

HENNEPIN COUNTY
MINNESOTA

Agreement Number: A2512742

Agreement Between

HENNEPIN COUNTY

And

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Local 292

Traffic Signal Electrician Unit

January 1, 2025 – December 31, 2027

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ARTICLE 1 - RECOGNITION

The County of Hennepin recognizes the International Brotherhood of Electrical Workers as the exclusive bargaining representative under the Minnesota Public Employment Labor Relations Act, Section 179A.01 through 179A.25, for all full-time and regular part-time employees in the job class of Traffic Signal Electrician, Electrician, and Electronics Technician excluding supervisory, confidential and all others as provided for in the Act.

The UNION office will be notified by the EMPLOYER in writing of the name, classification, and rate of pay for any new employee employed in a position covered by the scope of this AGREEMENT within thirty (30) days following the start of employment. The UNION office will be notified by the EMPLOYER in writing of employees covered by this AGREEMENT whose employment ends.

The EMPLOYER agrees to deduct and forward to the Financial Secretary of the UNION upon receipt of a voluntary written authorization-the additional working dues from the pay of each IBEW member. The amount to be deducted shall be the amount specified in the approved Local UNION Bylaws. Such amount shall be certified to the EMPLOYER by the Local UNION upon request by the EMPLOYER.

Other employee benefits shall be the same as those established for classified employees of Hennepin County by the Hennepin County Board of Commissioners under the authority of Laws of Minnesota, Chapter 383B and the Hennepin County HR Rules.

ARTICLE 2 - WAGES

Section 1. Traffic Signal Electrician and Electrician Wages

| | |
|-----------------------|-------------------------|
| Effective May 1, 2024 | Hourly Rate \$59.529000 |
| Effective May 1, 2025 | Hourly Rate \$ TBD |
| Effective May 1, 2026 | Hourly Rate \$ TBD |
| Effective May 1, 2027 | Hourly Rate \$ TBD |

If during the life of this AGREEMENT, the above wage rate falls more than ten percent (10%) below the prevailing market rate for Journeyman Electrician in the Minneapolis Metropolitan area, the rate shall be adjusted to ninety percent (90%) of such prevailing rate using the standard calculation procedure which has been adopted by the parties. Any adjustment of the above wage rate to the prevailing market rate shall occur annually in conjunction with a change in such prevailing rate and shall be implemented effective the beginning of the next payroll period.

Section 2. Electronics Technician Wages

| <u>Grade 27 2025 Range</u> | <u>Grade 27 2026 Range</u> | <u>Grade 27 2027 Range</u> |
|----------------------------|----------------------------|----------------------------|
| Min - \$28.609693 | Min - \$29.754081 | Min - \$30.944244 |
| Max - \$42.914542 | Max - \$44.631124 | Max - \$46.416369 |

Section 3. Retention Pay Information

Consistent with the HR Rules, regular and unclassified benefit-earning employees with at least five years of continuous employment* as of December 1 of the current year are eligible to receive retention pay in December.

IBEW Local 292 2025 - 2027

| Years of Employment | Retention Pay |
|---------------------|---------------|
| 5 | \$ 420 |
| 6 | \$ 504 |
| 7 | \$ 588 |
| 8 | \$ 672 |
| 9 | \$ 756 |
| 10 | \$ 840 |
| 11 | \$ 893 |
| 12 | \$ 945 |
| 13 | \$ 998 |
| 14 | \$1050 |
| 15 | \$1103 |
| 16 | \$1155 |
| 17 | \$1208 |
| 18 and over | \$1260 |

*Based on hire date as a regular or unclassified employee (or on hours of eligible service converted to a date in APEX if hired before October 11, 2009).

Federal and state taxes, FICA, Medicare and PERA are withheld from retention pay.

At the discretion of the EMPLOYER, time on authorized LEAVE OF ABSENCE for education may be included in computing retention compensation.

Such retention payment shall be paid in a lump sum on a December payroll.

Any employee who by reason of a work-related injury receives worker's compensation benefits, shall receive credit for time spent on such medical leave for purposes of retention pay eligibility.

Any employee upon retiring from County service may be paid the retention payment as of the date of their retirement.

However, such payment shall be prorated on the number of payroll periods worked during the calendar year in which such employee retired.

