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TO: Goodhue County Commissioners
FROM: Bill Hodson, HR Manager
DATE: March 3, 2026
RE: Collective Bargaining Agreement with Teamsters Local 120

Goodhue County and Teamsters Local 120 representing Highway Equipment Operators, Highway Sign Technician, Mechanic, and Road Foreperson, have reached a collective bargaining agreement for the term of January 1, 2026 through December 31, 2028.

The agreement includes:

- Condensing the first tier of vacation accrual to 0-5 years at 8 working hours per month;
- 3% general wage adjustment in 2026, 2027 & 2028;
- Adding Juneteenth to the list of paid holidays;
- Minnesota Paid Family & Medical Leave (PFML) provisions.

In addition to these changes, the agreement also includes the extension of existing Letters of Understanding, Memorandum of Agreement and edits to language, formatting, and organization that do not alter the substantive terms and conditions of employment.

We ask the Board to approve the attached contract.

Find your Good here.

LABOR AGREEMENT
between

COUNTY OF GOODHUE
and

GENERAL DRIVERS, HELPERS, WAREHOUSEMEN AND
INSIDE EMPLOYEES, LOCAL NO. 120

January 1, 2026 through December 31, 2028

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LABOR AGREEMENT

Between

**GOODHUE
COUNTY**

and

**GENERAL DRIVERS, HELPERS, WAREHOUSEMEN
AND INSIDE EMPLOYEES, LOCAL NO. 120**

ARTICLE 1 PURPOSE OF AGREEMENT

This AGREEMENT is entered into as of January 1, 202 between THE COUNTY OF GOODHUE, hereinafter called the EMPLOYER, and the GENERAL DRIVERS, HELPERS, WAREHOUSEMEN AND INSIDE EMPLOYEES, LOCAL NO. 120, hereinafter called the UNION.

It is the intent and purpose of this AGREEMENT to:

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

ARTICLE 2 - RECOGNITION

- 2.1 The EMPLOYER recognizes the UNION as the exclusive representative, under Minnesota Statutes, Section 179.71, Subdivision 3, for all employees of the GOODHUE COUNTY PUBLIC WORKS DEPARTMENT in the following job classifications:

ROADFOREPERSON

MECHANIC

HIGHWAY SIGN TECHNICIAN

HIGHWAY EQUIPMENT OPERATOR

- 2.2 In the event the EMPLOYER and the UNION are unable to agree as to the inclusion or exclusion of a new or modified job class, the issue shall be submitted to the Bureau of Mediation Services for determination.

ARTICLE 3 - DEFINITIONS

- 3.1 **UNION:** The General Drivers, Helpers, Warehousemen and Inside Employees, Local No. 120.
- 3.2 **UNION MEMBER:** A member of the General Drivers, Helpers, Warehousemen and Inside Employees, Local No. 120.
- 3.3 **EMPLOYEE:** A member of the exclusively recognized bargaining unit.
- 3.4 **DEPARTMENT:** The Goodhue County Public Works Department.
- 3.5 **EMPLOYER:** The County of Goodhue.
- 3.6 **DEPARTMENT HEAD:** The Director of Goodhue County Public Works Department.
- 3.7 **UNION OFFICER:** Officer elected or appointed by the General Drivers, Helpers, Warehousemen and Inside Employees, Local No. 120.
- 3.8 **OVERTIME:** Work performed at the express authorization of the EMPLOYER in excess of the employee's scheduled shift.
- 3.9 **SCHEDULED SHIFT:** A consecutive work period including rest breaks and a lunch break.
- 3.10 **STRIKE:** Concerted action in failing to report for duty, slow-down, or abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges or obligations of employment.
- 3.11 **IMMEDIATE FAMILY:** The employee's mother, father, brother, sister, spouse, son or daughter, mother- or father-in-law, or ward in the employee's household, including grandparents.

ARTICLE 4 - EMPLOYER SECURITY

The UNION agrees that during the life of this AGREEMENT that the UNION will not cause, encourage, participate in or support any strike, slow-down or other interruption of or interference with the normal functions of the EMPLOYER.

ARTICLE 5 - EMPLOYER AUTHORITY

- 5.1 The EMPLOYER retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct, and determine the number of personnel;

to establish work schedules, and to perform any inherent managerial function not specifically limited by this AGREEMENT.

