AGREEMENT

between

CITY OF WASECA

and

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL NO. 70

PUBLIC WORKS

January 1, 2017 through December 31, 2019
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ARTICLE 1 – PURPOSE OF AGREEMENT

THIS AGREEMENT made and entered into as of the 1st day of January, 2017, by and between the CITY OF WASECA, a municipal corporation, (hereinafter referred to as the City) and the INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL NO. 70 (hereinafter referred to as the Union) as exclusive bargaining agent for the employees in the bargaining unit set forth in Article 1 below.

WHEREAS, Minnesota Legislature has endorsed the practices and procedures of collective bargaining as a fair and only way of conducting its relations with its employees, and relations of any political subdivision with its employees, insofar as such practices and procedures are appropriate to the function of obligations of the City to retain the right effectively to operate in a responsible and efficient manner and are so consonant with the paramount of the City and its citizens;

WHEREAS, it is the intention of this Agreement to set forth the entire Agreement of the parties covering the employment conditions not otherwise mandated by statute, charter or ordinance, to maintain and increase the individual productivity in the quality of services, to prevent interruption of work and interference of the efficient operation of the City and to provide an orderly and prompt method for handling and processing grievances;

WHEREAS, the parties recognize that this Agreement is not intended to modify and of the discretionary authority vested in the City by statutes of the State of Minnesota, City Charter, and City Ordinances and City Resolutions.

ARTICLE 2 – RECOGNITION

The Employer recognizes the Union as the Exclusive Representative for all Water Operators, Wastewater Treatment Operators, Public Works Maintenance Workers, Mechanics, and Assistant Mechanics, excluding supervisory, confidential and all other employees of the Employer.
ARTICLE 3 – UNION SECURITY

In recognition of the Union as the exclusive representative the Employer shall:

Section 1. Deduct from each payroll period an amount sufficient to provide the payment of dues established by the Union from the wages of all employees authorizing in writing such deduction; and

Section 2. Remit such deduction to the appropriate designated officer of the Union.

Section 3. The Union may designate two (2) employees from the bargaining unit to act as steward and shall inform the Employer in writing of such choice.

Section 4. In accordance with PELRA, any employee included in the appropriate unit who is not a member of the exclusive representative may be required by the exclusive representative to contribute a fair share fee for services rendered as exclusive representative. The fair share fee for any employee shall be in an amount equal to the regular membership dues of the exclusive representative less the cost of benefits financed through the dues and available only to members of the exclusive representative, but in no event shall the fee exceed eighty-five percent (85%) of the regular membership dues. Upon thirty (30) days' notice in writing to the payroll office of the name of the employee and the amount of the fair share fee certified by the Exclusive Representative, the City will deduct such fair share fee in installments from such employee's paycheck each month, and will forward such fees to the exclusive representative. The exclusive representative agrees to notify the City promptly whenever any employee subject to a fair share fee deduction becomes a member of the Exclusive Representative, and no further fair share fee deductions for such employee will thereafter be made. Any dispute as to the amount of such fee shall be solely between the Exclusive Representative and the employee involved and shall not be subject to the grievance procedure. Fair share fees shall commence thirty-one (31) days from the date of employment.

The exclusive representative hereby warrants and covenants that it will defend, indemnify, and save the City of Waseca harmless from any and all actions, duties, claims, damages, judgments and executions or other forms of liability, liquidated or unliquidated, which any person may have or claim to have, now or in the future, arising out of or by reason of the deduction of the fair share fee specified by the Exclusive Representative as provided herein.
ARTICLE 4 – EMPLOYER AUTHORITY

Section 1. The Employer retains the full and unrestricted right to operate and manage all manpower, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of personnel to establish work schedules; and to perform any inherent managerial function not specifically limited by this Agreement.

Section 2. Any term and condition of employment not specifically established or modified by this Agreement shall remain solely within the discretion of the Employer to modify, establish, or eliminate.

ARTICLE 5 – EMPLOYEE RIGHTS/GRIEVANCE PROCEDURE

Section 1. A grievance shall be defined as a dispute of disagreement raised by an employee against the City involving the interpretation or application of the specific express provisions of this Agreement. It is specifically understood that any matters covered by Minnesota statutory provisions, City Charter provisions, City Ordinances, and City Resolutions shall not be considered grievances and subject to the grievance hereto set forth. Grievances, as herein defined, shall be processed in the following manner:

Section 2. Processing of a Grievance. It is recognized and accepted by the Union and the Employer that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the Employees and shall therefore be accomplished during normal working hours only when consistent with such Employee duties and responsibilities. The aggrieved Employee and the Union Representative shall be allowed a reasonable amount of time without loss in pay when a grievance is investigated and presented to the Employer during normal working hours provided the Employee and the Union Representative have notified and received the approval of the designated supervisor who has determined that such absence is reasonable and would not be detrimental to the work programs of the Employer.

Section 3. Procedure. Grievances, as defined by Article 5, Section 1, shall be resolved in conformance with the following procedure:
Step 1. An Employee claiming a violation concerning the interpretation or application of this Agreement shall, within twenty-one (21) calendar days after such alleged violation has occurred, present such grievance in writing to the Employee’s supervisor as designated by the Employer. The Employer-designated representative will discuss and give an answer to such Step 1 grievance within ten (10) calendar days after receipt. A grievance not resolved in Step 1 and appealed to Step 2 shall be placed in writing setting forth the nature of the grievance, the facts on which it is based, the provision or provisions of the Agreement allegedly violated, and the remedy requested and shall be appealed to Step 2 within ten (10) calendar days after the Employer-designated representative’s final answer in Step 1. Any grievance not appealed in writing to Step 2 by the Union within ten (10) calendar days shall be considered waived.

Step 2. If appealed, the written grievance shall be presented by the Union and discussed with the Employer-designated Step 2 representative. The Employer-designated representative shall give the Union the Employer’s Step 2 answer in writing within ten (10) calendar days after receipt of such Step 2 grievance. A grievance not resolved in Step 2 may be appealed to Step 3 within ten (10) calendar days following the Employer-designated representative’s final Step 2 answer. Any grievance not appealed in writing to Step 3 by the Union within ten (10) calendar days shall be considered waived.

