

AFSCME Local 1935

Tentative Agreement list for 2021

DURATION

This Agreement shall be effective as of the first day of January 2021, and shall remain in full force and effect until the last day of December, 2021.

Compensation Changes:

WAGES

2021

Increase: 0.5%

Effective Date: First Full Pay Period (FFPP) following January 1, 2021.

INSURANCE

Medical:

2021

Single Coverage:

Employee Pays \$75/mo.

Family Coverage:

Split of Increase 75% employer
25% employee

Dental:

2021 – 50/50 split of premium increase/decrease

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New insurance premium rates effective January 1, 2021.

RETIREE INSURANCE CONTRIBUTIONS

Regular Retiree Minimum Payment:

2021

Single – No less than: \$65/mo.

Family – No less than: \$140/mo.

Early Retiree Medical – Same contribution as active employee for 2021.

STEP RAISES

Employees shall progress through the wage schedule per the applicable salary plan in 2021.

COVID TESTING

Effective January 1, 2021, the County will provide employees 30 minutes of paid time if required to report to the workplace for mandatory MDH testing on a scheduled day off.

LOCAL-1935 MAINTENANCE AND SERVICE WORKER LEAD MOA

Renew MOA for 1 year (January 1, 2021-December 31, 2021).

Other Language Changes:

ARTICLE 2-

- 2.6 All new jobs and promotions will be posted via County email all time clocks.

Article 10-

- VACATION BIDDING- REVISE 10.3

10.3 – “Semi-annual vacation bidding will occur two weeks after bidding assignments (16.1(9)) in a central location. Management will remind employees two days prior to vacation bid by email. Union will organize and lead the vacation bidding process with support from management.

Semi-annual vacation choices will be based on the seniority of the employee in the division where applicable by job classification. All requests must be submitted by March 1 for vacations effective April 1, and by September 1 for vacations effective October 1. Senior employees who fail to select a vacation period by March 1 and September 1 shall be placed at the bottom of the seniority roster for the purpose of vacation selection for that six (6) month period. Semi-annual vacation requests for a full eight (8) hour day take precedence over requests for less than a full day.”

- REVISE 10.4

10.4 – “Vacation requests outside of the semiannual bidding process (10.3) will be requested in writing and granted on a first come first serve basis. In the event more than one request is made on the same day, seniority rights will prevail. Employees will be notified of approval or disapproval of vacation requests within ten (10) working days. If disapproved, employees will be notified in writing of the reason for the disapproval.

Article 14-

- DAY OF OVERTIME-MODIFY ARTICLE 14.2 TO:

“Overtime shall be assigned by division on the basis of seniority. For parks and golf, same day overtime anticipated to be less than two and one-half (2.5) hours will be awarded by district or golf course; then by division on the basis of seniority.”

Article 16 –

- SENIORITY LIST- ADD NEW LANGUAGE & NEW SECTION- 16.1 (a)

16.1 (1a) “In addition, the department may provide updated seniority lists as changes occur.”

- SUMMER BIDDING REVISE FIRST PARAGRAPH TO:

16.1 (9) “Bidding Assignments - Employer will notify all eligible employees, on or before the second Friday of January and the second Wednesday of July. January 7th or July 7th, of forthcoming biddable options which will include: locations, hours, days of work, probable start dates, and any special licenses or qualifications required.”

- VACATION BIDDING- REVISE LAST PARAGRAPH OF ARTICLE 16.1(9) TO:

Vacation bid will occur two weeks after live bid in a central location. Management will remind employees two days prior to vacation bid by email. Union will organize and lead the vacation bidding process with support from management. Vacation bid will occur pursuant to Article 10.

Article 19-

- NEW LANGUAGE ADD TO 19.6 AND RE-NUMBER REMAINING SECTION

19.6 Effective 12/31/2021 employees for whom the employer pays for training and equipment to obtain their Class A Commercial Driver’s License and voluntarily terminates employment prior to 2 years from date of licensure, the employee will be required to repay \$1,000.

MOA'S

- ADD LANGUAGE TO END OF SECOND BULLET OF THE CDL MOA:

Employees wishing to obtain a Class A Commercial Driver's License will be provided training and needed equipment to do so until December 31, 2021.

- RENEW 1935 LEAD WORK MOA FOR 1/1/21-12/31/21;

Commitments by employer outside Contract

1935:

1. Vacation Bidding, referred to LMC

General items- County Wide for AFSCME in 2021

1. Meet & Confer regarding the Kronos Project
2. Discuss concept of expanding wellness benefits, such as trading sick time for wellness at the Health Insurance Labor Management Committee (HILMC).
3. Meet & Confer to discuss improving how vacancies are posted electronically, likely via RamseyNet

Telework/ Flexible Work Policy Memo provided in which the County Manager commits to engaging AFSCME leadership as a policy is developed