Retention pay may also be paid to survivors in the case of death while the individual is an employee of the County. Such payment shall be prorated on the number of payroll periods worked during the calendar year in which death occurred.

ARTICLE 3 - PREMIUM PAY

Section 1. Standby pay (off-premises) will be \$5.25 per hour provided it shall be adjusted as necessary during the term of this AGREEMENT to be consistent with the Hennepin County prevailing pattern.

Employees will be paid for any work performed beyond the initial receipt of the call. Any work performed at home after the initial phone call will be paid (minimum of 6 minutes) unless the call results in them going to the location. If the call results in the employee having to leave their home, the below will apply:

- A. Employees will be paid from the time they leave their home until they return (port to port), not from the time they receive the call. Employees will be paid for a minimum of three hours for each call.

Section 2. Employees who are, at the discretion of the EMPLOYER, appointed on an intermittent basis to leadworker, shall be compensated at an augmented rate of one dollar fifty cents (\$1.50) per hour more for the period such leadworker functions are performed, provided that if an employee is appointed leadworker for a period of four (4) hours or more during any one (1) shift when assigned to an eight (8) hour shift, the employee shall receive such higher rate for the full shift.

Section 3. Employees classified as Electrician or Traffic Signal Electrician who obtain a Master Electrician license and is designated as the sole license holder within their departments shall be eligible to receive a \$0.50 differential for hours worked under the scope of their license.

ARTICLE 4 - SAFETY

The Employer shall provide and maintain all protective equipment and clothing required under the current OSHA, state and county regulations, Employer, or Employer's customer rules or regulations.

- A. Personal Protective Equipment –Employees are required to wear or use all personal protective equipment required by OSHA regulations, state regulations, Employer or Employer's customer rules or regulations.
- B. It is recommended that employees wear 100% natural fibers, not synthetics or synthetic blends because of problems associated with burns.
- C. The Employer shall provide a proper container or kits to keep all safety equipment in satisfactory condition and the Employees shall be required to keep safety equipment in the containers provided.

The employer will work with the Union to determine how to provide NFPA 70e training for employees performing energized work.

ARTICLE 5 - TOOLS

Tool replacement allowance (only for broken tools turned in) based on the tool list established by the EMPLOYER and the steward (See Attachments A and B).

ARTICLE 6 - GRIEVANCE PROCEDURE

Section 1. A grievance shall be defined as a dispute or disagreement raised by an employee against the EMPLOYER involving the interpretation or application of the specific provisions of this AGREEMENT.

Section 2. It is specifically understood that any matters governed by statutory provisions, County Human Resources Rules, or departmental personnel rules, except as expressly provided for in this AGREEMENT, shall not be considered grievances under this AGREEMENT. If by law an appeal procedure, other than the grievance procedure contained herein, is available for resolution of a dispute arising from any provision covered by this AGREEMENT and the aggrieved party pursues the dispute through such appeal procedure provided by law, the aggrieved employee(s) shall be precluded from making an appeal under this grievance procedure.

Except that with respect to statutes under the jurisdiction of the United States Equal Employment Opportunity Commission or Minn. Stat. §§ 363.01 - .20, an employee pursuing a statutory remedy is not precluded from also pursuing an appeal under this grievance procedure.

Section 3.

GRIEVANCE PROCEDURE: Grievances, as herein defined, shall be processed in the following manner:

Step 1: INFORMAL. An employee claiming a violation concerning the interpretation or application of the express provisions of this AGREEMENT shall:

- A. Within twenty-one (21) calendar days after the first occurrence of the event giving rise to the grievance, present such grievance, with or without the union representative, to their supervisor who is designated as appropriate for this purpose by the EMPLOYER.
- B. The supervisor shall give their verbal or written answer within fourteen (14) calendar days after such presentation to the employee and their steward.

Step 2: FORMAL. If the grievance is not satisfactorily resolved in Step 1 and the UNION wishes to appeal the grievance to Step 2 of the grievance procedure, it shall be referred, in writing, to the Department Head or their designated representative and to the Labor Relations Director or their designee within fourteen (14) calendar days after the designated supervisor's answer as provided for in Section 3, Step 1-B. The grievance appeal shall be initiated by means of a written grievance to be signed by the employee and the union representative. The written grievance shall set forth the nature of the grievance, the facts on which it is based, the provisions of the AGREEMENT allegedly violated, and the relief requested. The Department Head and/or their designated representative shall discuss the grievance with the UNION within fourteen (14) calendar days after the date presented at a time agreeable to the parties. If the grievance is resolved as a result of such a meeting, the settlement shall be reduced to writing and signed by the Department Head or their designated representative and the union representative. If no settlement is reached, the Department Head or their designated representative shall give a written answer to the union representative within fourteen (14) calendar days following their meeting.

