

The City of Bemidji

Contract

Effective
01/01/2016 – 12/31/2018



United Food and Commercial Workers Union Local 1189

2002 London Road
Duluth MN 55812
Phone: 218-728-5174 or
800-942-3546
Fax: 218-728-5174
Website: www.ufcw1189.org

Other important phone numbers:
Employee assistance program (T.E.A.M., Inc.): 651-642-0182

Know Your Rights

Request that your Union Representative be present!

U.S. Supreme Court ruled in 1975 "Weingarten" that an employee has certain rights when questioned by their employer. The following are rights that were granted under this case. It applies only when your employer is interviewing you for the purposes of determining whether discipline is warranted. It does not apply when the discipline is already decided.

1. You have a right to Union representation, but you must ask for that representation.
2. You must ask for Union representation from the person doing the questioning. The questioner must be told that you do not want to proceed without Union representation.
3. If the discipline has already been decided upon by the Employer, your right to representation is not there; however, you only need to listen – you do NOT have to answer any further questions.
4. This rule does NOT apply to everyday conversations between a supervisor and an employee regarding performance of job duties and normal work performance.
5. After you have requested Union representation, the Employer rights are:
 - a. They can grant your request and bring in a Union Representative.
 - b. They can discontinue the interview and proceed with the investigation without your participation.
 - c. The Employer can offer you the choice of proceeding without Union representation.

Remember:

**What you say can be used against you. Know your rights!
Demand Union representation when you are facing discipline.**

LABOR AGREEMENT

BETWEEN

THE CITY OF BEMIDJI

OF THE STATE OF MINNESOTA

AND

**UNITED FOOD AND COMMERCIAL WORKERS UNION
LOCAL #1189**

Effective January 1st, 2016 through December 31st, 2018

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ARTICLE 1 – PURPOSE OF AGREEMENT

This Agreement is entered into by and between the City of Bemidji, the State of Minnesota, and the United Food and Commercial Workers Union Local No. 1189, chartered by the United Food and Commercial Workers International Union, and the AFL-CIO.

It is the intent and purpose of the Agreement to:

- 1.1 Place in written form the parties' agreement upon terms and conditions of employment for the duration of this Agreement; and
- 1.2 Establish procedures for the resolution of disputes concerning the Agreement's interpretation and/or application.

ARTICLE 2 – RECOGNITION

- 2.1 The employer recognizes the Union as the sole exclusive bargaining agent for all regular and part-time off-sale clerks in the Bemidji Municipal Liquor Stores excluding all other city employees.
- 2.2 The employer shall not enter into any individual agreement with an individual member of the bargaining unit conflicting with the terms of this Agreement.

ARTICLE 3 – DEFINITIONS

- 3.1 **UNION:** The United Food and Commercial Workers Union Local No. 1189, chartered by the United Food and Commercial Workers International Union.
- 3.2 **UNION MEMBER:** A member of the United Food and Commercial Workers Union Local No. 1189.
- 3.3 **EMPLOYEE:** A member of the exclusively recognized bargaining unit.
- 3.4 **REGULAR EMPLOYEE:** An employee who has successfully completed the six (6) month probationary period.
- 3.5 **PROBATIONARY EMPLOYEE:** An employee who has not completed the six (6) month probationary period.
- 3.6 **FULL-TIME EMPLOYEE:** An employee who is normally scheduled to work forty (40) hours per week.
- 3.7 **PART-TIME EMPLOYEE:** An employee who normally is scheduled to work less than 40 hours per week. Employees working more than 30 hours per week over the calendar year will receive benefits including cafeteria contributions as stated in Article 11.1 and pro-rated Paid-time-off (PTO), holiday and any other benefits provided to city employees. Employees working less than 30 hours per week receive no benefits, except those employees hired prior to January 1, 2011, who will be provided PTO according to Article 10.1.
- 3.8 **EMPLOYER:** City of Bemidji or its representative.

- 3.9 UNION OFFICER: Officer elected or appointed by United Food and Commercial Workers Union Local No. 1189.

