



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 increase part time employee rates of pay who are not receiving other fringe benefits, to aid in their recruitment and retention, and

Whereas, the UFCW Union Local # 1189 (Union) desires 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. Schedule A – Wages

Effective upon signature, 2020 and 2021 hourly rate of pay for part time clerks will increase to \$14.50 per hour. In addition, hours worked by part time clerks Monday through Friday from 5:00 pm to closing, an additional \$1 per hour shift differential rate will apply. All hours worked on Saturday also qualify for the \$1 per hour shift differential rate.

• Article 13.2 – Probationary Periods – Seniority

At successful completion of probationary period, part-time employees working an average of less than 30 hours per week shall receive 8 hours of paid time off (PTO) to utilize before year-end of December 31. If PTO hours are not used by that time, they will be removed from employee PTO bank, unless special authorization is granted by Liquor Superintendent. In addition, at one year and subsequent annual anniversary date, part time employees working an average of less than 30 hours per week receives 8 hours of PTO time.

Part-time employees working 30 or more hours per week on average shall receive PTO on a pro-rata basis, as per Section 201.409 of the City Personnel Policies as approved by the City Council on August 17, 2015.

This MOU shall be in effect immediately and remain in effect for the remainder of the contract (December 2021).

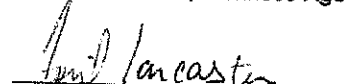
In witness whereof, the parties hereto agree on this 28th day of October 2020.

City of Bemidji

UFCW Local 1189


Nate Mathews, City Manager


Adam Evenstad, Business Agent


April Lancaster, Union Steward