



CITY OF MARSHALL AGENDA ITEM REPORT

Meeting Date:	Tuesday, October 28, 2025
Category:	CONSENT AGENDA
Type:	ACTION
Subject:	Consider approval of Memorandum's of Agreement for each union contract related to the Minnesota Paid Leave program
Background Information:	<p>When each of our union contracts were approved, the City had not yet made a decision on whether to utilize an alternative private plan carrier or the State plan in complying with the new Minnesota Paid Leave law that becomes effective on 01/01/2026. On 09/09/2025, the City Council approved an alternative private plan carrier, Met Life, to administer the City's paid leave program in compliance with MN law, reducing program costs for the City and employee.</p> <p>For your consideration are Memorandum's of Agreement, drafted by the City's labor attorney, with each of our three unions clarifying the clause in each respective agreement, to include an alternative private plan. This MOA serves to change the word "versus" to "or" in clause 22.3.</p>
Fiscal Impact:	Approval of these MOAs results in a paid leave premium reduction through the alternative private plan carrier for both the City and employees.
Alternative/ Variations:	None recommended. Non-approval would result in increased paid leave premium costs to the City and employees.
Recommendations:	To approve Memorandums of Agreement with AFSCME, LELS190, and LELS245.