



Summary of City of Waite Park's and LELS Bargaining Unit  
TENTATIVE AGREEMENT  
12/28/2020

**SUMMARY OF PROPOSED CHANGES:**

**Article 15 Sick Leave**

15.2 Change from six (6) months to four (4) Months.

*New Language*

Incorporate Funeral leave into the Sick Article, consistent with City policy.

**Article 16 Vacation**

16.1 All regular full-time employees shall be eligible for vacation leave after completing four (4) months of employment.

16.3 Each permanent employee shall be granted vacation according to the following schedule based on the employee's anniversary date.

<u>Completed Year</u>	<u>Hours per Pay Period</u>
0-5 years of service	80 hours per year – 3.08 hours/pay period
6-10 years of service	120 hours per year – 4.62 hours/pay period
11-15 years of service	160 hours per year – 6.16 hours/pay period
15-20 years of service	200 hours per year – 7.70 hours/pay period
21-24 years of service	220 hours per year – 8.46 hours/pay period
25 years and over	240 hours per year – 9.23 hours/pay period

**Article 18 Group Insurance Benefits**

18.1 The Employer will pay up to \$1,175.00 for health insurance premiums for 2021, 2022 and 2023 for an Employee Single Plan.

The Employer will pay up to \$2,200.00 for health insurance premiums for 2021, 2022 and 2023 for an Employee Family Plan.

**Article 21 Pay Plan**

2021: Pay Plan Implementation as shown on Exhibit A of Contract

2022 1.5%, and

2023 1.5%

**Article 24 Duration**

3-year contract