Step 3: MEDIATION. If the grievance is not settled in accordance with the procedure set forth in Step 1 or Step 2, it may be submitted to mediation provided that the UNION and the Labor Relations Director or their designee, by mutual agreement, jointly petition the Minnesota Bureau of Mediation Services for assistance in resolving the grievance within ten (10) working days after the employee and UNION's receipt of the EMPLOYER's written answer in Step 2. The parties shall have thirty (30) calendar days in which to resolve the grievance through mediation.

Section 4. ARBITRATION. If the grievance is not settled in accordance with the foregoing procedure, the UNION may refer the grievance to arbitration within fourteen (14) calendar days after the employee and UNION's receipt of the EMPLOYER's written answer in Step 2. The parties shall mutually agree upon an arbitrator. If the parties are unable to agree on an arbitrator, the selection of an arbitrator shall be made in accordance with the "Rules Governing the Arbitration of Grievances" as established by the Public Employment Relations Act and administered by the State of Minnesota Bureau of Mediation Services. The arbitrator shall hear the grievance at a scheduled meeting subject to the availability of the EMPLOYER and the union representatives. The arbitrator shall notify the union representative and the EMPLOYER of their decision within thirty (30) calendar days following the close of the hearing or submission of briefs by the parties, whichever is later, unless the parties agree to an extension thereof. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the UNION in the event of a split decision, provided that each party shall be responsible for compensating its own representatives and witnesses. In the event that the arbitrator rules for one party or the other, the fees and expenses for the arbitrator's services and proceedings shall be borne by the losing party, provided that each party still remains responsible for compensating its own representatives and witnesses. Employees who serve as such representatives or witnesses shall not be compensated at a rate in excess of their BASE PAY RATE. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, provided it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.

The arbitrator shall not have the right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this AGREEMENT. The arbitrator shall consider and decide only the specific issue(s) submitted, in writing, by the EMPLOYER and the UNION, and shall have no authority to make a decision on any other issue(s) not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The decision shall be based solely upon the arbitrator's interpretation or application of the express terms of this AGREEMENT and on the facts of the grievance presented. If the arbitrator determines that the grievance is covered by law or statute, or not covered by the express provisions of this AGREEMENT, the arbitrator shall refer the grievance back to the parties without decision or recommendation. The parties may, by a written agreement, agree to submit more than one grievance to the arbitrator provided that each grievance will be considered as a separate issue and each on its own merits.

- Section 4.** If a grievance is not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be considered settled on the basis of the EMPLOYER's last answer. If the EMPLOYER does not answer a grievance or an appeal thereof within the specified time limits, the employee/UNION may elect to treat the grievance as denied at that step. The UNION may then immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual written agreement of the EMPLOYER and UNION representatives involved in each step.
- Section 5.** Employees serving an initial probationary period shall have right of appeal only through Step 2 of this grievance procedure except for a grievance alleging an error in salary or benefits due.
- Section 6.** Limited duration employees (except for an employee whose work schedule is intermittent, non-continuous or irregular in nature) and employees serving in the unclassified service shall have right of appeal only through Step 2 of this grievance procedure.
- Section 7.** A regular employee serving a promotional probationary period shall have right of appeal under this grievance procedure provided that such employee shall not have right to appeal beyond Step 2 of this grievance procedure, a demotion to their previous classification upon failure to satisfactorily complete the required promotional probationary period. When feasible, a demoted employee shall be returned to the geographical area from which originally promoted.
- Section 8.** The grievant shall not suffer loss of regular pay while the Grievant's presence is necessary at a grievance presentation meeting with the EMPLOYER or an arbitrator, except where such grievance presentation meeting or arbitration hearing occurs during the period the grievant has been removed from their job for disciplinary reasons. The time spent by the grievant in an arbitration hearing shall not be counted as time worked for overtime eligibility.

