

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement sets forth a mutual agreement between the City of Marshall (hereafter "City") and American Federation of State, County and Municipal Employees, Council No. 65 (hereafter "Union").

WHEREAS, the City and the Union are subject to a Labor Agreement in effect January 1, 2025 until December 31, 2027 (hereafter "Labor Agreement"); and

WHEREAS, new laws have been passed in Minnesota relative to Paid Family Medical Leave during the duration of the contract; and

WHEREAS, the City is contemplating using an alternative private plan that offers lower premiums than the State of Minnesota Paid Family and Medical Leave program; and

WHEREAS, the City and Union have agreed to the following clarifying language to Article 22 "LEAVES OF ABSENCE" relative to the alternative private plan.

NOW THEREFORE, the parties agree to the following:

- 1. The following changes shall be made to Article 22 – LEAVES OF ABSENCE:

~~22.3 In the event the Employer participates in the Minnesota Paid Family and Medical Leave program versus an alternative private plan, effective January 1, 2026, the Employer and Employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the Employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14.~~

In the event the Employer participates in the Minnesota Paid Family and Medical Leave program or an alternative private plan, effective January 1, 2026, the Employer and Employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the Employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14.

- 2. This Memorandum of Agreement represents the complete and total agreement between the parties regarding this matter.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be executed this _____ day of _____, 2025.

CITY OF MARSHALL

AFSCME Council 65

Mayor

Maggie Pettit

Business Agent

City Clerk

10/21/2025

Date

Date: _____