ARTICLE 4 – UNION SECURITY

- 4.1 The employer shall deduct from the first pay of each month, for those employees who authorize it in writing, the regular monthly union dues, and forward such monies to the designated officer of the Union.
- 4.2 When requested to do so by the Union, the employer shall deduct each month from the pay of those employees not members of the Union, a fair share that will not exceed eighty-five (85) percent of the regular monthly dues, and shall forward such monies to the designated officer of the Union.
- 4.3 The employer shall include with each monthly remission of union dues and fair share fees a list of all new Employees hired within the Bargaining Unit covered by this Agreement since the date of the prior remittance.
- 4.4 The Union may designate employees from the bargaining unit to act as Stewards and shall inform the employer in writing of the choices and changes in the position of Steward.
- 4.5 The employer shall make space available on the employees' bulletin board for the posting of Union notice(s) and announcement(s).
- 4.6 The Union agrees to indemnify and hold the employer harmless against any and all claims, suits, order or judgments brought or issued against the employer as a result of any action taken or not taken by the employer under the provisions of this Article.
- 4.7 Representative of the Union shall be permitted on the employer's premises at reasonable hours for the transaction of official Union business provided such activities do not interfere with the normal operation of business, provided the City Manager must first be notified.
- 4.8 No employee shall be discriminated against because of race, creed, color, political or religious preference, age and sex, or membership in the Union.

ARTICLE 5 – EMPLOYER AUTHORITY

- 5.1 It is recognized that, except as expressly stated herein, the employer shall retain whatever rights and authority are necessary for it to operate and direct the affairs of the municipal liquor stores in all of its various aspects, including, but not limited to, the right to direct the working forces; to plan, direct and control all the operations and services of the municipal liquor stores; to determine the methods, means organization and number of personnel by which such operations and services are to be conducted; to assign and transfer employees; to schedule working hours and to assign overtime; to hire, promote, demote, suspend, discipline, discharge or relieve employees due to lack of work or other legitimate reasons; to make and enforce reasonable rules and regulations; and to change or eliminate existing methods, equipment or facilities.
- 5.2 Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the employer to modify, establish or eliminate.

- 5.3 Nothing in this Agreement shall limit or prohibit the right of the employer to subcontract janitorial work performed by employees covered by this Agreement.
- 5.4 In respect to leasing, the City agrees not to subcontract work of a Retail Clerk nature as related to Schedule "A", during the duration of this contract as specified in Article 18.

ARTICLE 6 – EMPLOYEE RIGHTS – GRIEVANCE PROCEDURE

6.1 Definition of a Grievance

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

6.2 Union Representative

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. The Union shall notify the employer in writing of the names of such Union Representatives and of their successors when so designated.

6.3 Processing of a Grievance

It is recognized and accepted by the Union and the employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved employee and a representative shall be allowed a reasonable amount of time not to exceed one (1) hour, without loss in pay when a grievance is investigated and presented to the employer during normal working hours provided that the employee and the Union Representative have notified and received the approval of the designated supervisor who had determined that such absence is reasonable and would not be detrimental to the work programs of the employer.

6.4 Procedure

Grievance, as defined by Section 6.1, 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 ten (10) working 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 ten (10) working 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 ten (10) working days after receipt.

A grievance not resolved in Step 1 and appealed in 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 to Step 2 by the Union within ten (10) calendar days of the answer in Step 1.

Step 2. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 2 Representative. The Employer-designated Representative shall give the Union the Employer's Step 2 answer in writing within ten (10)

calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed in Step 3 within ten (10) calendar days.

Step 3. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 3 Representative. The Employer-designated Representative shall give the Union the Employer's answer in writing within thirty (30) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 within thirty (30) calendar days following the Employer-designated Representative's final answer in Step 3. Any grievance not appealed in writing to Step 4 by the Union within thirty (30) 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. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Bureau of Mediation Services, State of Minnesota.

6.5 Arbitrator's Authority

6.5.1 The arbitrator shall have no right 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 submitted.

6.5.2 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 and effect of law. The arbitrator's decision 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.

6.5.3 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, providing it pays for the record. If both parties desire a verbatim record of the proceedings the cost shall be shared equally.

6.6 Waiver

If a grievance is not presented within the time limits set forth above, it shall be considered "waived". If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the Employer's last answer.

If the Employer does not answer a grievance or an appeal thereof within the specified time limits, the Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the Employer and the Union in each step.

6.7 Choice of Remedy

If, as a result of the written Employer response in Step 3, the grievance remains unresolved, and if the grievance involves the suspension, demotion, or discharge of an employee who has completed the required probationary period, the grievance may be appealed either to Step 4 of Article 6 or a procedure such as: Veteran's Preference. If appealed to any procedure other than Step 4 of Article 6, the grievance is not subject to the arbitration procedure as provided in Step 4 of Article 6. The aggrieved Employee shall indicate in writing which procedure is to be utilized – Step 4 of Article 6 or another appeal procedure – and shall sign a statement to the effect that the choice of any other procedure precludes the aggrieved Employee from making an additional appeal through Step 4 of Article 6.