ARTICLE 7 - INSURANCE

- Section 1.** For the duration of the AGREEMENT, benefit-earning EMPLOYEES shall be entitled to participate in the benefits programs to the same extent and upon the same terms and conditions as are applicable to all similarly-situated Hennepin County benefit-earning EMPLOYEES. The EMPLOYER may at any time during the term of this Agreement unilaterally amend, modify, improve, discontinue or terminate any of these benefit plans or implement new plans or provisions provided those same changes are made for other similarly-situated benefit-earning EMPLOYEES throughout Hennepin County. The EMPLOYER shall have sole discretion and authority to exercise these rights without any obligation to bargain with the UNION regarding the impact upon EMPLOYEES covered by this AGREEMENT.

Flexible Spending Account – Health Care (optional)
Flexible Spending Account – Dependent Care (optional)

Flexible Spending Account – Adoption Assistance (optional)
Flexible Spending Account – Parking (optional)
Dental Insurance and 40% Subsidy
Vision Insurance (optional)
Basic Life Insurance of \$50,000 (EMPLOYER paid)
Additional Life Insurance (optional)
Spouse/Domestic Partner Life Insurance (optional)
Dependent Life Insurance (optional)
Short Term Disability Plan (optional) – requires standard hours of 30 or more/week
Long Term Disability Plan (auto-enrolled, Employer-paid) - requires standard hours of 30 or more/week
Deferred Compensation (optional – does not require employee to be benefit earning)
529 MN College Savings Plan (optional – does not require employee to be benefit earning)
Bus cards with 70% subsidy – (optional - does not require employee to be benefit earning)
Paid Parental Leave – 12 Weeks
Indemnification
Vacation Donation program
100% mental health coverage
Vacation/PTO cash out program, as authorized by County Administrator – up to 50 hours

Section 2. Consensus Model and LMHCC Structure
Consensus Parameters:

1. For the term of this contract, the scope of the current LMHCC will expand to include consensus decision-making on the topics of plan design and premium, consistent with the consensus parameters established by the parties below.
2. It is understood that the LMHCC will continue to operate as an educational and conversation vehicle year-round, with the consensus process only utilized for decisions related to plan design and premium. While these decisions may come up at any time during the year, it is expected that most of the decisions requiring a consensus will occur late in the summer each year.
3. The parties will engage in a good faith effort to reach a consensus decision on premiums and plan design and realize that this may take several additional meetings in late summer of each year.
4. Attendance at the LMHCC remains available to all current attendees, but each bargaining unit will identify one “consensus representative” (and an alternate) who will be responsible to speak for their bargaining unit on the two consensus issues of premium and plan design. The consensus representative will be polled and must indicate whether or not their bargaining unit can support consensus on a plan design or premium issue (or, in the last year of the contract, the continuation of the consensus model into the future contract). In all cases, if a consensus decision is reached, both the union and the county agree to be bound by the decision, pending County Administration approval.
5. There will be a total of 17 eligible “consensus representatives,” one representing each bargaining unit, and 8 management members from County Benefits and Labor Relations staff who will also be considered eligible “consensus representatives”.
6. One Business Agent or Field Representative/ attorney representative from each unit, as well as a Council 5 staff member may attend LMHCC meetings and may be the consensus representative/ alternate for a particular local if that is the desire of the particular union/local.
7. Representatives (or alternates) to LMHCC must be present at multiple meetings, particularly during July/August of each year, to provide their bargaining unit's opinion on any consensus decision. If a representative/ alternate is not present, the LMHCC will proceed without their input.
8. Early in each year if determined necessary by the parties, a mediator will be asked to train the LMHCC on the concepts of facilitation and to explain how the consensus process differs from a