Step 3. If the grievance is not resolved in Step 2, the parties, by mutual agreement, may submit the matter to mediation with the State of Minnesota, Bureau of Mediation Services. Submitting the grievance to mediation preserves the tolls and timelines for Step 4 of the grievance procedure through the conclusion of mediation.

Step 4. A grievance unresolved in Step 3 and appealed in Step 4 shall be submitted to arbitration. The Employer and the Union representative shall endeavor to select a mutually acceptable arbitrator to hear and decide the grievance. If the parties cannot agree on an arbitrator, the selection of an arbitrator shall be made in accordance with the Rules established by the Bureau of Mediation Services.
Section 4. Arbitrator's Authority.

A. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the terms and conditions 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 not so submitted.

B. 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 arbitrator's decision shall be submitted in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be binding on both the Employer and the Union and shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented.

C. The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record. If both parties desire a verbatim record of the proceedings the cost shall be shared equally.

Section 5. Waiver. 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 Union may elect to treat the grievance as denied at that step and immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the Employer and the Union.
ARTICLE 6 – DEFINITIONS

UNION: International Union of Operating Engineers Local No. 70

EMPLOYER: The City of Waseca

UNION MEMBER: A member of the International Union of Operating Engineers, Local No. 70

EMPLOYEE: A member of the exclusively recognized bargaining unit.

BASE PAY RATE: The employee’s hourly pay rate exclusive of longevity or any other special allowance.

SENIORITY: Length of continuous service with the Employer.

ARTICLE 7 – UNFAIR LABOR PRACTICES

The City and the Union recognize that the Minnesota Public Employees Labor Relations Act (PELRA) in 179.68 list specific activities that the City and the Union may not engage in. The City and the Union in the interest of serving the public agree not to encourage or participate in any activities which are listed in 179.68 as Unfair Labor Practices.

ARTICLE 8 – UNION DUTIES

Neither the Union, its officers or agents, nor any of the employees covered by this Agreement, can engage in, encourage, sanction, support or suggest any strikes, slow-downs, mass resignations, mass absenteeism, willful absence of one’s position, the stoppage of work or the abstinence in whole or in part of the full, faithful and proper performance and duties of employment. In the event that any employee violates this Article, the Union shall immediately notify any such employee in writing to cease and desist from such action and shall instruct them to immediately return to their normal duties. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined. The City agrees that there shall be no lockouts of the employees.
ARTICLE 9 – UNION OFFICIALS

Section 1. There shall be no more than one Union Steward for the Public Works Maintenance Department, and no more than one Union Steward for the Wastewater Department. The Steward and other Union Officials shall not leave their work stations without prior permission of their supervisor and then only for such activities as are specifically provided for in this Agreement. They shall notify their supervisor upon return to their work stations. The Union shall furnish the City with a complete and current list of its Union official and Stewards who will represent the Union in all matters of this Agreement.

Section 2. Representatives of the Union, previously accredited to the City in writing by the Union, shall be permitted to come on the premises of the City for the purposes of investigating or discussing grievances if they have first obtained permission from the City Manager or his/her designated representative, provided that the Union representative does not interfere with the work of the employees.

Section 3. The Union agrees that there shall be no solicitation for membership, signing up of members, collection of initiation fees, dues, fines or assessments, meetings or any other activities on City time.

ARTICLE 10 – DISCIPLINE AND DISCHARGE

Section 1. Disciplinary action may be imposed upon an employee only for just cause. Initial reprimand for minor infractions, irregularities or deficiencies shall be done in a manner that will not embarrass the employee before other employees or the public, and any disciplinary action imposed upon an employee may be processed through the grievance procedure. The normal disciplinary procedure shall be as follows:

1. Oral reprimand.
2. Written reprimand (copy to the Union and City HR Technician)
3. Suspension or demotion (copy to the Union and City HR Technician)
4. Discharge (copy to the Union and City HR Technician)
When any disciplinary action more severe than an oral reprimand is intended, the Employer shall, before or at the time of such action is taken, notify the employee in writing of the specific reason(s) for such action.

Section 2. At his or her request, an employee shall have the opportunity to have a Union representative present during an investigation that may result in disciplinary action against the employee. The Union shall have the right to take up a suspension and/or discharge or demotion as a grievance at the second step of the grievance procedure and the matter shall be handled in accordance with the grievance procedure through the arbitration step if deemed necessary.

Section 3. The Employer shall not discharge any employee without just cause. If the Employer feels there is just cause for discharge the employee shall be suspended for ten (10) working days and the employee will be notified in writing, that he/she is subject to discharge and shall be furnished with the reason(s) therefore.

Section 4. An oral reprimand shall not become part of an employee's personnel record. Each employee shall be furnished with a copy of all evaluative and disciplinary entries into his/her personnel office record and shall be entitled to have his/her written response included therein. All disciplinary entries in the personnel office record shall state the corrective action expected of the employee.

The contents of an employee's personnel office record shall be disclosed to him/her by the Finance Director upon request and to the employee's Union representative upon the written request of the employee.

ARTICLE 11 – SENIORITY

Section 1. Seniority shall be defined as the length of continuous service from most recent date of hire (including the probationary period). Seniority preference shall be granted to an employee in connection with layoff, recall, promotion or transfer, in recognition of his/her length of continuous service in a classification covered by this Agreement. A seniority roster will be posted in an appropriate location and maintained by the Employer. Within each department,
seniority will be the determining criterion for transfer, promotion and layoffs when the job relevant qualifications and performance factors are equal.

Section 2. Employees on layoff shall be recalled in reverse order of layoff. Laid off employees shall have recall rights for twelve (12) months after layoff. A laid off employee may extend their recall right an additional one (1) year by serving written request via certified mail to the Employer within the initial twelve-month period of layoff. Recalled employees must return to work within five (5) work days after recall notification by certified mail to the last known address the employee furnished to the Employer.

