

Provisions of International Union of Operating Engineers Local 49 Agreement 1/1/2019 – 12/31/2021

WAGES

2019

Effective January 6, 2019 all rates shall be increased by 2.5%.

2020

Effective January 5, 2020 all rates shall be increased by 2.5%.

2021

Effective January 3, 2021 all rates shall be increased by 2.0%.

PROGRESSION/ PROMOTION

2019, 2020, 2021

Employees not at the maximum of their salary range are eligible for a 3% progression increase on their anniversary date, provided the employees work performance evaluation is valued or better.

The minimum increase for promotions shall also be 3%.

MARKET ADJUSTMENT

A market adjustment (above and beyond the general increases listed above) was made to one job class with a market or retention issue as defined by the County. That job classes is:

Recycling Center Operator – Maximum rate adjusted. Individuals will not be immediately moved to the new top of the range but, instead, will move toward the new maximum rate through the standard increase processes (general salary adjustments and progression).

RESTRUCTURE OF HEAVY MAINTENANCE OPERATOR (HMO) PAY RANGE

To address attraction and internal equity concerns, this job class will be restructured to a two-rate pay range. Employees will be hired at a starting wage and then, upon passing probation, move to a common flat rate for all Heavy Maintenance Operators (HMOs).

RESTRUCTURE OF LEADWORKER PAY - Rather than treating Leadworker as a “secondary job” for Equipment Mechanic Journeymen and HMOs, a differential will be created. This differential will only be paid for actual hours worked as a Leadworker (rather than the entire shift).

BEREAVEMENT LEAVE – Provisions for Bereavement Leave will now be consistent with the rest of the County.

MISCELLANEOUS ADJUSTMENTS

- **Weekend Differential** will be increased to \$1.00/hour. This change was made for all other bargaining units during the last round of negotiations.
- **Boot and Tool Allowances** – small increases reflective of increased costs.

- **Elimination of several past practices** including confirmation that sick leave hours will no longer count towards overtime.
- **Paid Time Off** – Consistent with the economic pattern settlement, employees who were previously restricted from converting to Paid Time Off program will now be allowed to do so.
- **HCSP contributions** - Consistent with the economic pattern settlement, the County contribution will be paid annually in February based on the length of service level to be achieved in December of the same calendar year. This change provides administrative convenience over providing contributions on individual employee anniversary dates throughout the year.

HEALTH INSURANCE

Employee Contributions toward Health Premiums, 2019, 2020, 2021

Standard Plan

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	11%
Employee + spouse	25%
Employee + child/ren	25%
Family	24%

Advantage Plans – Fairview/North Memorial/HealthEast OR HealthPartners/Park Nicollet

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	7%
Employee + spouse	21%
Employee + child/ren	21%
Family	20%

Advantage Plans – HCMC/NorthPoint

Employee contributions to the plan will be based on the percentage of the total premium per tier shown below for 2019, 2020 and 2021

Employee only	3%
Employee + spouse	17%
Employee + child/ren	17%
Family	15%

Health Insurance Plan Design Changes, 2019

The Labor Management Health Care Committee (LMHCC) unanimously recommended no plan design changes this year based on the 1% premium increase.

Health Insurance Premium and Plan Design Changes, 2020, 2021 and 2022. Under the terms of the prior contract, the Labor Management Health Care Committee (LMHCC) unanimously recommended the continuation of the consensus process for the purpose of setting plan design and premium for the years 2020, 2021 and 2022.

SUBSIDY TO COUNTY DENTAL PLAN - Effective with the 2019 plan year, the county will contribute 40% of the premium for union employees who have selected the county dental plan.

LIFE INSURANCE - The county will increase Basic Life Insurance from \$30K to \$50K.

SHORT AND LONG TERM DISABILITY - Changes in how these benefits are delivered. Effective 1/1/19, short term disability will no longer be funded by employee sick/PTO accruals, but will rather be paid via paycheck deduction. Long Term Disability will become an employer-paid benefit.

TRANSIT SUBSIDY - The transit subsidy will increase from 40% to 50% for both the Metro Pass and the Go To Card.