6.8 Dissident Employee

At any step in this grievance procedure the Executive Committee of the Local Union shall have the final authority, in respect to any aggrieved Employee covered by this Agreement, to decline to process a grievance, complaint difficulty or dispute further if in the judgment of the Executive Committee such grievance or dispute lacks merit or lacks justification under the terms of this Agreement, or has been adjusted or justified under the terms of this Agreement to the satisfaction of the Union Executive Committee.

ARTICLE 7 – HOURS OF WORK

- 7.1 The normal work week shall be five (5) consecutive eight (8) hour days for full-time employees.
- 7.2 Employees shall receive a minimum of two (2) hours' pay when called to work on an emergency basis.
- 7.3 Full-time employees shall be guaranteed a thirty (30) hour week in any week in which put to work.
- 7.4 Split shifts shall be completed within a period of not to exceed twelve (12) hours and there shall be no three way split shifts unless by consent of employee.
- 7.5 Seniority shall be considered in the scheduling hours of work, days off and shifts. However, seniority will not be the only criteria considered. The City retains the right to determine and set the schedule.

ARTICLE 8 – HOURS OF WORK AND OVERTIME

- 8.1 All work in excess of forty (40) hours per week or eight (8) hours per day shall be compensated for at one and one-half (1½) times the Employee's straight time hourly rate of pay.
- 8.2 All work performed on the sixth (6th) consecutive day of work shall be paid for one and one-half (1½) times the Employee's regular straight time rate of pay.

ARTICLE 9 – HOLIDAYS

- 9.1 The following holidays shall be paid holidays for all regular full-time employees:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

In addition to these holidays, three additional days off with pay shall be granted to full-time employees by mutual agreement between the Employer and the employees.

- 9.2 The Employer agrees to close the liquor store at 4:00 p.m. on the day before Christmas.
- 9.3 The Employer agrees to notify the Union in advance if in the future it decides to change its practices with regard to holidays on which the liquor store is not formally closed, and to negotiate the matter of pay on such holidays.
- 9.4 Regular full-time Employees who work on a paid holiday shall be paid at one and one-half (1½) times their hourly rate for all such hours worked, in addition to any holiday pay to which they are entitled.

Part-time employees who work on any of the eight (8) named holidays, shall be paid at one and one-half (1½) times their hourly rate for all such hours worked.
- 9.5 In order to qualify for the holiday pay provided by this Article, a regular Employee must work the last scheduled workday immediately before and his first scheduled workday immediately following the holiday, unless the failure to do so is for a reason acceptable to the Employer.
- 9.6 A paid holiday occurring on Sunday shall be observed on the following Monday.

ARTICLE 10 – PAID TIME OFF (PTO)

- 10.1 PTO will be provided per Section 201.409 of the City Personnel Policies as approved by the City Council on August 17, 2015, with the following exceptions:

“Time Off” would accrue to part-time employees as follows:

- 84 months (14,560 hours) or more at 96 hours
- 60 months (10,400 hours) at 64 hours
- 48 months (8,320 hours) at 48 hours

The accrual of time off is pro-rated based on the number of hours an eligible employee worked in the previous calendar year. “Time Off” is a use it or lose it philosophy; the time must be taken off during the contract calendar year or the hours are lost; no cash out option is available. The time off is subject to Supervisor’s approval. Employees who meet the hours worked threshold during a contract year shall be awarded hours prorated based on the first of the month they meet the threshold.

Example: If an eligible employee at the 84 month level worked 1,040 hours in the previous calendar year (50% of full-time hours) he/she would earn 6 days of the time off. Accrual hours would be rounded to the nearest whole hour and credited to the employee’s leave account in January or when hour threshold is met.

ARTICLE 11 – INSURANCE

- 11.1 The Monthly Fringe Benefit Contribution will be nine hundred eight dollars (\$908) for 2016; nine hundred ninety eight dollars (\$998) for 2017; and one thousand eighty eight dollars (\$1,088) for 2018, to be used towards the cost of medical insurance and other benefits, including life and disability insurance, as offered by the City to regular employees and their dependents.
- 11.2 Renewal of VEBA with Health Reimbursement Arrangement For Active Employees

Section 1. VEBA: Effective January 1, 2016, City shall make available a VEBA Plan and Trust described in summary and attached hereto as VEBA Attachment #1 to all qualified bargaining unit members and eligible retirees who exercise their option to enroll in the high deductible health insurance program described in summary and attached hereto as Insurance Attachment #1.