- negotiations or a voting process. The parties may also choose to continue to call upon the mediator as a facilitator if needed.
9. All Union representatives and County representatives must be in consensus to reach a decision. The parties understand that a representative's consent to a decision indicates a willingness to accept the decision, not necessarily full endorsement.
 10. A consensus decision must be reached by August 31st to allow for appropriate timing of open enrollment.
 - i. If full consensus on premium amount and plan design is reached by August 31st of any year 2025, 2026, 2027, the consensus plan will be submitted to County Administration for final approval.
 - ii. If full consensus on premium amount and plan design is not reached by 8/31 of any year 2025, 2026, 2027, the decision on premium and plan design for that year will revert back exclusively to County Administration. The Labor Relations Director will present to the County any potential items/topics on which consensus was reached as well as the items/topics in dispute.
 11. In addition, during the last year of the contract the LMHCC will attempt to reach a consensus recommendation regarding the premium amount and plan design for the first year of the new contract, as well as a consensus decision regarding whether or not to recommend continuation of the LMHCC consensus model.
 - i. If consensus on plan design and premium amount is not reached by 8/31 of the negotiations year, the parties shall revert to the negotiation process as they have in the past. The employer shall present their proposal for changes to plan design and premium in the traditional contract negotiation format.
 - ii. If a consensus on whether or not to continue the consensus model is not reached by 8/31 of the negotiations year, the parties will revert to the negotiation process as they have in the past.
 - iii. In all cases the amount of employee contribution under the new contract remains subject to negotiations.
 12. It is understood that the County's recommended rate need for the health plan, as well as the County's assessment of the plan's status vis-a-vis the Cadillac tax is determined in consultation with actuaries and is not subject to the consensus process outlined below. (The parties acknowledge the Cadillac tax will not be a factor during the term of this agreement).
 13. Use of the County's reserves or other financial assets is not an appropriate topic for the consensus discussions. The LMHCC is charged with finding a consensus recommendation regarding premium and plan design that does not include the use of reserves. The LMHCC may choose to submit a separate recommendation (or not) regarding the reserves, which County Administration may consider with no obligation to agree. In all cases, the County Administration retains sole discretion on any decision regarding the reserves. Any decision by the County to use reserves in the future will be timely shared with the LMHCC in order to incorporate such information into discussions leading to consensus. For plan years 2025, 2026 and 2027, the parties have agreed there will be no consideration of a premium holiday.
 14. Neither the consensus process nor a negotiations process will be used for changes mandated by law or a vendor. However, the parties will negotiate the effects of any such changes.
 15. In the event the EMPLOYER makes a change of Third Party Administrator (TPA) between the dates of 1/1/2025 and 12/31/2027 the EMPLOYER agrees to engage in impact bargaining over the effects of such a change as applicable under the AGREEMENT and relevant state law.
 16. The county reserves any and all rights with regard to benefit plan administration and policy unless specifically identified in this document or in the collective bargaining agreement. Nothing herein waives, expressly or implied, the Union's right to negotiate any mandatory subject of bargaining.
 17. There is no implied commitment by either party to the consensus process beyond the term of this contract. Prior to August 31 of the last year of the contract, the LMHCC will determine any continuation terms as described above.

ARTICLE 8 - EARLY RETIREE HEALTH INSURANCE PROGRAM (ERHIP)

Early Retiree Health Insurance Program (ERHIP) for employees hired before 1/1/08 (see eligibility below).

Subd. 1. Benefit. The EMPLOYER shall provide access to the County's group health insurance program for eligible employees until the end of the month in which the employee turns age 65. An eligible employee shall receive the same County contribution towards the health insurance continuation benefit provided for in the ERHIP as though the employee is actively working and has elected single coverage in the County's group health insurance program. An eligible employee may elect to continue coverage under the County's group health insurance program for dependents provided the employee pays 100% of the cost of dependent coverage in addition to any required share of the single premium. The EMPLOYER may establish appropriate policies and procedures to implement and administer the ERHIP that are not inconsistent with the requirements of this section. These include, but are not limited to, the application process and the time period required to apply for ERHIP benefits, the process for remitting premium payments, adding or deleting dependents from coverage or the termination of coverage for the non-payment of premiums.

Subd. 2. Eligibility. Only employees that have County group health insurance coverage in force on the date of employment termination and who were hired by the EMPLOYER before January 1, 2008, are eligible to participate in the ERHIP. Employees newly hired, re-hired on or after January 1, 2008, are ineligible to participate in the ERHIP. To receive the health insurance continuation benefit provided for in the ERHIP, the employee must meet at least one of the following three eligibility requirements:

A. The eligible employee meets one of the following age and years of service requirements:

| <u>Age</u> | <u>Non-Continuous Years of Service</u> |
|---------------------|--|
| 55 but less than 62 | 20 |
| 62 but less than 63 | 15 |
| 63 but less than 64 | 14 |
| 64 but less than 65 | 13 |

B. The eligible employee at the time of retirement qualifies for and applies for a full, unreduced retirement annuity (other than a deferred annuity), based on a minimum of ten (10) years of Hennepin County service, from an approved Minnesota public service retirement program.

