

## Effects Bargaining Employer Transition Agreement

In recognition of the dedicated service and loyalty of the employees of Central Minnesota Community Corrections, (hereinafter "CMCC"), and in an effort to help ease the transition of employees affected by the dissolution of CMCC, CMCC, the counties of Crow Wing, Morrison and Aitkin, and the Minnesota Teamsters Public and Law Enforcement Employees' Union, Local 320 (Field Services Employees and Clerical Unit) have mutually developed this Employer Transition Agreement as set forth below:

1. This Employer Transition Agreement will become effective upon the dissolution of CMCC on or after July 1, 2016 as determined by CMCC.
2. Employees represented by Minnesota Teamsters Public and Law Enforcement Employees' Union, Local 320 (Field Services Employees and Clerical Unit) whose employment with CMCC is terminated by CMCC on July 1, 2016 or who met the retirement criteria and have voluntarily retired will be eligible to participate in the Employer Transition Agreement. Nonunion employees are not eligible for the Employer Transition Agreement.
3. Eligible employees who have not retired as of July 1, 2016 and who are covered by this Employer Transition Agreement will have 30 days from the date the Employer Transition Agreement is offered to determine whether to accept the terms of the Employer Transition Agreement and, if accepted, to determine how they wish to have their Paid Time Off ("PTO") account balances handled at the time of termination. Employees in this category may exercise one of the following three options:
  - i. To have the entire remaining balance of their PTO account paid to them, less mandatory deductions.
  - ii. To have a portion of the balance in their PTO account paid to them and have the remaining portion transferred to their new Crow Wing County, Morrison County or Aitkin County employer.
  - iii. To have the entire balance of their PTO account transferred to their new Crow Wing County, Morrison County or Aitkin County employer.

In the event option (ii) or (iii) is elected, the employee will have immediate access and use of the accrued hours in the employee's PTO account in their new employment. Further, an election of option (ii) or (iii) will require that the employee sign an Employee Transition Agreement relating to the termination of employee's employment with CMCC and confirming their election to transfer some or all of their PTO benefits to be used in their new employment as an employee of Crow Wing County, Morrison County or Aitkin County. In the

event option (i) or (ii) is selected, the PTO payouts will be calculated based on the employee's CMCC wage at the time of termination.

4. Full Time employees who were members of Teamsters Local 320 (Field Services and Clerical Unit) and retired from CMCC prior to July 1, 2016 and who meet the eligibility requirements for retirement under the Minnesota Public Employees Retirement Association shall continue to receive contributions toward the payment of health insurance premiums for themselves and their surviving spouses on the following basis:
  - i. Employees with less than seven (7) years of continuous qualifying service: the insured pays 100% of the premium.
  - ii. Employees with seven (7) years of continuous qualifying service: CMCC pays one-third of the premium.
  - iii. Employees with fifteen (15) years of continuous qualifying service: CMCC pays two-thirds of the premium.
  - iv. Employees with twenty-five (25) years of continuous qualifying service: CMCC pays full cost of the premium.

For retired CMCC Field Services employees hired after April 1, 1996, benefits shall cease upon reaching age sixty-five (65).

CMCC's contribution to the payment of Health Insurance for retired regular full-time employees and eligible regular part-time employees or the employee's surviving spouse following dissolution does not apply to any non-contract employee or clerical unit contract employees hired after January 01, 2004. CMCC's contribution to the payment of Health Insurance for retired regular full-time employees and eligible regular part-time employees or the employee's surviving spouse following dissolution does not apply to any field service contract employee that was hired after January 01, 2014.

The health insurance plan to which this benefit shall be tied after June 30, 2016, shall be the health insurance plan provided by Crow Wing County to its Minnesota Teamsters Public and Law Enforcement Employees' Union, Local 320 employees and will be administered and adjusted according to said plan.

5. For all CMCC employees who are hired by Crow Wing County, Morrison County, or Aitkin County effective on or before July 1, 2016, and who have an Extended Leave Bank ("ELB") account balance at the time their employment with CMCC ends, the ELB account balance for each such employee will be transferred to and administered by the employee's new county employer, subject to the mandatory accrual limits in existence under the new employer's personnel policies and procedures, and subject to being used in accordance with those personnel policies and procedures.

6. The payment of any PTO benefits to an employee shall be subject to applicable state and federal payroll taxes.
7. All disputes concerning the interpretation and implementation of this Agreement shall be submitted under and handled in accordance with the applicable grievance set forth in the collective bargaining agreement applicable to the employee in the employee's new employment or in the absence of a collective bargaining agreement, in accordance with the employer's dispute resolution policies and procedures applicable to employees.

The above named parties, by their signatures below, approve this Effects Bargaining Employer Transition Agreement and agree to be bound by its terms from and after July 1, 2016.

**CENTRAL MINNESOTA COMMUNITY CORRECTIONS**

By: *Diane L. Johnson* Dated: *6/18/16*, 2016  
 Its: *chairman*

**MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT  
 EMPLOYEES' UNION, LOCAL 320 (Field Services Employees and Clerical  
 Unit)**

By: *[Signature]* Dated: *June 17*, 2016  
 Its: *Business Agent*

**CROW WING COUNTY**

By: \_\_\_\_\_ Dated: \_\_\_\_\_, 2016

Its: \_\_\_\_\_

By: \_\_\_\_\_ Dated: \_\_\_\_\_, 2016

Its: Clerk to the County Board

- 6. The payment of any PTO benefits to an employee shall be subject to applicable state and federal payroll taxes.
- 7. All disputes concerning the interpretation and implementation of this Agreement shall be submitted under and handled in accordance with the applicable grievance set forth in the collective bargaining agreement applicable to the employee in the employee's new employment or in the absence of a collective bargaining agreement, in accordance with the employer's dispute resolution policies and procedures applicable to employees.

The above named parties, by their signatures below, approve this Effects Bargaining Employer Transition Agreement and agree to be bound by its terms from and after July 1, 2016.

**CENTRAL MINNESOTA COMMUNITY CORRECTIONS**

By: \_\_\_\_\_ Dated: \_\_\_\_\_, 2016

Its: \_\_\_\_\_

**MINNESOTA TEAMSTERS PUBLIC AND LAW ENFORCEMENT  
EMPLOYEES' UNION, LOCAL 320 (Field Services Employees and Clerical  
Unit)**

By: \_\_\_\_\_ Dated: \_\_\_\_\_, 2016

Its: \_\_\_\_\_

**CROW WING COUNTY**

By:  Dated: June 28, 2016

Its: County Board Chair

By:  Dated: June 28, 2016

Its: Clerk to the County Board

**MORRISON COUNTY**

By: 

Dated: 06-28, 2016

Its: Chairman

By: 

Dated: 6/28, 2016

Its: Clerk to the County Board

**AITKIN COUNTY**

By: \_\_\_\_\_

Dated: \_\_\_\_\_, 2016

Its: \_\_\_\_\_

By: \_\_\_\_\_

Dated: \_\_\_\_\_, 2016

Its: Clerk to the County Board

**MORRISON COUNTY**

By: \_\_\_\_\_

Dated: \_\_\_\_\_, 2016

Its: \_\_\_\_\_

By: \_\_\_\_\_

Dated: \_\_\_\_\_, 2016

Its: Clerk to the County Board

**AITKIN COUNTY**

By:  \_\_\_\_\_

Dated: 6-28, 2016

Its: Chairman

By:  \_\_\_\_\_

Dated: 6-28, 2016

Its: Clerk to the County Board