If the Employer maintains a cafeteria plan with a health flexible spending account (an “FSA”), eligible health expenses will be paid from the FSA first, until an individual’s FSA account is exhausted and from the VEBA Plan second. The VEBA Plan year will begin and end on the same dates as the high deductible health insurance program.

Section 2. Benefits provided through the VEBA: Employer shall provide the Health Reimbursement Arrangement for Active Employees as described in the VEBA Plan and Trust.

Section 3. Administration and Investment Fees and Expenses. Administration fees under the Premium Saver Option shall be paid by the Employer. The participant directs the investment of his or her account in mutual funds made available through SelectAccount. Investment Fees are paid from the accounts of participants who choose to invest.

When an individual is no longer entitled to contributions under the VEBA (for example, if they enroll in other health coverage) or if they terminate employment, administration and investment fees shall be paid from individual’s account in the VEBA. Administration and investment fees are subject to change as employer negotiates new administration arrangements.

All participants in the VEBA shall be enrolled in the Crossover Program, in which claims paid by employees for uninsured medical expenses are automatically reimbursed from the VEBA if the employee has funds available in their account. Participants in the VEBA who do not wish amounts to be automatically debited from their VEBA accounts may opt out of the Crossover Program.

Section 4. Employer Contributions to the Health Reimbursement Arrangement for Active Employees:

Subd. 1. Contributions to the Active Employees’ Plan: Employer will make monthly contributions to individual accounts under the health reimbursement arrangement (VEBA and/or HSA) for qualifying bargaining unit members in accordance with the following schedule:

\$100 for each qualified employee who elects single coverage under the group health plan described in Subdivision 2; and

\$100 for each qualified employee who elects family coverage under the group health plan described in Subdivision 2.

All contributions on behalf of a VEBA Plan participant shall cease on the date the participant is no longer covered under the high deductible health plan in subdivision 2 below. If participant dies without a spouse or legal dependent for federal tax purposes, and to the extent required to protect the tax status of the health reimbursement arrangement, amounts remaining in the participant's account shall be forfeited and applied to reduce administrative expenses or future Employer contributions to the Plan.

Subd. 2 High Deductible Health Plan: Employer shall make available a high deductible health plan described in summary and attached hereto as Insurance Attachment #1 to all qualified bargaining unit members who elect to participate in said plan.

The parties understand that the high deductible health plan described in summary and attached hereto as Insurance Attachment #1 provides that deductibles and out-of-pocket maximums may be increased each year to keep pace with inflation.

VEBA Attachment #1

The VEBA Plan and Trust is intended to constitute a Voluntary Employees' Beneficiary Association under Section 501(c)(9) of the Internal Revenue Code. It is comprised of two documents, as follows:

- 1) The Minnesota Service Cooperatives Employee Benefits Trust Agreement, originally effective June 30, 2002 and as restated effective November 1, 2007, by and among Minnesota Service Cooperative VEBA Committee and MG Trust Company, Trustee. The Trustee may be replaced from time to time in accordance with laws and best practices for competitive bidding of governmental contracts.
- 2) The Minnesota Service Cooperative VEBA Plan. The Plan is administered by MII Life, Incorporated, dba SelectAccount. The administrator may be replaced from time to time in accordance with laws and best practices for competitive bidding of governmental contracts.

Insurance Attachment #1

High Deductible Plans Available:

VEBA 100 PLANS		
Deductible	Calendar Year Plan Number	Plan Year Plan Number
\$1200 single ded/ \$2400 family ded	<input type="checkbox"/> 830	<input type="checkbox"/> 834
\$5000 single ded/\$10K family ded	<input checked="" type="checkbox"/> 850	<input type="checkbox"/> 835
\$3000 single ded/ \$6000 family ded	<input checked="" type="checkbox"/> 860	<input type="checkbox"/> 836
\$2600 single ded/ \$5200 family ded	<input checked="" type="checkbox"/> 833	<input type="checkbox"/> 837

ARTICLE 12 – POST RETIREMENT HEALTH CARE SAVINGS ARRANGEMENT

- 12.1 Establishment of VEBA: Employer and employees assent to and ratify the appointment of the trustee and plan administrator in place on the adoption date of this agreement. It is intended that this arrangement constitute a voluntary employee's beneficiary association under Section 501(c)(9) of the Internal Revenue Code.
- 12.2 Benefits provided through the VEBA. The Employer shall provide the following welfare benefit arrangement through the VEBA Plan:

The Postretirement Health Care Savings Arrangement

- 12.3 Payment of Administrative Fee. Administrative fees allocable to individual accounts of active employees shall be paid by the Employer. Administrative fees allocable to the individual accounts of former employees, including retirees, shall be paid from individual accounts. Administrative fees shall be paid from individual accounts of all participants in the event the Postretirement Health Care Savings Arrangement is terminated.