- 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.

ARTICLE 6 - UNION SECURITY

- 6.1 The EMPLOYER shall deduct from the wages of employees who authorize such a deduction in writing an amount necessary to cover monthly UNION dues. Such monies shall be remitted as directed by the UNION.
- 6.2 The UNION may designate employees from the bargaining unit to act as a steward and an alternate and shall inform the EMPLOYER in writing of such choice and changes in the position of steward and/or alternate.
- 6.3 The EMPLOYER shall make space available on the employee bulletin board for posting UNION notice(s) and announcements(s).
- 6.4 The UNION agrees to indemnify and hold the EMPLOYER harmless against any and all claims, suits, orders, 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.

ARTICLE 7 - EMPLOYEE RIGHTS - GRIEVANCE PROCEDURES

7.1 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.

7.2 Union Representation

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 as provided by Section 6.2 of this AGREEMENT.

7.3 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 UNION Representative shall be allowed a reasonable amount of

time 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 has determined that such absence is reasonable and would not be detrimental to the work programs of the EMPLOYER.

7.4 Procedure

Grievances, as defined by Section 7.1, 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 twenty-one (21) calendar days after such alleged violation has occurred, present such grievance to the Employee's supervisor as designated by the EMPLOYER. The EMPLOYER-designated Step 1 representative will discuss and give an answer to such Step 1 grievance within (10) calendar days after receipt A grievance not resolved in Step 1 and appealed to 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 within ten (10) calendar days after the EMPLOYER-designated representative's final answer in Step 1. Any grievance not appealed in writing to Step 2 by the UNION within ten (10) calendar days shall be considered waived.

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 EMPLOYERS 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 to Step 3 within ten (10) calendar days following the EMPLOYER-designated representative's final Step 2 answer. Any grievance not appealed in writing to Step 3 by the UNION within ten (10) calendar days shall be considered waived.

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 EMPLOYERS Step 3 answer in writing within ten (10) calendar days after receipt of such Step 3 grievance. A grievance not resolved in Step 3 may be appealed to Step 4 by the UNION within ten (10) 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 ten (10) 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 within thirty (30) calendar days of receipt of EMPLOYER-designated representative's final answer arbitration subject to the provisions of the Public Employment Labor Relations Act of 1971, as amended. The selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the State of Minnesota Bureau of Mediation Services. Any grievance not submitted for arbitration within thirty (30) calendar days of receipt of EMPLOYER designated representative's final answer shall be considered waived.

7.5 Arbitrator's Authority

- A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, 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 so submitted.
- B. 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.
- C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the UNION providing 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.

7.6 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 EMPLOYERS 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.

7.7 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 7, or a procedure such as: Civil Service, Veteran's Preference, or Fair Employment. If appealed to any procedure other than Step 4 of ARTICLE 7 the grievance is not subject to the arbitration procedure as provided in Step 4 of ARTICLE 7. The aggrieved employee shall indicate in writing which procedure is to be utilized Step 4 of ARTICLE 7 or another appeal procedure and shall give a statement to the effect that the choice of any other hearing precludes

the aggrieved employee from making a subsequent appeal through Step 4 of ARTICLE 7.

ARTICLE 8 - SAVINGS CLAUSE

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

ARTICLE 9 - SENIORITY

- 9.1 Seniority shall be determined by the employee's length of continuous employment with the Public Works Department and posted in an appropriate location. Seniority rosters may be maintained by the County Public Works Director on the basis of time in grade and time in specific classifications.
- 9.2 During the one (1) year probationary period a newly hired or rehired employee may be discharged at the sole discretion of the EMPLOYER. During the probationary period a promoted or reassigned employee may be replaced in the employee's previous position at the sole discretion of the EMPLOYER.
- 9.3 A reduction of work force will be accomplished on the basis of seniority. Employees shall be recalled from lay off on the basis of seniority. An employee on lay off shall have an opportunity to return to work within two years of the time of the employee's lay off before any new employee is hired.
- 9.4 Senior employees will be given preference with regard to transfer and promotions when the job relevant qualifications of employees are equal.
- 9.5 Employees shall not establish seniority rights until the employee has been employed sixty (60) calendar days, and then the employee shall be placed on the seniority list as of the first day of employment.
- 9.6 Employees classified as "Temporary Employees" employed during the months of April through November, shall not accumulate seniority during this employment but shall be entitled to recall the following year. Full-time employees will be given preference over temporary employees regarding job assignments requiring the operation of trucks and heavy equipment.
- 9.7 Seniority lists shall be posted in each of the County garages. All regular full-time openings shall be posted. The senior qualified employees shall have first preference on the job as provided below:

