include the normal hours of work, job title, and rate of pay for the position, along with any required licenses or qualifications. Upon completion of the posting period, the senior applicant, who meets the minimum qualifications of the position, shall be awarded the vacancy. If no current qualified employees post for the position, the City may seek external applicants and hire as per City policy. Any vacancy which is expected to last more than ten (10) working days shall be posted by the Employer.

Any employee awarded a posted vacancy shall serve a 30-day trial period in the position for purposes of evaluating the skills of the employee and the ability of the employee to perform the duties of the position. If the Employer determines that the employee cannot meet the requirements of the position during the 30-day trial period, they shall notify the employee in writing of the inefficiencies and return the employee to their previous position. If the employee decides during the 30-day trial period that they are not interested in staying in the position, they shall notify the Employer in writing and shall be returned to their previous position within the 30-day trial period.

ARTICLE X  
UNION SECURITY

Section A.

In recognition of the Union as the exclusive representative:

- 1.1 The Employer shall deduct an amount each pay period sufficient to provide the payment of regular dues and/or other Union approved deductions, established by the Union from the wages of all employees authorizing, in writing, such deduction on a form mutually agreed upon by the Employer and the Union.
- 1.2 The Employer shall remit such deductions to AFSCME Council 65 Administrative Office (118 Central Avenue, Nashwauk MN 55769) with a list of the names of the employees from whose wages deductions were made, along with other pertinent employee information necessary for the collection and administration of union dues, preferably in an Excel formatted report that may be electronically transmitted, or by U.S. mail.

- 1.3 The Union shall provide the formula or schedule (if applicable) to calculate the actual dues deduction to the Employer and will provide a spreadsheet that can be used to calculate the actual dues along with any set amount for local assessments, in an electronic Excel format, or by U.S. mail.
- 1.4 Fair Share/Agency Fee  
The Union may collect an agency fee or fair share fee in an amount determined by the Union from bargaining unit members who choose not to become members of the Union. However, any such fees so collected by the union shall be accomplished in accordance with the applicable terms of Minn. Stat. Sect. 179A.06, Subdivision 3.
- 1.5 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 action taken by the Employer under all provisions of this Article.

#### Section B.

The Union may designate one (1) employee from the bargaining unit to act as a Steward. The Union shall inform the Employer in writing of the employee designated and of any changes in such designation

The Employer shall make space available on the employee bulletin board for the posting of official Union notices and announcements.

The Steward is authorized to perform and discharge the duties and responsibilities which are assigned to them under the terms of this Agreement and any supplementary agreements. The Employer agrees that there shall be no restraint, interference, coercion or discrimination against any Steward because of the lawful performance of such duties.

The Employer agrees that on the Employees premises and without loss of pay, the Union Steward shall be allowed to post official Union notices; transmit communications authorized by the Union or its officers under the terms of this Agreement; to consult with the Employer, its representative Union officers or the Union representative concerning enforcement of any provision of this Agreement, so long as such action does not interfere with regular employee duties. The Union shall not take the employee away from the performance of their regular duties without prior authorization of the Employer.

### ARTICLE XI DISCIPLINE

#### Section A.

The Employer will discipline employees for just cause only. In most cases discipline will be progressive; however, discipline at a higher level may be imposed. Discipline will be in one or more of the following forms:

- a. Oral reprimand;
- b. Written reprimand;
- c. Suspension without pay;
- d. Demotion; and
- e. Discharge.

#### Section B.

All documentation of discipline is to become a part of an employee's personnel file and shall be read and acknowledged by signature of the employee. Any employee who refuses to so acknowledge receipt shall be subject to disciplinary action. The affected employee retains the right to enter a written comment on the disciplinary document indicating whether he/she agrees with or disagrees with the disciplinary action and will receive a copy of any such discipline documentation.



Section C.

Employees may examine their own individual personnel files at reasonable times, under the direct supervision of the Employer or its designee. The Employee shall not be entitled to review data which is protected from disclosure to the employee by the Minnesota Government Data Practices Act.

Section D.

An employee shall have the right to request Union representation at any questioning of an employee concerning investigation for disciplinary action against the employee. It is the Union's responsibility to make representation available so that the Employer can continue to timely investigate the matter.

ARTICLE XII  
GRIEVANCE PROCEDURE

Section A.

