

**Letter of Agreement
Between**

**PUBLIC UTILITIES COMMISSION
GRAND RAPIDS, MINNESOTA (EMPLOYER)**

and

**AMERICAN FEDERATION OF STATE, COUNTY,
& MUNICIPAL EMPLOYEES - LOCAL 3456 (UNION)**

The Employer and the Union are parties to a written collective bargaining agreement covering the time period of January 1, 2021 up to and including December 31, 2023 ("CBA").

The parties have agreed as follows:

1. The wage progression schedule for CSRs in Article 17, Section 4 of the CBA shall be deleted and shall not be applied to any new or current CSR after September 19, 2021.
2. The wage progression schedule for Water and Sewer employees in Article 17, Section 5 of the CBA shall be deleted and shall not be applied to any new or current Water and Sewer employee after September 19, 2021.
3. This Memorandum of Understanding shall be attached to and considered part of the CBA.

Our respective signatures below indicate the parties' agreement to the terms of this Memorandum of Understanding.

**GRAND RAPIDS PUBLIC
UTILITIES COMMISSION**

**LOCAL UNION NO. 3456
AMERICAN FEDERATION OF
STATE, COUNTY & MUNICIPAL
EMPLOYEES, AFL-CIO**

BY _____
Thomas G. Stanley Date
President

BY Shannon Thomsen 10-5-2021
Shannon Thomsen Date
President

BY _____
Kathleen Kooda Date
Secretary

BY Troy Bauch 9/30/2021
Troy Bauch Date
Labor Representative