Section 3. In the event that an employee is laid off from a position of higher rank as determined by level of pay, he/she may exercise his/her seniority privilege to assume a lower grade position for which he/she is qualified and is more senior than the employee being displaced within the department. This provision may not be exercised to assume a position outside the employee's department or jurisdiction of this Agreement.

Section 4. In the event of a job opening, the position shall be posted on the employee's bulletin board for a period of five (5) working days.

ARTICLE 12 – PROBATION

Section 1. An employee under the provisions of this Agreement shall serve a probationary period of the first six (6) months of continuous service, during which time the Employer shall have the unqualified right to discharge or otherwise discipline such employee, with or without cause. Such discharge will not be subject to the Grievance procedure in this Agreement. Probationary employees shall have the right to bring a grievance on any other provision of the contract alleged to have been violated.

Section 2. Current employees who progress to a different classification shall serve a ninety (90) day probationary period, during which time the employee may elect to return to his/her former position. Likewise, the Employer, during the same period may return such employee to his/her former position if job performance is not to standard.
Section 3. The probationary periods in Sections 1 and 2 of this Article, may be extended by mutual agreement of the Employer, the employee and the Union.

ARTICLE 13 – HOURS

Section 1. This Article is intended only to define the normal hours of the week and to provide the basis of calculation of overtime pay.

Section 2. The normal work week for all employees except Water/Wastewater Treatment Operators shall be five (5) consecutive days commencing on Monday and ending on Friday, inclusive for a total of forty (40) hours per week.

Section 3. The normal work hours for the Water/Wastewater Treatment Operator will be eighty (80) hours in each fourteen (14) days.

ARTICLE 14 – CALL BACK

An employee called in for work at a time other than his/her normal scheduled shift will be paid for a minimum of two (2) hours.

An employee called in for work on holidays, will be paid for a minimum of three (3) hours worked.
ARTICLE 15 – WAGES

Section 1. The following step plans shall apply:

Effective January 2, 2017: Public Works Maintenance Worker: Water/Wastewater Treatment Operator

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>$45,221.57</td>
<td>$47,103.92</td>
<td>$48,986.27</td>
<td>$50,874.27</td>
<td>$52,756.61</td>
<td>$54,638.96</td>
<td>$56,526.96</td>
</tr>
<tr>
<td>$21.74</td>
<td>$22.65</td>
<td>$23.55</td>
<td>$24.46</td>
<td>$25.36</td>
<td>$26.27</td>
<td>$27.18</td>
</tr>
</tbody>
</table>

*There will be an annual wage only reopener for 2018 and 2019.

Effective January 2, 2017: Mechanic

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
</tr>
</thead>
<tbody>
<tr>
<td>$48,794.08</td>
<td>$50,825.13</td>
<td>$52,856.18</td>
<td>$54,893.34</td>
<td>$56,924.39</td>
<td>$58,955.44</td>
<td>$60,992.60</td>
</tr>
<tr>
<td>$23.46</td>
<td>$24.44</td>
<td>$25.41</td>
<td>$26.39</td>
<td>$27.37</td>
<td>$28.34</td>
<td>$29.32</td>
</tr>
</tbody>
</table>

*There will be an annual wage only reopener for 2018 and 2019.

New employees shall be brought in at the appropriate step, as determined by the Employer, based on relevant education and experience.

Employees brought in at Step 1 will move to Step 2 after six (6) months of employment, contingent on their meeting the expectations for the position. They will subsequently be moved to Step 3 at their one-year anniversary, contingent on their meeting the expectations for the position.

All employees on Step 3 thru Step 6 will move to the next step on the anniversary date of their employment, contingent on their meeting the expectations for the position, except that employees employed by the City of Waseca as of January 1, 2017 who will move to the next step on July 1, which will be treated as their anniversary date for the purpose of moving steps going forward.

Failure to perform a performance review prior to the date the employee would receive their next step increase will result in the employee receiving the step increase, and for the purposes of, the increase will be considered meeting the expectations for the position. Failure to perform a timely review, and providing the employee a step increase does not indicate an employee is
performing satisfactorily for the reasons of future disciplinary actions or performance improvement measures.

Water/Wastewater Treatment Operators will be required to complete and maintain Wastewater licensing during the course of their employment in order to meet the expectations for the position and progress on the Step Plan. The requirement shall be as follows:

<table>
<thead>
<tr>
<th>Required License</th>
<th>Required for:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class D License</td>
<td>Step 7</td>
</tr>
</tbody>
</table>

Incentive pay shall be provided to Water/Wastewater Treatment Operators who achieve and maintain the following certifications:

<table>
<thead>
<tr>
<th>License &amp; Certification</th>
<th>Incentives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type IV Certification</td>
<td>+1.45%</td>
</tr>
<tr>
<td>Class C License</td>
<td>+1.45%</td>
</tr>
<tr>
<td>Class B License</td>
<td>+1.45%</td>
</tr>
</tbody>
</table>

Section 2. Shift Differential. A shift differential of 10% of base salary shall be paid to regular employees for work performed on days or hours other than Monday through Friday between 6:00 AM and 6:00 PM, unless it falls outside of the employees scheduled hours as set by the end of shift the preceding Friday or last scheduled day worked, whichever is earlier. If a holiday falls on Monday through Friday, scheduled and/or call out work shall be paid the shift differential.

Typical work hours shall be between 7:00 AM and 3:30 PM, except as where the employee's supervisor informs the employee of the change in schedule by the preceding Friday or last scheduled day worked, whichever is earlier.

Shift Differential will not be paid in conjunction with Overtime.
ARTICLE 16 – OVERTIME

Section 1. All work performed after eight (8) consecutive hours in one day or forty (40) hours in any one week shall be considered as overtime and shall be paid for at the rate of one and one-half (1-1/2) times the hourly rate as specified in Article 15. Employees shall not be required to take time off for the overtime worked.