All employees in order of their seniority standing are eligible to accept or reject this job for a trial period of fourteen (14) calendar days without jeopardizing their present

or future seniority standing. The EMPLOYER shall determine the qualification of this employee to handle the job.

ARTICLE 10 - DISCIPLINE

- 10.1 The EMPLOYER will discipline employees for just cause only. Discipline will be one or more of the following forms:
- a) oral reprimand;
 - b) written reprimand;
 - c) suspension;
 - d) demotion; or
 - e) discharge.
- 10.2 Suspensions, demotions and discharges will be in written form.
- 10.3 Written reprimands, notices of suspension, and notices of discharge which are to become part of an employee's personnel file shall be read and acknowledged by signature of the employee. Employees and the UNION will receive a copy of such reprimands and/or notices.
- 10.4 Employees may examine their own individual personnel files at reasonable times under the direct supervision of the EMPLOYER.
- 10.5 Discharges will be preceded by a five (5) day suspension without pay.
- 10.6 Employees subject to discipline will not be questioned concerning an investigation of disciplinary action unless the employee has been given an opportunity to have a representative of their choosing at such questioning.
- 10.7 Grievances relating to this ARTICLE shall be initiated by the UNION in Step 3 of the grievance procedure under ARTICLE 7.

ARTICLE 11 - WORK SCHEDULE

- 11.1 The normal work day for full-time employees shall be eight (8) hours.
- 11.2 The normal work week for full-time employees will be forty (40) hours Monday through Friday.
- 11.3 Service to the public may require the establishment of regular and/or temporary work shifts for employees other than the normal work day/week. When practicable the County will give affected employees a twenty-four (24) hour advance notice of the establishment of work days/weeks different than the employees' normal working schedule. In the event that work is required because of unusual circumstances such as (but not limited to) fire,

flood, snow, sleet, or breakdown of equipment or facilities, no advance notice need be given.

ARTICLE 12 - OVERTIME

- 12.1 Full-time employees will be compensated in cash or compensatory time at one and one half (1 1/2) times the employee's regular base pay rate for all hours worked in excess of the employee's scheduled work shift, all hours worked between 6:00 p.m. and 7:00 a.m., and all hours worked on Saturdays, Sundays and holidays. A five-hour minimum shall apply to Saturdays, Sundays and holidays. Employees will be allowed to accrue up to 120 hours of compensatory time from December 1st through May 31st. As of June 1st each year, compensatory time balances must be reduced to a maximum of 80 hours. Compensatory time up to a maximum of 120 hours earned but not used will be carried over to the next year.
- 12.2 Overtime will be distributed in the following order by classification, location and seniority as equally as practicable except for duties where a specialist is required. Scheduled overtime shall be posted. This requirement does not alleviate the obligation under 12.6
- 12.3 Overtime refused by employees will for record purposes under Section 12.2 be considered as unpaid overtime worked.
- 12.4 For the purpose of computing overtime compensation overtime hours worked shall not be pyramided, compounded, or paid twice for the same hours worked.
- 12.5 Overtime will be calculated to the nearest fifteen (15) minutes.
- 12.6 Employees have the obligation to work overtime or call backs if requested by the EMPLOYER unless unusual circumstances prevent the employee from so working.

ARTICLE 13 - CALL BACK TIME

An employee who is called to duty during their scheduled off-duty time shall receive a minimum of five (5) hours' pay at one and one-half (1 1/2) times the employee's base pay rate. An extension or early report to a regularly scheduled shift for duty does not qualify the employee for the five (5) hour minimum. In the event an employee is called to duty for overtime that is not posted in advance, the employee remains eligible for the full 5 hours pay at one and one-half (1-1/2) minimum regardless of whether the work requires 5 hours.

