



Bemidji City Hall • 317 4th Street NW
Bemidji, Minnesota 56601-3116

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN CITY OF BEMIDJI AND
UNITED FOOD AND COMMERCIAL WORKERS UNION LOCAL # 1189**

Whereas, the City of Bemidji (City) desires to restructure certain staff schedules within liquor operations, and

Whereas, the UFCW Union Local # 1189 (Union) has expressed a desire to work with the City regarding this matter,

Now, therefore, the City and Union agree to the following amendment to the current labor agreement:

1. Article 8.1 – Hours of Work and Overtime

All work performed by regular full time employees in excess of regularly scheduled 10 hour shifts or 40 hours per week shall be compensation at 1 ½ times the employee regular hourly rate. Part-time employees shall receive overtime pay rates when working more than 8 hours per day.

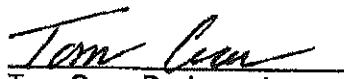
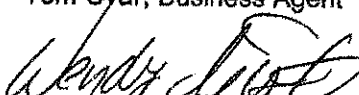
This MOU shall be in effect for twelve months beginning September 19, 2016. This provision will automatically renew for the remainder of the contract (December 2018) unless the majority of union members express a desire to renegotiate this article.

In witness whereof, the parties hereto agree on this 14 day of Sept. 2016.

City of Bemidji

UFCW Local 1189


Nate Mathews, City Manager


Tom Cyar, Business Agent

Wendy Ifish, Union Steward