



Summary of LELS-245 proposed contract amendments for the 2022-2024 Labor Agreement:

1. Cover page: update dates of contract
2. Table of Contents: changes to page numbers
3. Article 6–Grievance Procedure:
  - a. amend "*calendar*" to "*business*" days which provides additional time to review the grievance, discuss the grievance with supervisory staff, and conduct interviews/meetings to determine the facts of the issue and possible resolution
  - b. new language that defines the term "business days"
  - c. additional language in Step 4 to comply with MN Statute pertaining to new arbitrator selection procedures
4. Article 12–Insurance: update dates of contract
5. Article 28–Duration: update dates of contract.
6. Appendix A:
  - a. language regarding implementation of the new A-J pay structure and wage schedules for 2022, 2023, and 2024. The union has accepted the new pay structure and has agreed to an implementation plan consistent with what the Council approved for non-union and LELS190 (Patrol unit) employees.
  - b. Wage schedules reflect the following general wage increase:
    - 2022–2%
    - 2023–3%
    - 2024–3%
7. Memorandum of Understanding: update of effective dates of the proposed wage schedule for the term of the agreement (effective 1<sup>st</sup> day of the pay period that includes January 1).