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

Section B.

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.

Section C.

Grievances, as defined by Section A, shall be resolved in conformance with the following procedure:

Step 1. An employee claiming a violation concerning the interpretation or application of this Agreement shall, within fifteen (15) calendar days after such alleged violation has occurred, present such grievance to the employee's supervisor as designated by the Employer. The Employer-designated representative will discuss and give an answer to such Step 1 grievance within fifteen (15) 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 in writing to Step 2 within fifteen (15) calendar days after the Employer-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within fifteen (15) calendar days 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, if one has been appointed by the City Council. If not so appointed, the parties shall immediately proceed to step 3 below. The Employer-designated representative shall give the Union the Employer's Step 2 answer in writing within fifteen (15) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within fifteen (15) calendar days following the Employer-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within fifteen (15) calendar days 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, which is currently the City Council. The Employer-designated representative shall give the Union the Employer's Step 3 answer in writing within fifteen (15) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within fifteen (15) calendar days following the Employer-designated representative's final Step 3 answer. Any grievance not appealed in writing to Step 4 by the Union within fifteen (15) calendar days 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 applicable Minnesota Rules as established by the Minnesota Bureau of Mediation Services. The selection may be made from an arbitrator list available from the Bureau of Mediation Services.

The Employer and the Union may agree to submit the grievance to voluntary grievance mediation at any time after Step 1 and prior to submitting the grievance to the next step. The agreement to mediate must occur within the time limit for submitting the grievance to the next step but the time limit shall thereafter be tolled as agreed by the Employer and the Union. If either party notifies the other party in writing that mediation has failed, the grievance will return to the step in the grievance process which was pending at the time mediation was commenced and the grievance may be appealed to the next step within fifteen (15) calendar days following the date of such written notice.

#### Section D.

The arbitrator shall have no authority to amend, modify, nullify, ignore, 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.

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 or effect of law. The arbitrator's decisions shall be submitted in writing within thirty (30) 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.

The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union, provided that 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, provided it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

### ARTICLE XIII JURY DUTY

#### Section A.

If a regular full-time employee is subpoenaed for jury duty, they must notify their supervisor in advance. Upon completion of such jury service, they shall turn over to the employer their jury service check in the full amount and shall then be paid by the Employer for jury service at their regular rate of pay.

### ARTICLE XIV GROUP HEALTH AND MEDICAL INSURANCE

#### Section A.

For eligible regular full-time employees, the City shall pay 80% of the premium for health insurance and dental insurance plans, employees shall pay 20%. Insurance plans, agreed upon by both parties, shall be purchased through the Arrowhead Pro-Care Pool. New employees are not eligible for dental benefits during the first three (3) months of employment.

Either party shall have the right to notify the other party within sixty (60) days of the annual date of the contract to re-open the labor agreement for the sole purpose of renegotiating the medical and dental insurance terms of said agreement. If the parties cannot mutually agree to a resolution of the insurance issue, either party may request the assistance of a mediator from the State Bureau of Mediation Services. If mediation does not produce an agreement,

the issue shall be submitted to binding arbitration. The method to determine the arbiter shall be the same method as that contained in the grievance section of this labor agreement.

Section B.

LONG-TERM DISABILITY INSURANCE. The Employer shall obtain and provide a long term disability policy for all regular full-time employees. Said policy will provide income protection of 60% of the employee's regular monthly gross earnings after a disabling illness or injury of three (3) months, or the employee has exhausted all accumulated sick leave, vacation, or compensatory time.

Section C.

PRO-RATA BENEFITS. Part-time employees hired after January 1, 1993, who work a minimum of twenty (20) hours per week or more, shall be eligible for medical and dental benefits set forth in Section A on a pro-rated basis using forty (40) hours per week as a full time equivalent. Part-time employees hired after January 1, 2008 shall not receive benefits.

Section D.

The Employer agrees to provide for each retiree and his/her dependents that 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 which is substantially as set forth in Section A, except for dental coverage, but not provided for under the Federal Social Security Medicare Program. The Employer agrees to provide and pay the premium for such retiree and his/her dependents on the basis of 90% 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 City of Calumet from the accumulated sick leave fund, or by the retired employee in the event he/she has no sick leave accumulated. Employees must have been hired prior to January 1, 2017, must have a minimum of 15 years of regular full-time employment with the City and meet PERA retirement guidelines to qualify for this benefit.