C. The eligible employee at the time of retirement qualifies for and applies for a retirement annuity (other than a deferred annuity), from an approved Minnesota public service retirement program with at least twenty-five (25) years of covered service, at least ten (10) of which must have been with Hennepin County.

Subd. 3. Opt-out. Employees eligible to participate in the ERHIP may opt-out of the program. Employees desiring to opt-out elected in writing prior to July 1, 2008, whether they would maintain their current retiree insurance benefit, or opt-out of the ERHIP and participate in the Health Care Savings Plan (HCSP) option. This was a one-time, irrevocable election. Employees who did not make an election in writing prior to July 1, 2008, are deemed to have elected to retain their current retiree insurance benefit under the ERHIP. If an employee who is eligible for ERHIP based on hire date becomes part of the bargaining unit and has not previously had the opportunity to opt-out, such employee shall be given the opportunity at a time which is mutually agreed upon by the EMPLOYER and the UNION.

Subd. 4. No Guarantee of Future Benefit. Nothing in this section shall be construed to be a guarantee of future retiree health insurance benefits beyond the expiration date of this AGREEMENT. The EMPLOYER and the Union (or in the case of a unit of essential employees, an interest arbitrator) reserve the right during subsequent negotiations to modify, amend, or terminate, in whole or in part, this ERHIP. In the event the union is decertified as the exclusive representative, the EMPLOYER may, at any time after the expiration of this AGREEMENT, modify, amend, or terminate, in whole or in part, this ERHIP.

ARTICLE 9 - HEALTH CARE SAVINGS PLAN (HCSP)

- Subd. 1. Establishment of HCSP. A Health Care Savings Plan (HCSP) is established to enable Hennepin County employees to save money on a pre-tax basis to pay post-County employment medical, dental and vision expenses and/or insurance premiums. EMPLOYER and employee contributions designated below shall be deposited with a HCSP provider selected by the EMPLOYER. The EMPLOYER and the HCSP provider may establish appropriate policies and procedures to implement and administer the HCSP that are not inconsistent with the requirements of this section
- Subd. 2. Eligibility. Only regular and temporary unclassified benefit-eligible employees are eligible to participate in the HCSP. Employees hired, re-hired on or after January 1, 2008, unrepresented employee newly hired, REHIRED between January 1, 2007, and December 31, 2007, who become part of the bargaining unit after December 31, 2007, and employees that exercised their right to opt-out of the ERHIP, are required to participate in the HCSP. Former Minneapolis Public Library (MPL) employees who exercise their right to opt-out of the ERHIP and participate in the Health Care Savings Plan (HCSP) option shall only have their time spent in service while employed by Hennepin County as a REGULAR or temporary Unclassified EMPLOYEE count towards determining eligibility for the County contribution in subdivision 4.
- Subd. 3. Employee Contribution. Eligible employees shall contribute one percent (1%) of their salary on a per pay period basis to the HCSP.
- Subd. 4. County Contribution. The EMPLOYER shall make the following annual contributions to an eligible employee's HCSP account beginning in 2009. The EMPLOYER'S annual lump sum contribution shall be made the second paycheck in February of each year in the amount determined by the service threshold as of December 31 of the same calendar year.

| <u>Years of Service</u> | <u>County Annual Contribution</u> |
|--|-----------------------------------|
| More than 5 and less than 10 years of full-time equivalent service. | \$550.00 per year |
| More than 10 and less than 15 years of full-time equivalent service. | \$650.00 per year |
| More than 15 years of full-time equivalent service. | \$750.00 per year |

ARTICLE 10 - TERM OF AGREEMENT

This AGREEMENT shall be in full force and effect from January 1, 2025, through December 31, 2027, and shall be automatically 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, there of the parties have caused this AGREEMENT to be executed this ____th day of ____ 2025.

