

**CITY OF MINNETRISTA**



**CITY COUNCIL AGENDA ITEM**

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**Subject:** Minnesota Paid Family Medical Leave (PFML) Memos of Understanding (MOUs) with various union groups employed at the City of Minnetrista

**Prepared By:** Jasper Kruggel, City Administrator

**Meeting Date:** December 8, 2025

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**Issue:** The State of Minnesota is requiring all employers to enroll in a Paid Family Medical Leave (PFML) program effective January 1, 2026.

**Overview:** Attached to this agenda item, you will find four Memos of Understanding (MOU) for each of the union groups with the City of Minnetrista. Two of the MOUs have been signed (LELS 343 and IUOE 49), and the other two are expected to be signed soon.

**Recommended City Council Action:** Staff recommend City Council approve PFML MOUs for each of the union groups employed by the City of Minnetrista.

**Mission Statement:**

The City of Minnetrista will deliver quality services in a cost effective and innovative manner and provide opportunities for a high quality of life while protecting natural resources and maintaining a rural character.

**Memorandum of Understanding Between  
The City of Minnetrista  
-and-  
I.U.O.E. Local No. 49**

This Memorandum of Understanding (MOU) entered into between the City of Minnetrista (“Employer”) and the International Union of Operating Engineers, Local No. 49 (“Union”) sets forth the respective parties’ agreement regarding the Minnesota Paid Leave Law (PFML).

In 2023, the Minnesota legislature enacted legislation mandating the provision of the Minnesota Paid Leave Law with an effective date of January 1, 2026. The City of Minnetrista would like to convey the program and cost split with IUOE Local No. 49.

The City and Union agree to the language in the City of Minnetrista Personnel Policy regarding Minnesota Paid Leave.


This Memorandum of Understanding shall be in effect January 1, 2026.

For the City of Minnetrista

For I.U.O.E. Local 49

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Jasper Kruggel, City Administrator

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Ron Boesel, ABR

  
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Carter Ostlie, Union Steward

  
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Mark Klein, Union Steward

MEMORANDUM OF AGREEMENT  
CITY OF MINNETRISTA AND LELS, LOCAL 116  
Paid Family Medical Leave (PFML)

This Memorandum of Agreement is entered into by and between the City of Minnetrista (“City”) and Law Enforcement Labor Services, Inc. Local No. 116 (hereafter “Union”).

WHEREAS, the City and the Union are parties to a Collective Bargaining Agreement (“CBA”) in effect from January 1, 2024 through December 31, 2026, covering licensed Police Officers in the Minnetrista Police Department and setting forth terms and conditions of employment, including sick leave benefits;

WHEREAS, effective January 1, 2026, all employees will be entitled to PFML benefits as provided under Minnesota Law; and

WHEREAS, the City adopted Paid Family Medical Leave Policy as required by the Statutes; and

WHEREAS, the parties engaged in negotiations over the effects of implementation of the City’s Earned Sick and Safe Time Policy on sick leave and severance benefits in the CBA;

NOW, THEREFORE, the City and the Union hereby agree as follows:

1. Effective January 1, 2026, Article 15 Sick Leave and Article 16 Leaves of Absence shall be amended to read as shown in the attached and incorporated Appendix A.
2. All other terms and conditions of the parties’ 2024-2026 Collective Bargaining Agreement shall remain in full force and effect.

For the City of Minnetrista

For L.E.L.S Local No. 116

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Jasper Kruggel, City Administrator

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L.E.L.S. Business Agent

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Union Steward, L.E.L.S Local 116

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Union Steward, L.E.L.S Local 116

MEMORANDUM OF AGREEMENT  
CITY OF MINNETRISTA AND LELS, LOCAL 343  
Paid Family Medical Leave (PFML)

This Memorandum of Agreement is entered into by and between the City of Minnetrista ("City") and Law Enforcement Labor Services, Inc. Local No. 343 (hereafter "Union").

WHEREAS, the City and the Union are parties to a Collective Bargaining Agreement ("CBA") in effect from January 1, 2024 through December 31, 2026, covering licensed Sergeants and Lieutenants in the Minnetrista Police Department and setting forth terms and conditions of employment, including sick leave benefits;

WHEREAS, effective January 1, 2026, all employees will be entitled to PFML benefits as provided under Minnesota Law; and

WHEREAS, the City adopted a Paid Family Medical Leave as required by the Statutes; and

WHEREAS, the parties engaged in negotiations over the effects of implementation of the City's Earned Sick and Safe Time Policy on sick leave and severance benefits in the CBA;

NOW, THEREFORE, the City and the Union hereby agree as follows:


1. Effective January 1, 2026, Article 15 Sick Leave and Article 16 Leaves of Absence shall be amended to read as shown in the attached and incorporated Appendix A.
2. All other terms and conditions of the parties' 2024-2026 Collective Bargaining Agreement shall remain in full force and effect.

For the City of Minnetrista

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Jasper Kruggel, City Administrator

For L.E.L.S Local No. 343


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L.E.L.S. Business Agent

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Union Steward, L.E.L.S Local 343

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Union Steward, L.E.L.S Local 343

MEMORANDUM OF AGREEMENT  
CITY OF MINNETRISTA AND LELS, LOCAL 473  
Paid Family Medical Leave (PFML)

This Memorandum of Agreement is entered into by and between the City of Minnetrista (“City”) and Law Enforcement Labor Services, Inc. Local No. 343 (hereafter “Union”).

WHEREAS, the City and the Union are parties to a Collective Bargaining Agreement (“CBA”) in effect from January 1, 2024 through December 31, 2026, covering Community Service Officers in the Minnetrista Police Department and setting forth terms and conditions of employment, including sick leave benefits;

WHEREAS, effective January 1, 2026, all employees will be entitled to PFML benefits as provided under Minnesota Law; and

WHEREAS, the City adopted a Paid Family Medical Leave Policy as required by the Statutes; and

WHEREAS, the parties engaged in negotiations over the effects of implementation of the City’s Earned Sick and Safe Time Policy on sick leave and severance benefits in the CBA;

NOW, THEREFORE, the City and the Union hereby agree as follows:

1. Effective January 1, 2026, Article 16 Sick Leave and Article 17 Leaves of Absence shall be amended to read as shown in the attached and incorporated Appendix A.
2. All other terms and conditions of the parties’ 2024-2026 Collective Bargaining Agreement shall remain in full force and effect.

For the City of Minnetrista

For L.E.L.S Local No. 473

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Jasper Kruggel, City Administrator

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L.E.L.S. Business Agent

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Union Steward, L.E.L.S Local 473

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Union Steward, L.E.L.S Local 473