**Note: All retirees and dependents eligible for Medicare must enroll.**

Section E. PERA Life Insurance Benefits.

The City agrees to enroll new regular full-time employees under the MN NCPERS Life Insurance Program during the next open enrollment period and to pay the full premium for the plan for active full-time employees.

ARTICLE XV  
GENERAL PROVISIONS

Section A. Licenses.

The City of Calumet shall pay for all water and wastewater licenses that are job related.

Section B. Safety Boot Allowance.

Effective January 1, 1996, the City shall provide an annual allowance for the purchase of safety footwear for Public Works employees in the amount of \$150.00 per employee. Public Works employees are required to wear safety footwear during work.

Section C. Safety.

The City agrees to provide the necessary OSHA required safety glasses, safety equipment and protective clothing for active employees.

Section D. CDL Drug & Alcohol Testing.

The City Council and AFSCME Local 81 agree to follow the negotiated drug and alcohol testing policy which shall incorporate the provisions of Minnesota Statutes Sections 181.950-.957.

Section E. Volunteer Fire Department.

Any employee of the City of Calumet who is an active member of the Greenway Fire and Rescue Department shall be allowed paid time off to respond to any emergency calls which occur during working hours.

ARTICLE XVI  
WAGE AND PAY SCALE

	0 to 6 months	6 months	1 year	2 years	3 years	4 years
Public Works Superintendent						
2017	\$22.63	\$23.13	\$23.63	\$24.63	\$25.63	\$26.63
2018	\$23.42	\$23.92	\$24.42	\$25.42	\$26.42	\$27.42
2019	\$24.25	\$24.75	\$25.25	\$26.25	\$27.25	\$28.25
Street Maintenance						
2017	\$16.86	\$17.36	\$17.86	\$18.86	\$19.86	\$20.86
2018	\$17.48	\$17.98	\$18.48	\$19.48	\$20.48	\$21.48
2019	\$18.13	\$18.63	\$19.13	\$20.13	\$21.13	\$22.13
Librarian						
2017	\$16.86	\$17.36	\$17.86	\$18.86	\$19.86	\$20.86
2018	\$17.48	\$17.98	\$18.48	\$19.48	\$20.48	\$21.48
2019	\$18.13	\$18.63	\$19.13	\$20.13	\$21.13	\$22.13
Maintenance						
2017	\$14.00	\$14.50	\$15.00	\$16.00	\$17.00	\$18.00
2018	\$14.50	\$15.00	\$15.50	\$16.50	\$17.50	\$18.50
2019	\$15.00	\$15.50	\$16.00	\$17.00	\$18.00	\$19.00

The current employees, listed below, shall be placed at the following wage step of the contract (effective 1/1/2017) upon the signing of the Agreement:

Employee: Nick Matanich -----\$26.63 for 2017; \$27.42 for 2018; and \$28.25 for 2019

Employee: Tom Serich -----\$20.86 for 2017; \$21.48 for 2018; and \$22.13 for 2019

Employee: Melanie Lefebvre -----\$20.86 for 2017; \$21.48 for 2018; and \$22.13 for 2019

All eligible employees shall receive a step increase (as noted above) on their anniversary date of hire with the City of Calumet. The three employees listed above are no longer eligible for step increases.

ARTICLE XVII  
LONGEVITY

Regular full-time employees shall receive longevity pay added to their hourly rate of pay based on the following scale:

10 years of service	2% of base added to hourly salary
15 years of service	3% of base added to hourly salary
20 years of service	3% of bases added to hourly salary

The longevity pay benefit shall not apply to City of Calumet employees hired after 1/1/2017.

ARTICLE XVIII  
LENGTH OF CONTRACT


Section A.

This contract shall be in effect for a period commencing on January 1, 2017, and terminating at midnight on December 31, 2019

Dated this 14 day of December, 2016.

CITY OF CALUMET  
CALUMET, MINNESOTA

LOCAL UNION #81, AFSCME  
MINNESOTA COUNCIL 65 AFL-CIO

  
\_\_\_\_\_  
Mayor

  
\_\_\_\_\_  
Staff Representative

  
\_\_\_\_\_  
City Clerk

  
\_\_\_\_\_  
Staff Representative