Section 2. Employees may be assigned overtime work or assigned shifts at the discretion of the Employer. Overtime shall be divided as equally as practicable. Employees shall be required to work overtime unless excused by the Employer. Employees who refuse to work overtime may be subject to disciplinary action.

ARTICLE 17 – LONGEVITY

Each Employee governed hereby will receive in addition to the regular compensation provided herein, longevity at the rate of fifteen dollars ($15.00) per month for each four (4) years of service commencing at the end of four (4) full years.

ARTICLE 18 – VACATIONS

Section 1. All regular Employees employed by this Agreement shall be entitled to a vacation with pay as specified in Article 15 each year in accordance with the following schedule:

<table>
<thead>
<tr>
<th>Employment Years</th>
<th>Vacation Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>One (1) year but less than Twelve (12) years of employment</td>
<td>Three (3) weeks containing fifteen (15), working days 120 hours per year</td>
</tr>
<tr>
<td>Twelve (12) years or more of employment</td>
<td>Four (4) weeks containing twenty (20) working days 160 hours per year</td>
</tr>
</tbody>
</table>

Section 2. All full-time Employees in service will accrue vacation days in accordance with the schedule listed above. Vacation shall accrue to all full-time employees for continuous service from the date of initial employment to a full-time position, at the rate of ten (10) hours shall be earned for each
month of service where three (3) weeks of vacation applies and 13- 1/3 hours shall be earned for each month of service where four (4) weeks of vacation is entitled.

Section 3. Vacation schedules shall be determined by each department head in accordance with departmental requirements. Earned vacation may be accumulated up to a maximum of twenty-five (25) days. Vacation will not accrue or accumulate for more than twenty-five (25) days except upon approval of the City Manager.

Section 4. Vacation time shall be compensated at the Employees regular rate of pay. When a holiday occurs during a regular vacation, said holiday shall not be charged against earned vacation time; pay for such holiday shall be added to the Employee's vacation pay. Since the purpose of a vacation is to give an Employee an opportunity to rest and relax, no additional compensation will normally be paid an employee in lieu of vacation.

Section 5. Each Employee who leaves the City employment for any reason, whether voluntary or involuntary, will be paid for earned, unused vacation days that have been earned and not taken.

Section 6. Unauthorized time off will be charged against vacation, if vacation is exhausted time will be charged against sick time.

Section 7. Where there are conflicts over a particular period, the senior Employee shall be given the preference. National Guard and Army Reserve or related leaves will take precedence over vacations where only a limited number of Employees can be let off at any one time.

**ARTICLE 19 – LEAVES OF ABSENCE**

Section 1. An unauthorized absence from duty during required hours of attendance, whether for a day or more, or for any part of a day, shall be treated as absence without leave. Such absences may be made the grounds for disciplinary action. Where conditions warrant and adequate reasons are given for failure to secure prior authorization, the absence may be authorized by a later grant of leave. If an employee is absent without leave for two (2) calendar weeks, his/her employment with the City automatically terminates.
Section 2. If any Employee is either on an approved leave of absence without pay, or is suspended, or is absent without leave, without securing subsequent authorization for such leave, he/she shall not accrue any vacation or sick leave for the time they were absent or suspended. Vacation and sick leave accruals will be prorated as necessary in order to accomplish this. Any holidays occurring in conjunction with absence without leave, or leave without pay shall be forfeited by the employee.

Section 3. When the interests of the City can be benefited, the City Manager may grant a leave of absence without pay for special reasons for periods beyond those allowable for pay provided the appointing authority is willing, either to allow the position from which leave is taken to remain vacant, or to fill it by temporary appointment until the expiration of such leave.

Section 4. FMLA leaves shall be granted per state and federal laws.

ARTICLE 20 – HOLIDAYS

Section 1. The following days shall be recognized as guaranteed, paid holidays:

- New Year’s Day
- Martin Luther King Jr. Day
- President’s Day
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veteran’s Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve Day
- Christmas Day

Section 2. When any of the mentioned holidays fall on a Saturday, the preceding day will be the observed holiday. When any of the mentioned holidays fall on a Sunday, the following day will be the observed holiday. All regular Employees required to work on the day recognized as one of the above designated holidays shall receive, in lieu of the holiday, pay at two and one-half (2-1/2) times regular pay as specified in Article 15. Any other than the above municipal holidays, created by the State Legislature, are not guaranteed holidays.
Section 3. Each full-time Employee will be entitled to one (1) floating holiday which must be used within the calendar year that it is earned. The day of the use of the floating holiday will be at the Employee’s discretion subject to approval by the department head.

ARTICLE 21 – SICK LEAVE

Section 1. Each Employee shall earn sick leave from date of employment at the rate of eight hours per month. Employees are entitled to paid leave for illness to the extent of accumulated sick leave.

Section 2. An employee may use personal sick leave benefits provided by the Employer for absences due to an illness of or injury to the employee's child, as defined in section 181.940, subdivision 4, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, for reasonable periods of time as the employee’s attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee's own illness or injury.

   A. For the purpose of this section, "child" includes a stepchild and a biological, adopted, and foster child.

   B. For the purpose of this section, "grandchild" includes a step-grandchild, and a biological, adopted, and foster grandchild.

Section 3. Employees shall accrue twenty-four (24) hours of deferred leave annually after reaching the cap of one hundred twenty-five (125) days and maintains the 125-day cap for seventy-five percent (75%) of the year. Use of deferred sick leave would be for illness, involuntary physical/mental illness or injury to the employee or their family member when all other sick leave has been exhausted.

Section 4. Employees may apply sick leave for personal medical care requiring the services of a doctor, dentist, optometrist or other professional medical services.

Section 5. Employees are required to follow the following three steps to be eligible for sick leave:
1. Report immediately to the Employer the reason for the absence.

2. If the absence is more than three (3) days in length, the Employer must keep the Employer informed of the Employee's physical condition; and

3. If required by the Employer, Employees must submit proper medical certificate for absences exceeding three (3) days.

Section 6. Employees who claim sick leave when physically and mentally fit unless under specific provision of this Agreement shall be subject to disciplinary action.

