



**TENTATIVE AGREEMENT BETWEEN THE CITY OF WAITE PARK AND TEAMSTERS  
#320 MAINTENANCE EMPLOYEES  
12/15/2020**

**1. ARTICLE 12. NORMAL WORKING HOURS AND OVERTIME**

12.1 The City would be willing to consider an Memorandum of Understanding to consider summer hours.

**2. ARTICLE 15. HOLIDAYS**

15.2 An employee who is required to work on New Year's Day Thanksgiving Day, or Christmas Day when those specific holidays fall Monday through Friday, will receive 2 ½ times their rate of pay for all hours worked.

**3. ARTICLE 17. VACATIONS**

17.2 All regular full-time employees shall be eligible for vacation leave benefits **upon completing four (4) months of employment.** Each employee shall be granted vacation according to the following schedule based on the employee's anniversary date:

Completed Year	Hours per Pay Period
<del>0-7</del> <b>0-5</b> yrs of service	80 hrs per year
<del>8-14</del> <b>6-10</b> yrs of service	120 hrs per year
<del>15-20</del> <b>11-15</b> yrs of service	160 hrs per year
<del>21 yrs and over</del>	<del>200 hrs per year</del>
<b>16-20</b> yrs of service	200 hrs per year
<b>21-24</b> yrs of service	<b>220 hrs per year</b>
<b>25</b> yrs of service	<b>240 hrs per year</b>



4. **ARTICLE 19. GROUP INSURANCE BENEFITS**

19.1 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.

5. **ARTICLE 22. PAY PLAN**

22.1 The City will increase wages by the following:

January 1, 2021	Implementation of Pay Plan in two phases. Jan 1 <sup>st</sup> and July 1 <sup>st</sup> , 2021 *All step increases for 2021 will occur on July 1, 2021 and not on the anniversary date for 2021 only* See attachment for details.
January 1, 2022	1.5%
January 1, 2023	1.5%

6. **ARTICLE 26. POST RETIREMENT HEALTH CARE SAVINGS PLAN**

26.2 The following percentage of gross wages will be put into the Plan:

0-7 years	3%
8-14 years	4%
15+ years	5%
15-19 years	5%
20+ years	6%

7. **Article 28 DURATION**

This Agreement shall be effective as of January 1, 2021 and shall remain in full force and effect until December 31, 2023.

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- Change any remaining roman numerals to regular numbers.