ARTICLE 14 - FUNERAL LEAVE

- A. Employees shall be allowed three (3) work days with pay for funeral leave in the event of a death in the employee's immediate family, including grandparents and grandchildren.
- B. Employees shall be allowed one (1) work day with pay for funeral leave in the event of the death of an employee's brother-in-law, sister-in-law, uncle, aunt, niece, nephew or the uncle, aunt, niece, nephew or the grandparent of the employee's spouse. If time beyond the one (1) work day is required, the

employee may be allowed up to two (2) days of sick leave, based on the approval of the Department Head or County Administrator.

- C. If the employee is requested to be a pallbearer, the employee shall be granted eight (8) hours off with pay per calendar year.

ARTICLE 15 - SICK LEAVE

- 15.1 Full-time employees shall earn paid sick leave at the rate of eight (8) hours for each full month worked.
- 15.2 Earned sick leave may be accumulated to a maximum of nine hundred sixty (960) hours.
- 15.3 Accumulated paid sick leave may be approved for paid employee absences for the following reasons:
- 15.3.1 Because of employee illness or injury which prevents the employee from performing job duties and responsibilities.
- 15.3.2 Because of serious illness or death in the employee's immediate family.
- 15.4 When an employee uses sick leave for more than two (2) consecutive days, documentation of the need for leave may be required. The documentation provisions referenced in the Earned Sick and Safe Time Act, Minn..Stat. 181.9447, subd. 3, shall not apply to paid leave available to an employee for absences from work in excess of the minimum amount required by ESST.
- 15.5 Sick leave shall be granted for dental or medical appointments, up to eight (8) hours shall be permitted.
- 15.6 If an employee takes time off for sickness or death in the immediate family, they shall be paid for the time taken off according to his hourly wage rate and taken from accumulated sick leave.
- 15.7 If an employee is injured at work and directed to leave the worksite for medical care by the workplace injury hotline, the employee shall be paid by the County for the day so injured.
- 15.8 Sick leave conversion plan:
- Employee must have a balance of 400 hours of sick leave before they can convert any sick leave to vacation.
 - The requests for conversion need to be turned into the Administration Department and appropriate department head by January 15th and July 15th of each year.
 - A maximum of 40 hours of vacation can be earned each year as a result of this conversion plan.

- The limits of 240 hours of vacation and 80 hours compensation time will not change.
- The ratio of sick leave to vacation hours will be set at 3: 1, so a maximum of 120 hours of sick leave can be converted to 40 hours of vacation each year.
- This will not be a mandatory program, rather optional to individual employees.

15.9 Employees are not eligible to utilize leave for the purposes listed under the Earned Sick and Safe Time Act, Minn. Stat. 181.9447, subd. 1, clause (4), if the employee's preassigned or foreseeable work duties during a public emergency or weather event would require the employee to respond to such an emergency or event.

ARTICLE 16 - VACATION LEAVE

16.1 Newly hired employees will earn vacation benefits calculated from the day of employment. Once earned, vacation can be used at any time during the probationary period, subject to supervisor's approval.

16.2 Eligibility and Allowance — Full-time employees hired shall earn:

| | |
|---------------------|-----------------------------|
| 0 – 5 years | 8 working hours per month. |
| 6 - 9 years | 10 working hours per month. |
| 10 - 14 years | 12 working hours per month. |
| 15 - years and over | 14 working hours per month. |

16.3 The rate of vacation pay shall be the employee's regular straight-time rate of pay in effect for the employee's regular job on the regular workday immediately preceding the employee's vacation period.

16.4 The number of employees entitled to be off on vacation at any one time shall be limited to the classifications and geographic locations necessary to maintain continuous service.

16.5 Vacation hours may accumulate to a maximum of 240 hours.

16.6 All employees, upon retirement or termination, shall be entitled to the accumulated vacation pay.

ARTICLE 17 - INSURANCE HEALTH AND LIFE

17.1 Health Savings Account (HSA) medical insurance will be available to all eligible employees. The EMPLOYER'S annual contribution to an employee's HSA account will be in an amount equal to 50% of the deductible and shall be made every payroll period in an equivalent amount.