ARTICLE 22 – INSURANCE

Section 1. The City will contribute eighty percent (80%) of the cost of family coverage for major medical coverage, hospitalization plan to cover all Employees, during the life of this agreement. For Employees electing single coverage for major medical coverage and hospitalization, the City will pay 100% of the premium cost for such single coverage and shall rebate to the Employee taking single coverage, the sum of $100.00 for each full month the employee does not take family coverage.

The City will pay the full premium for up to one hundred thousand dollars ($100,000.00) in term life insurance coverage for each employee. Employees not choosing dependent coverage cannot be covered at Employer's expense for any additional insurance than the individual group health and life insurance. Additional life insurance can be purchased by employees at the employee's expense to the extent allowed under the Employer's group policy.

The City will pay the full premium for disability coverage for each employee. Such disability coverage will provide for a ninety (90) day waiting period before eligibility for payment after a disability, with such disability payments to be 66-2/3rds of employee's base salary to a maximum of six thousand dollars $6,000.000 per month.

Section 2. Employees eligible for retirement and who retire from City employment may elect to leave with the City monies otherwise due them in
the form of severance pay for the purpose of City payment of health insurance contributions under the following conditions:

1. The amount of severance pay due is more than four thousand ($4,000.00) dollars;

2. The employee signs a form indicating that the employee gives up any and all rights to the severance pay monies in perpetuity and that any monies in the account revert to the City in the event of the death of the employee and dependent (if any dependent is named); and

3. The Federal Internal Revenue Service (IRS) agrees that payments by the City of insurance premiums from City retained individual employee severance pay accounts can be a tax free payment from a non-taxed account as described above.

A ruling from the IRS that such accounts are taxable to the employee or that the amount of payments from such accounts is taxable to the employee will terminate this provision and result in City payment of all monies in such accounts to the employees with all legally required deductions.

Section 3. Annuity. The Employer has an annuity that employees may participate in, at the employee’s own expense (see Employee’s Benefit book).

ARTICLE 23 – BEREAVEMENT LEAVE

Employees shall receive a maximum of four (4) days leave with pay during each calendar year of employment after completion of the initial probationary period because of a death in the immediate family of the employee including spouse, children, step children, parents, brothers, brother-in-law, sisters, sister-in-law, spouse’s parents, grandparents, grandparents-in-law, and grandchildren. Such leave shall not be accumulative in the event it is not used during that period.
ARTICLE 24 – INJURY LEAVE

Section 1. Injury leave, as distinguished from sick leave, shall mean leave with pay given to an employee due to absences from duty caused by accident or injury as defined in the Worker's Compensation Act of the State of Minnesota as amended, arising out of and in the course of City employment.

Section 2. The employee agrees and shall be obligated to turn over to the City all amounts he receives as temporary weekly compensation under the Act.

Section 3. Any full-time employee who has been employed by the City at least six (6) months, injured on his regular job, shall be entitled to full pay to a period of ninety (90) calendar days while he is absent from work by reason of such injury and receiving Worker's Compensation payments for lost time. If any portion of the day is reimbursed to the employee by Worker's Compensation for lost time, that portion will be counted toward the ninety (90) day time period. These benefit checks will be endorsed over to the City. At the employee's option the accrued sick leave will not be charged until after and beginning with the ninety first (91st) day of absence from work by reason of such injury. An employee who claims an absence from work due to any injury sustained on his regular job is subject to examination to be made on behalf of the City by a person competent to perform the same and as is designated by the City. Where doubt exists as to the employee's physical and mental capability to perform the Employer shall have the right to require the employee to take a medical examination at the City's expense at a reasonable time.

Section 4. Nothing in this Article shall be construed to limit the City's rights and authority as specified in Article 4.

ARTICLE 25 – MILITARY LEAVE TRAINING

Each employee of the City who is a member of a Reserve or National Guard unit shall be entitled to a Military Leave not to exceed two (2) weeks in any calendar year when required to engage in duty in such unit. No such employee shall be subjected to any loss or reduction of vacation or holiday privileges due to such absences. While engaged in such duty the City shall pay the difference, if any, between the employee's compensation for military activities and his/her regular compensation.
ARTICLE 26 – JURY SERVICE

When an employee has been absent from work because of jury service, he/she shall be paid his/her regular salary by the Employer with the understanding that, at the completion of his/her jury service, he/she shall present their jury service check to the Finance Director.

ARTICLE 27 – SEVERANCE PAY

Employees retiring and leave employment in good standing after reaching the minimum age established by the Public Employees Retirement Act shall receive forty-two percent (42%) of his or her accumulated sick leave, up to a maximum of 520 hours as severance pay. Severance pay MUST be remitted by the City to the Minnesota State Retirement System to be deposited in a Post-Retirement Health Care Savings Plan for the employee as authorized and governed by Minnesota Statutes Section 352.98. The employee will not have the option of receiving these funds in cash or having them applied for any other purpose. No employer contribution shall be made to the Plan, and the City shall have no responsibility or liability for management or disbursement of any funds remitted to the Plan.

In the event of death or permanent disability, employees or their legal survivors shall receive this severance pay.

A ruling from the IRS that such accounts are taxable to the employee or that the amount of payments from such accounts is taxable to the employee terminates this provision and results in City payment of all monies in such accounts to the employees with all legally required deductions.

ARTICLE 28 – TRAINING

Section 1. The need for training is always indicated by the existence of some particular condition or group of conditions, or by some situation which, if improved or modified, will increase the efficiency of the employees. The City of Waseca encourages employees to recommend specific areas of training needs or training programs which may bring about improvements in their productivity.
Section 2. When a training program is selected by the City and the employee is assigned to attend, reasonable costs incurred in such training shall be paid according to City policy. For non-exempt employees, overtime will be paid only when an hourly employee is required by the Employer to attend the training and actual training and travel time is in excess of eight (8) hours per day.