ATTACHMENT A - TOOLS - TRAFFIC SIGNAL ELECTRICIAN

EMPLOYER'S LIST OF TOOLS

Journeyman electricians shall provide themselves, and keep in first-class condition, a kit of tools consisting of:

- 1 8 inch or 9 inch Kleins
- 2 pair adjustable pliers
- 1 8 inch long nose pliers
- 1 diagonal pliers
- 1 3 inch electrician's screwdriver
- 1 8 inch electrician's screwdriver
- 1 10 inch electrician's screwdriver
- 1 #1 Phillips' screwdriver
- 1 #2 Phillips' screwdriver
- 1 stubby screwdriver
- 1 12 inch crescent wrench
- 1 electrician's knife
- 1 half-moon file
- 1 scratch awl
- 1 cold chisel
- 1 center punch
- 1 socket set up to and including one-half inch (1/2") socket
- 1 nut driver 3/16"-1/2"
- 1 current copy of National Electrical Code Book
- 1 flashlight
- 1 twenty-five (25) foot tape measure

Tools must be of the same quality or better than the tool lost, stolen or broken.

The EMPLOYER shall furnish all other necessary tools and equipment. Employees shall be responsible for the EMPLOYER's tools, salvage, and equipment, provided the EMPLOYER furnishes the necessary lockers, toolboxes, or another secure place for storage. The EMPLOYER shall also furnish a safe place for storage of employee's tools except on short-term jobs. The employee shall be responsible for the care and storage of tools required in the paragraph above.

ATTACHMENT B - TOOLS – ELECTRONICS TECHNICIANS

EMPLOYER'S LIST OF TOOLS

Electronics Technicians shall provide themselves, and keep in first-class condition, a kit of tools consisting of:

- 1 8 inch or 9 inch Kleins
- 2 pair adjustable pliers
- 1 8 inch long nose pliers
- 1 diagonal pliers
- 1 3 inch electrician's screwdriver
- 1 8 inch electrician's screwdriver
- 1 10 inch electrician's screwdriver
- 1 #1 Phillips' screwdriver
- 1 #2 Phillips' screwdriver
- 1 stubby screwdriver
- 1 12 inch crescent wrench
- 1 socket set up to and including one-half inch (1/2") socket 1
- 1 nut driver 3/16"-1/2"

Tools must be of the same quality or better than the tool lost, stolen or broken.

The EMPLOYER shall furnish all other necessary tools and equipment. Employees shall be responsible for the EMPLOYER's tools, salvage, and equipment, provided the EMPLOYER furnishes the necessary lockers, toolboxes or another secure place for storage. The EMPLOYER shall also furnish a safe place for storage of employee's tools except on short- term jobs. The employee shall be responsible for care and storage of tools required in the paragraph above.

Letter of Understanding regarding Minnesota Paid Leave Act

01/01/2025

Bill Krause
IBEW 292
6700 W Broadway Avenue
Suite 292
Brooklyn Park, MN 55428

Dear Bill,

As of January 1, 2026, the Minnesota Paid Leave Law will be available to covered employees as defined under Minnesota Statute Chapter 268B. During 2024 contract negotiations the new Minnesota Paid Leave Law premium expense was raised. Based on the current law, the parties recognize a 50% default split of the total premium in the absence of negotiating otherwise.

During the term of the current Labor Agreement, should the statute have a material change impacting the premium payments, the parties agree to meet and negotiate impact at such time.

Sincerely,

Tilena Christianson
Labor Relations Advocate

Letter of Understanding

between

I.B.E.W. Local 292

and Hennepin County

The Parties hereby agree that the formula used in the AGREEMENT attached hereto as which adjusts the employees covered under this Agreement to 90% of the total package market rate shall be utilized for 2025, 2026, and 2027 payroll years.

Signed By

Todd Olness

For Employer

Date

Signed By:

Jeff Heimerl, Business Manager

For Union

03/14/2025 
Date

Signature Page

Contract No. A2512742

WITNESSES:

HENNEPIN COUNTY

Brenna McElroy
Brenna McElroy (Mar 21, 2025 10:20 CDT)

By: Irene Fernandez
Chair of its County Board

Tilena Christianson

And: David J. Johnson
County Administrator

Date:

03/21/2025

Attest: Shirley Ann Selton
Deputy/Clerk of the County Board

And: [Signature]
Chief Labor Relations Officer

Review by the County
Attorney's Office

International Brotherhood of Electrical Workers, Local 292

Katie Lynch

By: Jeffrey J. Bernier
IBEW Business Manager

Date: 03/14/2025