17.2 The EMPLOYER will pay the monthly premium for full-time employees for individual group medical life insurance coverage and pay for sixty percent (60%) of the cost of the employee's dependent EMPLOYER group health premium.

- 17.3 The employee shall have the option of insuring the employee's family by paying the additional cost of the premium.
- 17.4 The EMPLOYER will pay the monthly premium for \$40,000 life insurance for employees who work 20 hours per week or more.
- 17.5 In the event the health insurance provisions of this Agreement fail to meet the requirements of the Affordable Care Act and its related regulations or cause the employer to be subject to a penalty, tax or fine, the Union and the Employer will meet immediately to bargain over alternative provisions so as to comply with the Act and avoid and/or minimize any penalties, taxes or fines for the Employer.

ARTICLE 18 - HOLIDAYS

18.1 The employees shall be granted leave of absence with regular pay on the following legal holidays:

| | |
|-------------------------|---|
| New Year's Day | 1-Jan |
| Martin Luther King | Third Monday in January |
| Presidents' Day | Third Monday in February |
| Memorial Day | Last Monday in May |
| Juneteenth | 19-June |
| Independence Day | 4-Jul |
| Labor Day | First Monday in September |
| Indigenous People's Day | Second Monday in October |
| Veterans' Day | 11-Nov |
| Thanksgiving Day | Fourth Thursday in November |
| Day After Thanksgiving | Fourth Friday in November |
| Christmas Eve | December 24 - One full day to be observed on the workday preceding the workday on which Christmas Day, <u>December 25th</u> is observed |
| Christmas Day | 25-Dec |

18.2 Provided, when New Year's Day, Independence Day, Veteran's Day or Christmas Day falls on Sunday, the following Monday shall be observed as the holiday.

18.3 Provided, when New Year's Day, Independence Day, Veteran's Day or Christmas Day falls on Saturday, the preceding Friday shall be observed as the holiday.

ARTICLE 19 - INJURY ON DUTY

In the event of an accident on the job, an employee shall be paid for a ninety (90) work day period an amount equal to the difference between any compensation which he may receive and their normal salary during the same period.

ARTICLE 20 - SEVERANCE PAY

All permanent employees with proper notice upon retirement or separation shall be entitled to sixty (60%) percent of the unused sick leave as severance pay. Employees discharged for just cause shall not receive their accrued sick leave.

20.1 All employees, upon retirement or separation shall be entitled to the accumulated vacation pay. Employees discharged for just cause shall not receive accrued vacation leave.

ARTICLE 21 JURY DUTY

In the event an employee is called for jury duty, they shall be reimbursed in the amount equal to the difference between their compensation as a juror and what they would otherwise have earned as an employee hereunder.

ARTICLE 22 - MILITARY LEAVE

Any employee called for military service for compulsory military training, shall not lose their job or seniority standing by reason thereof, and any employee hired in their place during his absence shall be so informed.

ARTICLE 23 - NON-DISCRIMINATION

Both the EMPLOYER and the UNION agree to apply the terms and conditions established by this AGREEMENT to employees equally without regard to, or discrimination for or against, any individual because of race, color, creed, sex, age or membership in the UNION.

ARTICLE 24 - LEAVE OF ABSENCE

Leave of absence without pay may be granted to an employee not to exceed ninety (90) days during any calendar year without seniority loss, for illness or other valid reasons, provided however, that the employee will not be granted such leave of absence for the purpose of engaging in or seeking other gainful employment.

Effective January 1, 2026, the Employer and employee will split the premiums associated with Paid Family and Medical Leave (PFML), or an equivalent plan, on a 50/50 basis, with the employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14.

Employees may utilize accrued paid sick leave to supplement PFML not to exceed 100% of the regular wage of the employee. In the event sick leave is exhausted, employees may utilize

other accrued paid leave to supplement PFML, not to exceed 100% of the regular wage of the employee.

ARTICLE 25 - WAGES

25.1 Employees shall be paid according to attached Appendix A.

| CLASSIFICATION | GRADE |
|----------------------------|--------------|
| Highway Equipment Operator | 108 |
| Mechanic | 109 |
| Sign Technician | 109 |
| Road Foreperson | 111 |

Employees will be placed on the wage schedule based on the following standards:

1. Employees will participate in an annual performance evaluation on or about the employee's anniversary date with the immediate supervisor or department head, and must also receive satisfactory rating of performance criteria as outlined by the department head prior to any adjustment in wages

Employees will be evaluated by the EMPLOYER for Step placement based on the Employer's Step Placement System and placed on the appropriate Step of the above schedule.

