

Teamsters 320 Correctional Officer 3

Tentative Agreement List for 2021

TA Reached 05/13/2021 in Mediation

DURATION

This Agreement shall be effective as of the first day of January 2021 and shall remain in full force and effect until the last day of December 2021.

Compensation Related Changes:

WAGES

2021

Increase: 0.5%

Effective Date: First Full Pay Period (FFPP) following January 1, 2021. Employees shall progress through the wage schedule per the applicable salary plan in 2021.

INSURANCE- Agreement via MOA effective 01/01/2021 – incorporate language from agreement into the contract

Medical:

2021

Single Coverage:
Employee Pays \$75/mo.

Family Coverage:
Split of Increase 75% employer
25% employee

Dental:

2021 – 50/50 split of premium increase/decrease

New insurance premium rates effective January 1, 2021.

RETIREE INSURANCE CONTRIBUTIONS

Regular Retiree Minimum Payment:

2021

Single – No less than: \$65/mo.
Family – No less than: \$140/mo.

Early Retiree Medical – Same contribution as active employee for 2021.

Recognition – Article 2

Add language to include Correctional Officer 3's assigned to the Correctional Facility.

Holidays and Floating Holidays – Article 14

Clarify holiday pay based on shifts and reference to MOA regarding holiday pay for Correctional Officers assigned to the Sheriff's office. Add language for Correctional Officers at the RCCF. Adjust language regarding floating holidays to clarify eligibility.

Shift Bidding and Working out of Class – Article 15

Add new language that outlines shift bidding and includes language for employees working out of class in Article 15.4. Strike language in article 15.3 and add language to 15.2 regarding schedules. Renumber current articles accordingly.

Saturday/Sunday Differential – Article 15

Increase Saturday and Sunday differential from \$.80 to \$0.85 effective January 1, 2021.

Vacation Bidding – Article 20

Add new language regarding vacation bidding and renumber current articles accordingly.

New MOA – Training Funds Carryover and One-Time Cash Payout – 2021

One-time cash payout of \$200 per employee from unused, training funds between January 1, 2018 through December 31, 2021 under Article 23.3. Any remaining unused accumulated training funds from 2018-2020 will carry over through December 31, 2021 up to a maximum of \$1,675 per employee.

MOAs

- Post Employment HCSP – Keep (i)
- Short/Long Term Disability – Keep (ii)
- ACA Eligibility – Keep (iii)
- 2018 MOA for RCSO - **Remove**
- 2019-2020 MOA for RCSO - **Remove**
- Vacation Accrual Within Comm. Corrections – Keep (iv)
- Labor Management Committee – **New** (v)
- Training Funds Carryover and One-Time Cash Payout - 2021 – **New** (vi)
- Sherriff Office CO Holidays – **New** (vii)

Housekeeping

- Update dates and numbering throughout the contract.
- Update index to reflect changes to moved articles.
- Add page numbers to MOAs and add to index.
- Modify gender pronouns.
- Clean up references to "Workhouse" to "Correctional Facility" or "RCCF"

Parties to review upon redline of final agreement.

LANGUAGE CHANGES

Article 2 Recognition

- 2.1 The Employer recognizes the Union as the exclusive representative under the Public Employment Labor Relations Act of 1971 as amended, for all personnel in the following classification, employed in the Ramsey County Sheriff's Office and the Ramsey County Correctional Facility:

Article 14 Holidays

- 14.1 Employees who work the shift of four (4) days on duty and two (2) days off shall not be granted holidays. Full time employees who work a shift that results in less than 2,080 annual hours worked shall not be granted holidays, including floating holidays.
- 14.5 Every full or part-time employee with probationary or permanent status shall be eligible for "floating holidays" on the following basis:
- 1) Employees shall be entitled to up to sixteen (16) hours per year.
 - 2) Beginning with the first pay period that includes January 1, 2007, accrue floating holidays based on employment status.
 - 3) Effective 1/1/07, any floating holiday in excess of the maximum accumulation allowed shall be lost to the employee on May 1 and November 1 of each year (same dates as used for vacation max). Maximum accrual will remain at 16 hours.
 - 4) Full-time and part-time employees shall earn pro-rated accrual based on actual hours on paid status in a pay period. Accruals for Locals that currently receive 16 hours of floating holiday will be .61536 hour per pay period.
 - 5) Employees who have worked less than 6 months will not be paid for accrued floating holidays if terminating employment.
 - 6) Floating holidays shall be taken at a time mutually agreeable to the employee and the department. Accrued floating holiday hours may be used in lieu of vacation hours to cover previously approved vacation periods.
 - 7) No loss in accrual for full-time employees for up to 40 hours per pay period for no more than 2 consecutive pay periods for unpaid union leave.
 - 8) No loss in accrual for unpaid time-off required to fulfill weekend National Guard training.
- 14.6 Employees assigned to the Correctional Facility for whom a legal holiday is a scheduled day of work will be compensated as follows:
- 1) Employees eligible to receive holidays shall earn a total of twenty-four (24) hour credit for work on Christmas Day and New Year's Day (triple time); and twenty (20) hour credit for work on Thanksgiving day (two and one-half [2 1/2] time) provided at least five (5) hours of the shift falls on the holiday.
 - 2) Employees who are on a six (6) days on duty and three (3) days off duty schedule, who work on Christmas Day and New Year's Day shall receive double time for all hours worked.

Employees assigned to the Sherriff's Office:

Effective January 1, 2019, Sheriff's Office employees who are eligible to receive holidays will be compensated as follows and are subject to the holiday provisions of the 2021 Memorandum of Agreement included at the back of the contract:

- 1) aAt the rate of 1-½ times the regular hourly rate of pay for hours worked on any holiday except Christmas Day and New Year's Day.
- 2) In addition, these employees shall earn a total of twenty-four (24) hours credit for work on Christmas Day and New Year's Day (triple time)
- 3) pProvided at least five (5) hours of the shift fall on the holiday

- 4) ~~Employees who are on the four (4) days on duty and two (2) days off schedule who work on Christmas Day will receive eight (8) hours of holiday reserve credit.~~
- 45) In no circumstance will holiday pay for Christmas Day and New Year's Day be combined or in addition to the 1-½ pay rate for the remaining holidays.

Article 15 Work Schedules – Premium Pay

- 15.1 This Article is intended only to define the normal hours of work and to provide the basis for the calculation of overtime pay. Nothing herein shall be construed as a guarantee of hours of work per day or per week.
- 15.2 Work shifts, staffing schedules and the assignment of employees thereto shall be established by the department head. Various schedules may be authorized to accommodate the services performed by the department.
- ~~15.3 The normal work schedule shall be four (4) eight (8) hour days on duty followed by two (2) days off duty. Other work schedules may be authorized to accommodate the services performed by the department.~~
- 15.43 Employees shall typically bid for their shift once per year ~~and shall take place~~ in the following manner:
- Shift bidding is intended to begin ~~on the first Monday~~ in October of each year, ~~to be completed within fifteen (15) days~~ and posted ~~by the first Monday~~ in November of each year to be effective beginning the first day of the first full pay period following January 1. If the first Monday is a holiday, it shall be the following Monday that is not a holiday.
 - Whenever practicable, Ramsey County will notify the Union of extenuating circumstances that preclude meeting the timeline indicated in 15. 34(a). In the event of a change in the established work schedule, the parties will meet and discuss any needs for additional bidding.
 - Should a permanent opening on a shift occur following the implementation of the bids upon completion of shift bidding, the County, subject to operational needs or concerns, will fill the openings based on employee requests made in accordance with job classification seniority.
 - Employees assigned to work out of class for a period greater than six (6) months in a twelve (12) month period may bid pursuant to above for their permanent classification. The awarded shift will not be withheld from other bidders. The awarded shift will be forfeited after six (6) months of the employee working out of class and there shall be no rights to bump less senior employees from a shift prior to the next annual shift bid.
- 15.54 Effective January 1, ~~2018~~2021, all full-time employees or part-time employees receiving pro rata benefits, required to work on Saturday or Sunday as part of their regular schedule shall be compensated at the rate of eighty-~~five~~ cents (~~\$.80~~85) per hour for each hour worked. Compensation under this section will be earned for the entire period worked, provided at least five (5) hours of the period worked fall on the day for which the additional compensation is being paid. These differentials will not be paid where such work constitutes overtime under the provisions of the Agreement.
- 15.65 Any full-time employee who works on a shift beginning earlier than 6 a.m., or ending later than 6 p.m., shall be entitled to receive a night differential for the entire shift, provided at least four (4) hours of the shift were worked between the hours of 6 p.m. and 6 a.m. The night differential shall be paid as additional compensation equivalent to six and one-half percent (6 ½%) of the first step in the salary range established

for the classification in the bargaining unit Employees working on a continual scheduled bid night shift arrangement shall be paid this differential during all paid leaves.