- 12.4 Employer Contributions to the Postretirement Health Care Savings Arrangement

Subd. 1. Severance Pay; If upon employment termination the employee is eligible to collect a PERA pension the Employer shall pay fifty percent (50%) of the amount of the employee's unused Extended Sick Leave Bank and one-hundred percent (100%) of unused PTO to individual accounts established for those employees under the Postretirement Health Care Savings Arrangement.

Subd. 2. For example, if an employee has 960 hours of unused sick leave, 480 hours would be paid into the employee's Postretirement Health Care Savings account.

ARTICLE 13 – PROBATIONARY PERIODS, SENIORITY

- 13.1 All newly hired or rehired employees shall serve a six (6) month probationary period, during which time they may be terminated at the sole discretion of the employer. At the employer's discretion, probationary periods may be extended based on job performance matters during the original probationary period per City Personnel Policies.
- 13.2 Upon completion of the probationary period, employees shall have seniority dating from the beginning date of their continuous employment. In the event of a layoff, recall, promotion, or transfer, seniority shall govern provided the senior employee is qualified to perform the work involved.
- 13.3 Principles of seniority shall apply in layoffs, recalls and demotions provided the senior employee is the best and most qualified to do the work.
- 13.4 The employer may immediately discharge an employee for just cause; two (2) weeks' notice shall be required in all other cases of termination by the employer.

ARTICLE 14 – WAGES

- 14.1 All employees shall be paid in accordance with Schedule "A" attached hereto and made a part of this Agreement.

14.2 No employee shall be charged for any loss through unintentional breakage, which is not habitual.

ARTICLE 15 – WAIVER

15.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment to the extent of conflict with the provisions of this Agreement are hereby superseded.

15.2 The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any term or condition of employment not removed by law for bargaining. All Agreements and understandings arrived at by the parties are set forth in writing in this Agreement for the stipulated duration of this Agreement. The employer and the Union each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment referred to or covered in this Agreement or with respect to any term or condition of employment not specifically referred to or covered by this Agreement.

ARTICLE 16 – SAVINGS CLAUSE

16.1 This Agreement is subject to the laws of the United States and the State of Minnesota. In the event any provision of this Agreement shall be held to be contrary to law by court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions of this Agreement shall continue in force and effect. The voided provisions may be renegotiated at the written request of either party.

ARTICLE 17 – DURATION

This Agreement shall be in effect from January 1, 2016, to December 31, 2018, and shall remain in effect from year to year thereafter unless either party shall give written notice one hundred eighty (180) days prior to any anniversary date of its desire to amend or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals this 21st day of December, 2015.

CITY OF BEMIDJI

UNITED FOOD AND COMMERCIAL WORKERS
UNION – LOCAL 1189

By Rita C. Albrecht
Rita C. Albrecht, Mayor

By Tom Cvar
Tom Cvar – Union Representative

By Nathan Mathews
Nathan Mathews, City Manager

By Don Baumgartner
Don Baumgartner, Union Steward

SCHEDULE A - WAGES

Part-Time Clerk - hired prior to January 1, 2011

<u>Grade 2</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step D</u>	<u>Step E</u>	<u>Step F</u>	<u>Step G</u>
2016 - 2% Cost of Living	\$ 13.66	\$ 14.17	\$ 14.70	\$ 15.25	\$ 15.83	\$ 16.42	\$ 17.04
2017 - 2.25% Cost of Living	\$ 13.97	\$ 14.49	\$ 15.03	\$ 15.59	\$ 16.19	\$ 16.79	\$ 17.42
2018 - 2.5% Cost of Living	\$ 14.32	\$ 14.85	\$ 15.41	\$ 15.98	\$ 16.59	\$ 17.21	\$ 17.86

Part-Time Clerk - hired after January 1, 2011

	<u>2016</u>	<u>2017</u>	<u>2018</u>
Start	\$ 10.90	\$ 11.15	\$ 11.43
2,080 hours	\$ 11.31	\$ 11.57	\$ 11.86
4,160 hours	\$ 11.74	\$ 12.00	\$ 12.30
6,240 hours	\$ 12.18	\$ 12.45	\$ 12.76
8,320 hours	\$ 12.64	\$ 12.92	\$ 13.25
10,400 hours	\$ 13.12	\$ 13.41	\$ 13.75
12,480 hours	\$ 13.60	\$ 13.90	\$ 14.25