2. Determinations by the EMPLOYER concerning individual employee performance and placement on the salary schedule outlined above will be subject to Steps 1, 2, and 3 of the Grievance process stipulated by the Labor Agreement in ARTICLE VII but not subject to arbitration as provided for in Step 4. In lieu of Step 4, the UNION may elect to file for mediation with the Minnesota Bureau of Mediation Services.

25.2 Employees assigned by the EMPLOYER to work with oil, chloride, spray painting, sand blasting, crack sealing, and equipment repair tasks as defined by the EMPLOYER, will be paid fifty cents (.50 cents) per hour over the employee's regular rate of pay for hours so assigned. Employees assigned by the Employer to weed spraying will be paid \$1.25 per hour over the employee's regular rate of pay for hours spent spraying chemicals to eliminate weeds.

25.3 Employees assigned by the employer to the responsibilities and authority of a higher job classification for one (1) day shall be paid the salary schedule of the higher job classification which will provide at least a 2% increase above the employee's regular rate of pay for the duration of the assignment.

ARTICLE 26 - SAFETY APPAREL ALLOWANCE

EMPLOYEES shall receive five hundred ten dollars (\$510) for the following safety clothing items on a pro rata basis:

- ANSI approved prescription safety eye wear
- ANSI approved general purpose safety (hard toed) boots
- Safety vests meeting current MMUTCD, ANSI and OSHA requirements for working in the Road Right of Way.
- Safety apparel including shirts, jackets, etc. meeting current MMUTCD, ANSI and OSHA requirements for working in the Road Right of Way. ➤ Gloves
- Chain Saw Boot socks

EMPLOYEES are required to use the above safety apparel items in performing job duties for the Public Works department as specified in the Goodhue County Public Works Safety Policy. The safety apparel allowance is to be used for the purchase of these items above.

The EMPLOYER shall provide the following safety apparel as required:

- Cut-resistant chain saw boots
- Chaps
- Ear protection
- Hard hats
- Non-prescription safety glasses/goggles
- Face shields

The County will pay each member the safety apparel allowance designated above on or about December 31st of each year.

New employees will be paid 50% of the safety apparel allowance upon hiring and the other 50% after six months of employment.

ARTICLE 27 - WAIVER

- 26.1 Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this AGREEMENT, are hereby superseded.
- 26.2 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 from 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, even though such terms or conditions may not have been within the knowledge or contemplation of either or both of the parties at the time this contract was negotiated or executed.

ARTICLE 28 - DURATION

The contract shall be in full force and effect from January 1, 2026 through December 31, 2028 and shall continue in full force and effect from year to year thereafter unless written notice of desire to change or modify this agreement is served by either party ninety days prior to the annual date of expiration.

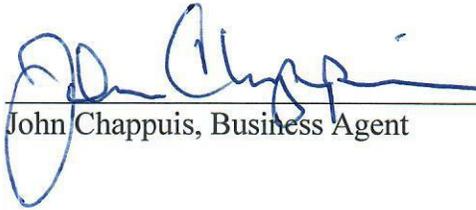
FOR GOODHUE COUNTY

Susan Betcher, Board Chair

Scott Arneson, County Administrator

Date:

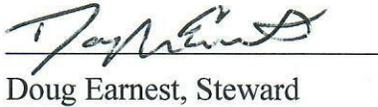
**FOR GENERAL DRIVERS, HELPERS,
WAREHOUSEMEN AND INSIDE
EMPLOYEES, LOCAL NO. 120**



John Chappuis, Business Agent



Tom Erickson, President, Teamsters Local 120



Doug Earnest, Steward

Date: 02/27/2026

LETTER OF UNDERSTANDING
BETWEEN GOODHUE COUNTY AND TEAMSTERS 120

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and Teamsters 120.

