

**MEMORANDUM OF AGREEMENT**  
**Between**  
**HOUSTON COUNTY**  
**And**  
**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,**  
**COUNCIL 65, LOCAL 2166**

This Memorandum of Agreement (hereinafter, "MOA") is entered into between Houston County (hereinafter, "County") and the American Federation of State, County and Municipal Employees, Council 65, Local 2166 (hereinafter, "Union").

**WHEREAS**, the County and the Union are parties to a collective bargaining agreement (hereinafter, "CBA") effective January 1, 2022 through December 31, 2024; and

**WHEREAS**, Article XIV, of the CBA sets forth observed holidays and holiday pay terms; and

**WHEREAS**, the State of Minnesota enacted legislation amending Minn. Stat. §10.55, recognizing and observing Juneteenth a state holiday effective June 19, 2023; and

**WHEREAS**, the County and the Union wish to include Juneteenth as an observed holiday into the parties' CBA.

**NOW THEREFORE**, the parties agree as follows:

Article XIV Holidays, Section B. shall be amended to include Juneteenth in the listing of holidays in the parties' current CBA; and

Article XIV Holidays, Section C. shall be amended to include Juneteenth to be observed in the same manner as other listed holidays should Juneteenth fall on a week-end day; and

Further it is the parties' intention that these amendments for Juneteenth be included in successor CBA's without necessity of further negotiation.

*SIGNATURE PAGE TO FOLLOW*


The parties have caused this Memorandum of Agreement to be executed by their duly authorized representatives on the dates indicated below.

**HOUSTON COUNTY**

**AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES,  
COUNCIL 65, LOCAL 2166**

 6/6/23  
Dewey Severson                      Date  
Board of Commissioners, Chair

 6/2/23  
Max Forrester                      Date  
Labor Representative

 6/6/23  
Theresa Arrick-Kruger              Date  
Human Resource Director

           
Jennifer Daley Oakes              Date  
Local President

**APPROVED AS TO FORM AND EXECUTION**

 6-6-23  
Samuel J. Janot                      Date  
County Attorney