- 15.76 Compensation shall not be paid more than once for the same hours worked under any provisions of this Agreement, nor shall there be any pyramiding of premium compensation.

Article 20 Vacation

- 20.3 ~~For both the Correctional Facility and the Sherriff's Department, V~~vacation choice will be ~~based on the by~~ seniority ~~of the employee until March 15 of each calendar year. Vacation and~~ shall be bid by division, or platoon shift, where applicable.

Employees shall typically bid for their vacation once per year in the following manner:

- a) Vacation bidding is intended to begin in November of each year following the completion of the shift bid, and to be effective the first day of the first full pay period following January 1.
- b) Whenever practicable, Ramsey County will notify the Union of extenuating circumstances that preclude meeting the timeline indicated in 20.3(a). In the event of a change in the established work schedule, the parties will meet and discuss any needs for additional bidding.

Article 21 Insurance

- 21.1 Employee Insurance – The County will provide the following insurance contributions on the 1st of the month following 30 (thirty) days of employment to provisional, probationary and permanent employees who elect insurance coverage: (All contributions shown for medical and dental are monthly and based on full-time employment.)

(1) Medical Insurance:

~~2018 – Employees shall contribute \$65 for single coverage. For family coverage, the County shall pay 75% of the premium increase from 2017 to 2018 and the employee shall pay 25% of the increase.~~

~~2019 – Employees shall contribute \$65 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2018 to 2019, 75% County/25% employee.~~

~~2020-2021 – Employees shall contribute \$7075 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2019 to 2020, 75% County/25% employee.~~

Changes will be effective on January 1, ~~2021 of each year.~~

(2) Dental Insurance:

~~2018 – The County and the employee will split the increase in premium for single and family coverage 50/50.~~

~~2019 – The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.~~

~~2020-2021 – The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.~~

Changes will be effective January 1, ~~2021 of each year.~~

(3) Life Insurance:

The County will provide group life insurance equal to one times an employee's annual salary. (minimum \$10,000, maximum \$50,000). Optional life insurance will be employee paid.

(4) Long-Term Disability:

The County will provide a basic long-term disability benefit providing 40% income replacement. Employees may buy an additional 20% income replacement at their own expense for a total of 60%.

(5) Short-Term Disability:

The County will offer an employee paid short-term disability plan to employees effective 1/1/2000 subject to meeting insurance carriers' enrollment requirements. The Union will allow the Employer to offer a pre-tax cafeteria plan that includes Health Care Expense Account-Premium Option, Health Care Reimbursement Account, and the Dependent Care Reimbursement Account to members of the bargaining unit. Participation is voluntary. The employer will contact the Union representative thirty (30) days or more prior to implementing any substantive changes in the program. If the Union disagrees with the proposed changes, the changes will not be implemented for the members of the bargaining unit unless legally required.

21.2 **Eligibility**

Retiree Insurance: Employees who retire from Ramsey County under provisions of the Public Employment Retirement Act may participate at their option under the health and welfare insurance plans for retired Ramsey County employees. There is no County contribution to dental insurance premiums. County contribution for medical insurance is as follows:

Employees hired before July 1, 1992 – Employees hired before July 1, 1992 must have 10 years (20,800 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums. If an employee retires under PERA disability retirement, the employee must have 5 years (10,400 hours) of County service to be eligible for the full County contribution to retiree medical insurance premiums.

Employees hired on or after July 1, 1992 – Employees hired on or after July 1, 1992 must have 20 years (41,600 hours) of County service to receive 50% of the County contribution to retiree medical insurance premiums. This amount will increase by 4% for each additional year (2,080 hours) of County service until there is a maximum of 90% of the County contribution after 30 years (62,400 hours).