Section 3. The City shall cover the costs related to Water/Wastewater Operators obtaining and maintaining licensure when that license is required and approved by the City Manager or his/her designee. Related to costs for licensure exams, the City shall pay for no more than two (2) attempts for each level of licensure.

ARTICLE 29 – EQUIPMENT

Section 1. The City agrees to provide safe working conditions for its employees, and employees agree that they will be aware of, know the uses of and will in all instances use all the safety equipment furnished to them by the City.

Section 2. The City shall furnish all rubber coats, hats, boots, gloves, hard hats and all other necessary equipment meeting OSHA standards for employee protection, as determined by the Employer, and it is the rule of the parties hereto that such protective equipment be used.

Safety Shoes/Boots. The City will provide any necessary safety shoes/boots and insulated shoes/boots as required under Section 2 of this Article for the safety and well-being of the employees. The Employer shall determine the need for such equipment on a case-by-case basis and based on the requirements of the employee’s job duties.

Safety Glasses. The City will reimburse employees up to two hundred dollars ($200) for the purchase or repair of prescription or non-prescription OSHA and ANSI Z87.1 (current standard) approved safety glasses. This reimbursement shall be for up to one (1) pair of glasses per employee per year. In the event of damage or destruction that is work related, the City may replace or repair the damaged/destroyed safety glasses without regard to this limitation.
Safety Equipment. Specific safety equipment may be identified after departmental or project review. Should such equipment needs be identified, the CITY will purchase the equipment needed by departmental employees.

Requests for reimbursement must be accompanied by a copy of the receipt.

Section 3. The City will provide suitable outer garments intended to protect employees clothing from usual wear and damage from oils, grease, tar or sewage, e.g., while performing such duties as automotive maintenance, crack filling, work in inclement weather or sewage pumping. Such clothing will remain in the property of the City and will be maintained and replaced by the City as needed.

ARTICLE 30 – WAIVERS

Therefore, the City and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE 31 – AFFIRMATIVE ACTION

The Union agrees that this Agreement is subject to the Affirmative Action Policy of the Employer and that cooperation will be given to ensure that no individual shall be discriminated against with respect to compensation, hours or conditions of employment because of race, color, religion, sex or national origin.

ARTICLE 32 – SAVINGS CLAUSE

This Agreement is subject to the laws of the United States, the State of Minnesota and the signed municipality. In the event any provision of this Agreement shall be held to be contrary to law by a court of competent jurisdiction, from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions
shall continue in full force and effect. The parties will attempt to work out an alternative solution to the voided provision.

ARTICLE 33 – TERMINATION

This Agreement shall remain in full force and effect from the 1st day of January, 2017, to the 31st day of December 2019, with an annual wage only reopener in year 2 and 3 of the Agreement, and shall be automatically renewed from year to year thereafter unless either of the parties shall notify the other in writing by July 1, 2019, or July 1 of each succeeding year that it desires to modify or terminate this Agreement.
IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

For:  City of Waseca  

Daniel Lenz, City Manager

For:  International Union of Operating Engineers Local 70  

David Monsour, Business Manager

Michael Dowdle, President

Linda Powers, Recording Secretary

John Hane, Business Representative

Warren Rugger, Steward

Jason Muellerlelie, Steward

4/24/2017

Date:

4/3/2017

Date:
LETTER OF AGREEMENT #1

City of Waseca, hereinafter referred to as the Employer, and the International Union of Operating Engineers, Local 70, AFL-CIO, hereinafter referred to as the Union, agree to the following:

The current policy which was approved by Council action on November 16, 2004 is as follows and will be followed for the duration of the contract effective January 1, 2017.

Compensatory Time: The following conditions shall apply to the accrual and use of compensatory time for all City employees eligible to receive compensatory time. Employees will be compensated for authorized overtime work by either allowing the employee time off or by monetary compensation both at a rate of one and one half (1-1/2) times regular pay. Adequate records will be maintained by the employee and the Finance Department. Prior to working overtime hours, an employee must receive authorization from his/her supervisor and an agreement must be made whether the time will be compensated monetarily or with compensatory time. Unless otherwise specified by a labor contract, one and one half (1-1/2) hours of compensatory time shall be earned for each full hour of authorized overtime worked. Employees may earn a maximum total of forty (40) hours of compensatory time in anyone fiscal year. Once an employee has accumulated forty (40) hours of compensatory time, all further hours for overtime or stand by shall be compensated at the rate of time and one half the employee’s regular rate of pay.

Compensatory time will be paid out or taken before the first pay period in December.

For the term of this agreement only, Public Works employees classified as Public Works Maintenance Workers, Mechanic and Assistant Mechanic only, may earn a maximum total of eighty (80) hours of compensatory time.
For: City of Waseca

Daniel Lenz, City Manager

Date: 4/24/2017

For: International Union of Operating Engineers Local 70

David Monsour, Business Manager

John Hanc, Business Representative

Warren Rugger, Steward

Jason Muellerlelie, Steward

Date: 4/3/2017
LETTER OF AGREEMENT #2
General Wage Increase

City of Waseca, hereinafter referred to as the Employer, and the International Union of Operating Engineers, Local 70, AFL-CIO, hereinafter referred to as the Union, agree to the following:

This correspondence serves to confirm the bargaining unit’s agreement to apply the ‘Me Too’ agreement for wages in the 2017 – 2019 calendar years.

The ‘Me Too’ agreement assures that if any general wage increase (Cost of Living Adjustment) is given to any employee(s) at the City of Waseca, it will also be given to all IUOE Local 70 represented employees, employed by the City. The wage increase shall be implemented for all union employees using the same provisions as used for the initial employee(s) wage increase.

