

MEMORANDUM OF UNDERSTANDING - #2019/2020-001

Between

CITY OF NORTHFIELD

And

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL UNION #70 FOR GENERAL UNIT

- Article 1. Post Employment Health Plan (Plan). Employees will not be eligible for PEBSCO for the first twelve months (12) of their initial employment. After completion of twelve (12) months of benefited employment, the city will defer one (1) hour per month of the Employee's accrued sick leave into the Plan. After an Employee has accrued four hundred and eighty (480) hours of paid sick leave, the City will defer three (3) hours of the Employee's accrued sick leave per month. Upon the anniversary of the initial hire or promotion hire (whichever comes later), the city will adjust the deferral rate to reflect the then accrued sick leave balance.
- Article 2. Upon resignation 100% of the Eligible Employee's accumulated sick leave and vacation leave balances that would otherwise have been paid to the Eligible Employee had the Employer not participated in the Plan shall be paid to the employee.
- Article 3. Upon retirement 100% of the Eligible Employee's accumulated vacation leave that would otherwise have been paid to the Eligible Employee had the Employer not participated in the Plan shall be paid to the employee.
- Article 4. Upon retirement 100% of the Eligible Employee's accumulated sick leave that would otherwise have been paid to the Eligible Employee had the Employer not participated in the Plan shall be contributed to the Plan.
- Article 5. By the majority vote of the union members, the percentages of eligible accumulated sick leave and vacation balances paid to the Plan may be changed once per year.
- Article 6. Employees agree to the terms of the Plan, as administered by PEBSCO, Inc.
- Article 7. If this Plan is discontinued in the future, the monthly earned sick leave hours deferred under this section will revert back to the accrual rates as outlined in the Employee Handbook sick leave policy.
- Article 8. If MSRS becomes the post employment health plan and replaces the above-plan, then, in this Memorandum of Understanding, all references to the Plan and PEBSCO, Inc. are deemed to apply to MSRS instead and Article 1 is hereby amended to read as follows:

After completion of twelve (12) months of benefited employment, and after the employee has accrued 120 hours of paid sick leave, the City will defer one (1) hour of the employees accrued sick leave per month into the Plan. After the employee accrues 240 hours of paid sick leave, the City will defer two (2) hours of the employee's accrued sick leave, per month, into the Plan. After the employee accrues 360 hours of paid sick leave, the City will defer three (3) hours of the employee's accrued sick leave, per month, into the Plan. After the employee accrues 480 hours of paid sick leave, the City will defer four (4) hours of the employee's accrued sick leave, per month, into the Plan.

FOR THE CITY OF NORTHFIELD:

Mayor

Date: _____

City Clerk

Date: _____

FOR I.U.O.E. LOCAL 70 (GENERAL):

Douglas B. Monson
Business Manager

Date: 6/25/2019

[Signature]
Business Representative

Date: 25 JUNE 19

[Signature]
Union Steward

Date: 6/25/19

[Signature]
Union Steward

Date: 6/25/19