WHEREAS, the EMPLOYER and Teamsters 120 are parties to a collective bargaining agreement;

and

WHEREAS, the parties have expressed a desire to add a Minimum Value Plan health insurance (hereinafter MVP a/k/a Plan 2 or Plan 4) beginning January 1, 2026

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

MINIMUM VALUE PLAN OR COMPARABLE PLAN HEALTH INSURANCE

1. The MVP (a/k/a Plan 2 or Plan 4), or a comparable plan, will be available to all eligible employees.
2. The EMPLOYER'S annual contribution into an employee's HSA account will be in the amount equal to 50% of the MVP (a/k/a Plan 2 or Plan 4) or comparable plan deductible.
3. The EMPLOYER will pay the monthly premium for full-time employees for individual group medical coverage. The EMPLOYER will pay for 60% of the cost of the employee's monthly dependent Employer group medical insurance premium.
4. The employee shall have the option of insuring dependents by paying the additional cost of the premium.

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 the Minimum Value Plan (a/k/a Plan 2 or Plan 4) or comparable plan Health Insurance.

IN WITNESS WHEREOF, the parties here to have executed this Letter of Understanding this _____ day of _____, 2026.

Susan Betcher, County Board Chair



John Chappuis, Business Agent

Scott Arneson, County Administrator



Tom Erickson, President, Teamsters,
Local 120



Doug Earnest, Steward

Date:

Date: 02/27/2026

LETTER OF UNDERSTANDING
BETWEEN GOODHUE COUNTY AND TEAMSTERS 120

This Letter of Understanding is entered into between Goodhue County (hereinafter EMPLOYER) and Teamsters 120.

WHEREAS, the EMPLOYER and Teamsters 120 are parties to a collective bargaining agreement; and

WHEREAS, the EMPLOYER has placed a priority on sharing resources in order to better meet the needs of the County and its citizens; and

WHEREAS, the EMPLOYER requires greater flexibility in making seasonal work assignments to cover higher workloads with snow plowing and recycling center duties.

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

SNOW PLOW AND RECYCLING CENTER OPERATIONS

1. This agreement is effective for three years from January 1, 2026 through December 31, 2028 For the duration of this program, the provisions of this Letter of Understanding supersede collective bargaining agreement language.
2. AFSCME bargaining unit employees may be assigned to perform snow removal, ice control and other activities that are work performed primarily by employees in the bargaining unit represented by the Teamsters.
3. A preference will be given to Teamsters unit employees for any overtime call-in.
4. Teamster unit employees who volunteer to work in the Recycling Center would remain under the rules of the existing bargaining unit in which they belong for compensation.
5. Employees participating in this program will be given additional training and support so they are able to perform the work at the Recycling Center.
6. Employees participating in this program will be supervised by their current supervisor but will be expected to be assigned work and/or take direction by another supervisor or lead worker.

7. Employees participating in this program will receive an additional \$.50 per hour while performing duties at the Recycling Center.

DURATION

This Letter of Understanding shall remain in effect until December 31, 2028. If either party wishes to terminate this Letter of Understanding before December 31, 2028, the parties will meet to discuss the reasons for termination.

COMPLETE AGREEMENT

This Letter of Understanding represents the complete and total agreement between the parties regarding the Snow Plow and Recycling Center Operations.

IN WITNESS WHEREOF, the parties here to have executed this Letter of Understanding this _____ day of _____, 2026.

Susan Betcher, County Board Chair


John Chappuis, Business Agent

Scott Arneson, County Administrator


Tom Erickson, President, Teamsters,
Local 120


Doug Earnest, Steward

Date:

Date: 02/27/2026

MEMORANDUM OF AGREEMENT

BETWEEN

GOODHUE COUNTY

AND

TEAMSTERS 120

This Memorandum of Agreement is entered into between Goodhue County (hereinafter "County") and Teamsters Local No. 120 (hereinafter "Union") representing employees in the Public Works Department.

WHEREAS, the County and the Union are parties to a collective bargaining agreement effective January 1, 2026 through December 31, 2028; and

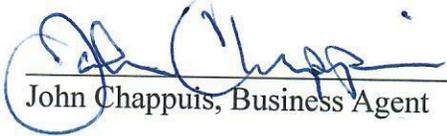
WHEREAS, the County and the Union desire to reach an agreement related to a four (4) day, ten (10) hour per day work schedule effective Monday, May 4, 2026 through Friday, August 28, 2026; Monday, May 3, 2027 through Friday, August 27, 2027; and Monday, May 1, 2028 through Friday September 1, 2028.