For: City of Waseca

[Signature]
Daniel Lenz, City Manager

4/24/2012
Date:

For: International Union of Operating Engineers Local 70

[Signature]
David Monsour, Business Manager

[Signature]
John Hane, Business Representative

[Signature]
Warren Rugger, Steward

[Signature]
Jason Muellerlelie, Steward

4/3/2017
Date:
LETTER OF AGREEMENT #3
Seasonal Work Hours Agreement
(For Public Works Maintenance Worker (Streets division only), Mechanic and Assistant Mechanic)

City of Waseca, hereinafter referred to as the Employer, and the International Union of Operating Engineers, Local 70, AFL-CIO, hereinafter referred to as the Union, agree to the following:

- Monday thru Thursday work hours 6:30 a.m. to 5:00 p.m. with a thirty (30) minute unpaid lunch period. This equals four (4) ten (10) hour days for a total of forty (40) hours.

- One Maintenance Worker and either one Mechanic or Assistant Mechanic employee (alternating) will work five (5) eight (8) hour days so that someone is available on Friday. Hours for these employees will be Monday thru Thursday from 6:30 a.m. to 3 p.m. with a thirty (30) minute unpaid lunch period and Friday from 7:00 a.m. to 3:30 p.m. with a thirty (30) minute unpaid lunch period.

- A time-off request for Friday by the employee working the five (5) eight (8) hour days shall not be approved without alternate coverage approval of the supervisor.

- A work week that includes a paid holiday shall revert to eight (8) hour work days.

- On the ten (10) hour work days, overtime compensation is eligible after the ten (10) hour work day.

- The summer work hours shall be in effect from May through October.

- The City or the Union may end the summer hours for any reason at any time based on unforeseen circumstances. Any changes will begin on the first day of the work week.
• The City or the Union agree that the summer hours shall maintain existing work coverage and work expectations of the City as an agreement of good faith.

• Employee benefits not addressed in this agreement are not changed because of this agreement.

• Employee time off requests (sick and vacation) shall be based on a ten (10) hour work day.

• Shift differential shall only be paid once seasonal work hours have been satisfied. This shall include the employees working Monday through Friday after they have satisfied their seasonal work hours.

For: City of Waseca

Daniel Lenz, City Manager

For: International Union of Operating Engineers Local 70

David Monsour, Business Manager

John Hane, Business Representative

Warren Rugger, Steward

Jason Muellerlelie, Steward

4/24/2017

Date:

4/3/2017

Date:
LETTER OF AGREEMENT #4

This Letter of Agreement ("LOA") is made by and between the City of Waseca ("Employer") and International Union of Operating Engineers, Local No. 70 ("Union").

WHEREAS, the Union is the exclusive representative for certain employees of the Employer in the appropriate unit ("Bargaining Unit Employees"), including employees in the position of Water Utility/Wastewater Treatment Plant Operator;

WHEREAS, the Employer and Union are parties to a labor contract (the "Agreement");

WHEREAS, no Employer employee will be in the position of Supervisor – WWTP, a non-bargaining unit position, effective October 13, 2014 and for an indefinite time;

WHEREAS, as a result of this, Employer may deem it necessary to assign employees in the position of Water Utility/Wastewater Treatment Plant Operator to perform certain additional duties and responsibilities that were performed by Supervisor - WWTP;

WHEREAS, the assignment of these duties and responsibilities may in certain circumstances result in a material increase in the nature, level and/or quantity of work for the Bargaining Unit Employees assigned; and

WHEREAS, the City and Union desire to establish the wage differential to be paid to Bargaining Unit Employees assigned to perform these certain additional duties and responsibilities in the absence of an employee in the position of Supervisor - WWTP.

NOW, THEREFORE, all parties hereto, in consideration of their mutual covenants and understandings to be performed, as hereinafter set forth, understand as follows:

Article 1. Wage Differential

A Bargaining Unit Employee in the position of Water Utility/Wastewater Treatment Plant Operator shall be paid the following in addition to any other compensation otherwise owing to the employee, subject to Employer discretion and any employee performance review process established by the Employer, for such time worked in which he or she is expressly assigned on an ongoing basis to perform the following duties and responsibilities of the Supervisor – WWTP position by Utilities Director or his or her designee:

A. Laboratory Assistant Coordinator: up to 5.0% of base hourly rate of the Bargaining Unit Employee specified Article 15, Sections 1 and 2 of the Labor understanding.
B. Biosolids Assistant Coordinator = up to 5.0% of base hourly rate of the Bargaining Unit Employee specified Article 15, Sections 1 and 2 of the Labor understanding.

C. NPDES Permit Assistant Coordinator = up to 1.0% of base hourly rate of Bargaining Unit Employee specified Article 15, Sections 1 and 2 of the Labor understanding.

The performance of any employee being paid a wage differential will be reviewed by the Employer. Based on the review, the Employer may change or eliminate the wage differential for the employee. This wage differential is wholly independent of and shall not be included in determining pay owing to the employee related to time not worked, which includes, but is not limited to, holiday, sick leave and vacation time. This wage differential shall be included in determining pay owing to the employee related to time worked while assigned the above duties and responsibilities, which includes, but is not limited to, overtime and call back time.

Article 2. Entire Understanding

This LOA constitutes the entire understanding among the parties hereto. No representations, warranties, covenants, or inducements have been made to any party concerning this LOA, other than the representations, covenants, or inducements contained and memorialized in this LOA. This LOA supersedes all prior negotiations, oral and written understandings, policies and practices with respect thereto addressing the specific subject matter addressed in this LOA.

Article 3. Waiver of Bargaining

While this LOA is in full force and effect, Employer and Union each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this LOA.

Article 4. Limitations

This LOA is intended for the sole and limited purpose specified herein. This LOA cannot be construed to be nor does it constitute or establish any admission of the Employer, precedent, past practice or otherwise place any prohibition or limitation on any management right of the Employer except as otherwise prohibited or limited by the express terms of this LOA. The Employer expressly reserves the right to exercise all of its management rights without limitation, including the right to make any decision and implement any such decision related to the assignment at issue in its sole discretion.
Article 5. Amendment or Modification

This LOA or any of its terms may only be amended or modified by a written instrument that: (1) expressly states it is amending or modifying the LOA; and (2) is signed by or on behalf of all of the parties hereto or their successors in interest.

Article 6. Voluntary Understanding of the Parties

The parties hereto acknowledge and agree that this LOA is voluntarily entered into by all parties hereto as the result of arm's-length negotiations during which all such parties were represented.

