

**LETTER OF UNDERSTANDING
BETWEEN
GOODHUE COUNTY
AND
AFSCME LOCAL #737**

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and AFSCME Local #737 (hereinafter AFSCME).

WHEREAS, the EMPLOYER and AFSCME are parties to a collective bargaining agreement; and

WHEREAS, the EMPLOYER desires greater flexibility in making occasional work assignments to cover workloads within the Highway Maintenance and Solid Waste Divisions of the Public Works Department.

NOW, THEREFORE, the parties hereto have executed this Letter of Understanding as follows:

HIGHWAY MAINTENANCE AND RECYCLING CENTER OPERATIONS

1. This agreement is effective for three years from January 1, 2026 through December 31, 2028.
2. AFSCME members in the Solid Waste Division may be assigned to perform highway maintenance duties such as snow removal, ice control and other duties that are primarily performed by employees in the bargaining unit represented by the Teamsters.
3. AFSCME members in the Solid Waste Division who volunteer to perform highway maintenance duties will continue to work under the terms of the current Labor Agreement between the EMPLOYER and AFSCME.
4. AFSCME members in the Solid Waste Division who volunteer to perform highway maintenance duties will receive additional training and support prior to performing such duties.
5. AFSCME members in the Solid Waste Division who participate in this program will be supervised by their current supervisor but will also be expected to be assigned work and/or take direction from the Public Works Department's Road Superintendent and/or Road Foreman.
6. AFSCME members in the Solid Waste Division who volunteer to perform highway maintenance duties under the terms of this Letter of Understanding will be compensated in accordance with the following:

A. Recycling Operation Coordinator will receive an additional \$.50 per hour while performing Highway Maintenance Worker duties.

B. Recycling Equipment Operator A (CDL) – Employees assigned to perform these duties will receive a wage commensurate with the step on the grade assigned to the Highway Maintenance Worker which will provide at least a 2% increase above the employee's regular rate of pay for the duration of the assignment.

7. AFSCME agrees for the duration of this Letter of Understanding to permit members of the General Drivers, Helpers, Warehousemen and Inside Employees Local No. 160 to engage in Solid Waste Division duties reserved for AFSCME members under Article 2 of the current Labor Agreement between the EMPLOYER and AFSCME.

DURATION

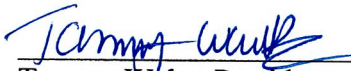
This Letter of Understanding shall remain in effect until December 31, 2028.

COMPLETE AGREEMENT

This Letter of Understanding represents the complete and total agreement between the parties regarding performing highway maintenance duties.

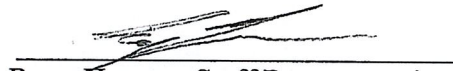
IN WITNESS WHEREOF, the parties hereto have executed this Letter of Understanding this ____ day of _____, 20__.

Susan Betcher, Chair
Goodhue County Board of Commissioners



Tammy Waltz, President
AFSCME Local #737

Scott Arneson, Administrator
Goodhue County



Ryan Hanson, Staff Representative
AFSCME Council 65