



Tom Day
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TO: Honorable County Commissioners

FROM: Tom Day

DATE: 12/16/2025

RE: PFML MOA with Teamsters

Goodhue County is currently in negotiations with the Teamsters Union seeking a new Collaborative Bargaining Agreement. Since we do not have a formal resolution yet, it is imperative that we memorialize the agreement we have with this union regarding Paid Family and Medical Leave prior to January 1, 2026.

The attached MOA determines that PFML premiums will be split 50/50 between the employer and employee. It also says that an employee may "top off" their PFML benefit with sick or vacation leave to get them to 100% of their regular wage.

We recommend approval of this MOA.

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement sets forth a mutual agreement between Goodhue County (hereafter "Employer") and Teamsters Local No. 120 (hereafter "Union") representing the Public Works Unit.

WHEREAS, the Employer and the Union are subject to a Labor Agreement in effect until December 31, 2025 (hereafter "Labor Agreement") and are engaged in negotiations for the successor collective bargaining agreement; and

WHEREAS, new laws have been passed in Minnesota relative to Paid Family Medical Leave that will go into effect January 1, 2026; and

WHEREAS, the Employer and Union have agreed to the following additions to the Labor Agreement.

NOW THEREFORE, the parties agree to the following:

1. The following changes shall be made to Article 15 Sick Leaves:

15.9 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.

15.10 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.

2. This Memorandum of Agreement represents the complete and total agreement between the parties regarding this matter.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this _____ day of _____, 2025.

GOODHUE COUNTY

Date

Date

TEAMSTERS LOCAL No. 120

 12/10/25

Date

Date