Current insurance eligible employees hired between 7/1/92 and 12/31/05 – Current insurance eligible employees hired between 7/1/92 and 12/31/05 elected in writing prior to 11/1/06 whether they would maintain their current retiree insurance benefit, or opt out of the current retiree benefit and participate in the Health Care Savings Plan (HCSP) option. **This was a one time, irrevocable decision. Employees who did not make an election in writing prior to 11/1/06, were deemed to have elected to retain their current retiree insurance benefit.**

Effective the 1st full pay period following 1/1/07, employees opting out of the current retiree insurance benefit contribute 1% of salary on a per pay period basis to the HCSP.

The County will contribute five hundred twenty five dollars and twenty cents (\$525.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (634.40) per year. The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's fifteen (15) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to seven hundred thirty eight dollars and forty cents (\$738.40) per year.

Contributions will be pro-rated based on the number of hours on paid status in a pay period for both full-time and part-time employees. There will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid union leave.

Only insurance-eligible employees are eligible to participate in this HCSP option.

Employees hired on or after 1/1/06 - Employees hired on or after 1/1/06 will not receive any County contribution toward retiree insurance. Employees who meet the eligibility requirements for retiree insurance may participate in the County's retiree insurance plan but will be responsible for the entire premium. All new employees hired on or after 1/1/06 will contribute 1% of salary on a per pay period basis to a Health Care Savings Plan (HCSP).

The County will contribute five hundred twenty five dollars and twenty cents (~~\$~~525.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's five (5) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to five hundred thirty dollars and forty cents (\$530.40) per year. The County will contribute six hundred twenty nine dollars and twenty cents (\$629.20) per year to the HCSP on a per pay period basis effective the 1st full pay period following the employee's ten (10) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to six hundred thirty four dollars and forty cents (~~\$~~634.40) per year. The County will contribute seven hundred thirty three dollars and twenty cents (\$733.20) per year to the HCSP on a per pay period basis beginning the 1st full pay period following the employee's fifteen (15) year employment anniversary date. Effective the first full pay period after 1/1/17 this contribution will increase to seven hundred thirty eight dollars and forty cents (\$738.40) per year. Contributions will be pro-rated based on the number of hours on paid status in a pay period for both full-time and part-time employees. There will be no loss in accrual for full-time employees for up to forty (40) hours per pay period for no more than two (2) consecutive pay periods for unpaid union leave. Only insurance-eligible employees are eligible to participate in this HCSP option.

County Contributions

Early Retiree Contributions: For employees retired from Ramsey County who are less than the age of Medicare eligibility (early retirees), the County will make the same contribution to medical insurance premium as for active employees, subject to the years-of-service requirements listed above.

Regular Retiree Contributions: For employees retired from Ramsey County who are eligible for Medicare, or are at or exceed the age of Medicare eligibility (regular retirees):

~~2018 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$60.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$130.00 per month.~~

~~2019 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$60.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$130.00 per month.~~

~~2020-2021 - The County will contribute toward the premium for single medical coverage up to the same amount as the County contribution for single coverage for active employees, except the retiree pays no less than \$65.00 per month; and will contribute toward the premium for family coverage up to the same amount as the County contribution for family coverage for active employees, except the retiree pays no less than \$140.00 per month.~~

County contributions are subject to the years of service requirements listed above. All changes effective January 1, ~~2021~~ each year.

Article 25 Wages

25.4 The following general wage increases will be applied to the wage rates in effect on January 1, ~~2017~~2021. All general salary increases will be effective the first full pay period following the effective date.
~~2018: 2.5% effective the first full pay period after January 1, 2018~~
~~2019: 2.5% effective the first full pay period after March 1, 2019~~
~~2020: 2.5% effective the first full pay period after January 1, 2020~~
2021: 0.5% effective the first full pay period following January 1, 2021. Employees shall progress through the wage schedule per the applicable salary plan in 2021.

Article 26 Term of Agreement

This Agreement shall be in full force and effect from January 1, ~~2018~~2021 to December 31, ~~2020~~2021, and shall automatically be renewed from year to year thereafter unless either party shall notify the other in writing by June 1st prior to the anniversary date, that it desires to modify or terminate this Agreement. In witness thereof, the parties have caused this agreement to be executed this _____ day of _____.

See attached MOAs