Article 7. Effective Date

This LOA is effective on the latest date affixed to the signatures on the next page.

Article 8. Termination

This LOA may only be terminated by a written instrument that: (i) expressly states it is terminating the LOA, (ii) is signed by or on behalf of either party and (iii) is delivered either: (a) at least 30 calendar days both before: (1) the date the party desires that the LOA be terminated and (2) the expiration date of this LOA as stated in Article 9, personally with written acknowledgment of receipt completed by the recipient in which case the LOA will terminate on the desired termination date or (b) at least 33 calendar days both before: (1) the date the party desires that the LOA be terminated and (2) the expiration date of this LOA as stated in Article 9, by certified mail, return receipt requested in which case the LOA will terminate on the desired termination date. To be effective, the notice must be delivered to the designated representatives of the other party below.

A. To City:

City Manager
City of Waseca
508 South State Street
Waseca, MN 56093-3033

B. To Union:

John Hane
International Union of Operating Engineers Local Union No.70
2722 County Road D East
White Bear Lake, MN 55110
Until the LOA is terminated as described in this Article, the LOA in its entirety shall remain in full force and effect. If the LOA is terminated as described in this Article, the LOA will no longer be in force or effect, effective the calendar day after the termination date and components of items addressed in and related to Article 1 of this LOA in effect as of the calendar day immediately preceding the effective date of this LOA; including, but not limited to, practices, Labor Agreement language and other aids in contract interpretation; will revert back to the status quo as of the calendar day immediately preceding the effective date of this LOA and treated as if this LOA were never negotiated nor entered into.

Article 9.  Expiration

This LOA will expire and no longer be in force or effect, effective on the effective date of the subsequent Labor Agreement between the parties.

IN WITNESS HEREOF, the parties hereto have made this LOA on the latest date affixed to the signatures hereto.

For: City of Waseca

Daniel Lenz, City Manager

For: International Union of Operating Engineers Local 70

David Monsour, Business Manager

John Hane, Business Representative

Warren Rugger, Steward

Jason Muellerlelie, Steward

Date: 4/24/2017

Date: 4/3/2017

JCB/jcb/opieu#12
Memorandum of Understanding

This Memorandum of Understanding ("MOU") is being made between the City of Waseca ("Employer") and the International Union of Operating Engineers, Local No. 70 ("Union").

WHEREAS, the Union is the exclusive representative for certain employees of the Employer in the appropriate unit ("Bargaining Unit Employees"), including employees in the position of Water Utility/Wastewater Treatment Plant Operator and Public Works Maintenance Worker;

WHEREAS, the Employer and Union are parties to a labor contract (the "Agreement");

WHEREAS, the Agreement states the following "Current employees who progress to a different classification shall serve a ninety (90) day probationary period, during which time the employee may elect to return to his/her former position. Likewise, the Employer, during the same period may return such employee to his/her former position if job performance is not to standard."

WHEREAS, the City and Union seek to depart from the way a probationary period would typically be calculated for an employee transferring from a Water Utility/Wastewater Treatment Plant Operator position to a Public Works Maintenance Worker position.

NOW, THEREFORE, all parties hereto understand as follows:

Article 1. Probation
Justin Krienke, currently a Water Utility/Wastewater Treatment Plant Operator, has applied for and been offered an opportunity to transfer to the Streets Department as a Public Works Maintenance Worker. Mr. Krienke worked for approximately four weeks in early 2018 as a Public Works Maintenance Worker. Both the Employer and Mr. Krienke have agreed to reduce his probationary period following his job transfer by these four weeks. Upon transfer, therefore, Mr. Krienke’s probationary period would be 62 days rather than 90.

Mr. Krienke understands that this would reduce the amount of time that he would have following his job transfer to request to return to his former position. Likewise, the Employer understands that this would reduce the amount of time that it would have to return Mr. Krienke to the Water Utility/Wastewater Treatment Plant Operator position.

Article 2. Entire Understanding
This MOU constitutes the entire understanding among the parties hereto. No representations, warranties, covenants, or inducements have been made to any party concerning this MOU, other than the representations, covenants, or inducements contained and memorialized in this MOU. This MOU supersedes all prior negotiations, oral and written understandings, policies and practices with respect thereto addressing the specific subject matter addressed in this MOU.
Article 3. Waiver of Bargaining
While this MOU is in full force and effect, the Employer and Union each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this MOU.

Article 4. Limitations
This MOU is intended for the sole and limited purpose specified herein. This MOU cannot be construed to be nor does it constitute or establish any admission of the Employer, precedent, past practice or otherwise place any prohibition or limitation on any management right of the Employer except as otherwise prohibited or limited by the express terms in this MOU. The Employer expressly reserves with right to exercise all of its management rights without limitation, including the right to make any decision and implement any such decision related to the assignment at issue in its sole discretion.

Article 5. Amendment or Modification
This MOU or any of its terms may only be amended or modified by a written instrument that: 1) expressly states it is amending or modifying the MOU; and 2) is signed by or on behalf of all of the parties hereto or their successors in interest.

Article 6. Voluntary Understanding of the Parties
The parties hereto acknowledge and agree that this understanding is voluntarily entered into by all parties hereto as the result of arm’s-length negotiations during which all such parties were represented.

Article 7. Effective Date
This understanding is effective on the latest date affixed to the signatures on the next page.

Article 8. Expiration
This MOU will expire and no longer be in force or effect, effective on the date the employee is no longer in probationary status.

IN WITNESS WHEREOF, the parties hereto have made this MOU on the latest date affixed to the signatures hereto.

For City of Waseca

City Manager

[Signature]

Date

11-1-2018
For International Union of Operating Engineers, Local No. 70

Scott Marsyla, Business Representative

Date: 10/23/2018

Dave Monsour, Business Manager

Date: 10/23/2018

Jason Muellerleile, Steward

Date: 11/1/18

Justin Krienke, Steward

Date: 1/1/18