

International Union of Operating Engineers, Local 49

Total Tentative Agreement List for 2025-2027

TA Reached 11/21/2024

DURATION

This Agreement shall be effective as of the first day of January 2025 and shall remain in full force and effect until the last day of December 2027.

WAGES

2025: Effective January 1, 2025, the applicable salary plans as contained within Addendum A shall be revised as part of the countywide classification and compensation modernization initiative.

3% wage increase effective the first full pay period following January 1, 2025. Employees shall progress through the wage schedule per the established salary plan in 2025.

Effective January 1, 2025, steps that require four (4) or more years between progression shall reduce the progression by two (2) years, not to result in more than two (2) years between steps.

2026: 3.5% wage increase effective the first full pay period following January 1, 2023. Employees shall progress through the wage schedule per the established salary plan in 2023.

2027: 4.5% wage increase effective the first full pay period following January 1, 2024. Employees shall progress through the wage schedule per the newly established salary plan in 2024.

MEDICAL INSURANCE

The Employer and employee will contribute toward medical insurance premiums as follows in 2025, 2026, and 2027:

| Tier | Employer Contribution % | Employee Contribution % |
|------------------------|--------------------------------|--------------------------------|
| Employee only (Single) | 95% | 5% |
| Employee + Spouse | 82% | 18% |
| Employee + child(ren) | 82% | 18% |
| Family | 83% | 17% |

Employer contributions are prorated for part-time employees.

For the High Deductible plan, the Employer shall also contribute to a Health Savings Account (HSA) as follows:

| | |
|-------------------------------|---------------------------------------|
| Employee only (Single) | \$60/mo (\$720 annual maximum) |
| Employee + Spouse | \$125/mo (\$1,500annual maximum) |
| Employee + child(ren) | \$125/mo (\$1,500annual maximum) |
| Family | \$125/mo (\$1,500annual maximum) |

DENTAL INSURANCE

| Tier | Employer Contribution % | Employee contribution % |
|------------------------|--------------------------------|--------------------------------|
| Employee Only (single) | 50% | 50% |
| Employee + Spouse | 50% | 50% |
| Employee + Child(ren) | 50% | 50% |
| Family | 55% | 45% |

RETIREE INSURANCE CONTRIBUTIONS

Regular Retiree Minimum Payment effective January 1, 2025:

- **Single** – No less than \$55/month
- **Family** – No less than \$110/month

OTHER ECONOMIC ITEMS

New Floating Holiday – Article 10

- Effective in 2025, additional 8 (eight) hours of floating holiday for probationary or permanent status employees

Minnesota Paid Family and Medical Leave – Article 20

- The employer and the employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14

OTHER LANGUAGE ITEMS

Recognition – Article 2

- Revise the list of represented job classifications based on the classification and compensation

Union Security – Article 3

- Modify union security article to conform with Minn. Stat. 179A

Compensatory Hours – Article 9

Identifies a date for compensatory hours to be liquidated annually

Sick Leave – Article 12

- Update sick leave article to confirm with Minn. Statute 181.9445-181.9448
- Establishes a waiver of MN Statute 181.9447, subdivision 1, clause (4) for sick time use due to weather when an employee is physically able to work

Paid Parental Leave – Article 12

- Effective 1/1/2025, the County will provide 8 week of paid parental leave to sunset once a state parental leave program is in effect.

MEMORANDA OF AGREEMENT

- i. Summer Laborers – **Renew**
- ii. Equipment Classification System – **Renew**
- iii. Central Pension Fund – **Revised**
- iv. Retention of Sick Leave Bank – **Renew**
- v. ACA Contribution Standard – **Renew**
- vi. Vacation Advance – **Renew**
- vii. Additional Work Location – **Renew**
- viii. Alternate Work Schedule – **Renew**