

Technical Employees Association

Tentative Agreement List for 2021

TA Reached 04/07/2021

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.

NIGHT DIFFERENTIAL 7.5

Effective FFPP following ratification of the 2021 agreement by the County Board, increase the night differential from 6% of the six (6) month rate to 6.5% of the six month rate.

NEW LANGUAGE – CLOTHING ALLOWANCE 13.5

Establish a clothing allowance of \$155 per year per full-time employee. Part-time employees will receive a pro-rated clothing allowance.

EMPLOYEE CONTRIBUTION – HEALTH CARE SAVINGS PLAN 16.1

Effective following ratification of the 2021 agreement and system modification requirements, the employee contribution rates to the HCSP will be revised to 1% for employees with 0-9 years of service in a position represented by TEA; 2% for employees with 10-30 years of service in a position represented by TEA; and 4% for employees with 31+ years of service in a position represented by TEA.

MOA – Engineering Technician Salary Differential for 2021

Effective FFPP following 01/01/2021, increase the salary differential for employees in the bargaining unit at Step 7 or above in their assigned pay grade from \$1.00 per hour to \$1.37 per hour and update dates accordingly.

Other MOAs

Engineering Technician Salary Differential 2018-2020 – **Remove and replace with revised MOA parameters as described above**

Advanced Vacation Accrual – **Keep**

Reclassification Requests – **Keep**

Leave Pending Investigation – **Keep**

Phased Retirement Option – **Keep**

Sick Leave Bank – **Keep**

Eligibility for Intermittent Employees Under ACA – **Keep**

HOUSEKEEPING

Update dates and numbering throughout.

Add page numbers to MOAs.

Parties to review upon redline of final agreement.

Language Changes:

Article 7

- 7.5 Any full-time employee who works as part of their regular schedule 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 are worked between the hours of 6 p.m. and 6 a.m. The night differential shall be paid as additional compensation equivalent to 6.5% of the six (6) month rate as established for the classifications in the bargaining unit. This differential will not be paid where such work constitutes overtime under the provisions of this Agreement.

Article 13

- 13.1 Salaries for 2018-2021 for each classification are attached and labeled as Appendix A, including a 0.5% increase effective the first full pay period following January 1, 2021. Employees shall progress through the wage schedule per the applicable salary plan in 2021. [A 2.5% increase effective the first full pay period following January 1, 2018, a 2.5% increase effective the first full pay period following January 1, 2019 and a 2.5% increase the first full pay period following January 1, 2020.]

- 13.5 Effective 01/01/2021, the employer shall provide an annual clothing allowance of \$155.00 for all fulltime employees in all bargaining unit classifications. Part-time employees will receive a pro-rated allowance.

Article 15

- 15.1 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 – Employees shall contribute \$70 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.~~

2021 – Employees shall contribute \$75 for single coverage. For family coverage, the County and the employee shall split the premium increase or decrease from 2020 to 2021, 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 – The County and the employee will split the increase or decrease in premium for single and family coverage 50/50.~~

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.~~

15.2 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 – 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.~~

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 16

16.1 Ramsey County will establish and administer a Post Employment Health Care Savings Account (PEHCSA) program for the technical employees. Technical Employees Association member contributions to the PEHCSA for the ~~2018-2020~~ 2021 contract period will be according to the following schedule, for years of service in a position represented by the Technical Employees Association. Changes made in 2021 will be effective the first full pay period after Board ratification and system modification.

0- 6 <u>9</u> years of service	1% of annual salary
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7-25 <u>10-30</u> years of service	2% of annual salary
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26 <u>31</u> + years of service	4% of annual salary plus 100% of payout of the following at termination: severance pay, accrued vacation leave hours, accrued compensatory time off hours, accrued holiday reserve hours, and accrued floating holiday hours.
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Article 22

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 1, 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 _____, 20__.