NOW, THEREFORE, the parties hereto have agreed as follows:

1. Hours of work shall be four (4), ten (10) hour days, Monday through Thursday starting and ending as follows:
 - Monday, May 4, 2026 through Friday, August 28, 2026;
 - Monday, May 3, 2027 through Friday, August 27, 2027; and
 - Monday, May 1, 2028 through Friday, September 1, 2028
2. Overtime compensation shall be paid for work hours in excess of ten (10) hours per day or forty (40) hours per workweek.
3. When a holiday occurs during a week included in this schedule, employees shall receive eight (8) hours of holiday pay. Employees may utilize two hours of accrued compensatory time or vacation time.
4. When an employee uses a vacation or sick day, the employee shall be assessed ten (10) hours per day.
5. This Memorandum of Agreement shall sunset and expire effective December 31, 2028 unless the parties through mutual written agreement agree to extend it.
6. This Memorandum of Agreement represents the full and complete agreement between the parties regarding this matter.

IN WITNESS WHEREOF, the parties here to have executed this Letter of Understanding
this ____ day of _____, 2026.

Susan Betcher, County Board Chair

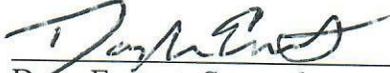


John Chappuis, Business Agent

Scott Arneson, County Administrator



Tom Erickson, President, Teamsters,
Local 120



Doug Earnest, Steward

Date:

Date: 02/27/2026

APPENDIX A

Effective the first day of the first full pay period that includes January 1, 2026 | 3% General Wage Adjustment

| 2026 | | STEPS | | | | | | | | | | | |
|-----------------------|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| G R A D E | 108 | \$28.02 | \$29.42 | \$30.82 | \$32.23 | \$33.63 | \$35.03 | \$36.43 | \$37.83 | \$39.23 | \$40.63 | \$42.03 | \$43.44 |
| | 109 | \$29.42 | \$30.89 | \$32.37 | \$33.84 | \$35.31 | \$36.78 | \$38.24 | \$39.72 | \$41.19 | \$42.66 | \$44.14 | \$45.61 |
| | 111 | \$32.45 | \$34.06 | \$35.68 | \$37.30 | \$38.92 | \$40.55 | \$42.17 | \$43.80 | \$45.41 | \$47.04 | \$48.67 | \$50.27 |

Effective the first day of the first full pay period that includes January 1, 2027 | 3% General Wage Adjustment

| 2027 | | STEPS | | | | | | | | | | | |
|-----------------------|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| G R A D E | 108 | \$28.86 | \$30.30 | \$31.74 | \$33.20 | \$34.64 | \$36.08 | \$37.52 | \$38.96 | \$40.41 | \$41.85 | \$43.29 | \$44.74 |
| | 109 | \$30.30 | \$31.82 | \$33.34 | \$34.86 | \$36.37 | \$37.88 | \$39.39 | \$40.91 | \$42.43 | \$43.94 | \$45.46 | \$46.98 |
| | 111 | \$33.42 | \$35.08 | \$36.75 | \$38.42 | \$40.09 | \$41.77 | \$43.44 | \$45.11 | \$46.77 | \$48.45 | \$50.13 | \$51.78 |

Effective the first day of the first full pay period that includes January 1, 2028 | 3% General Wage Adjustment

| 2028 | | STEPS | | | | | | | | | | | |
|-----------------------|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| G R A D E | 108 | \$29.73 | \$31.21 | \$32.69 | \$34.20 | \$35.68 | \$37.16 | \$38.65 | \$40.13 | \$41.62 | \$43.11 | \$44.59 | \$46.08 |
| | 109 | \$31.21 | \$32.77 | \$34.34 | \$35.91 | \$37.46 | \$39.02 | \$40.57 | \$42.14 | \$43.70 | \$45.26 | \$46.82 | \$48.39 |
| | 111 | \$34.42 | \$36.13 | \$37.85 | \$39.57 | \$41.29 | \$43.02 | \$44.74 | \$46.46 | \$48.17 | \$49.90 | \$51.63 | \$53.33 |