

MEMORANDUM OF AGREEMENT
Between
HOUSTON COUNTY
AND
INTERNATIONAL UNION OF OPERATING ENGINEERS (IUOE), LOCAL 49

This Memorandum of Agreement (hereinafter, "MOA") is entered into between Houston County (hereinafter, "County") and the International Union of Operating Engineers (IUOE), Local No. 49 (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 9, 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 State of Minnesota enacted legislation amending Minn. Stat. §645.44, Subd. 5, by removing Christopher Columbus Day and designating Indigenous Peoples Day, the second Monday in October; and

WHEREAS, the County and the Union wish to include Juneteenth as an observed holiday and to delete the reference to Christopher Columbus Day and insert Indigenous Peoples Day into the parties' CBA.

NOW THEREFORE, the parties agree as follows:

Article 9 Holidays, Section A. shall be amended to include Juneteenth in the listing of holidays in the parties' current CBA; and

Article 9 Holidays, Section A. shall be amended to delete the phrase "Columbus Day" and to insert the phrase "Indigenous Peoples Day."

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

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

HOUSTON COUNTY

**INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL NO. 49**

Dewey Severson 4/6/23
Dewey Severson Date
Board of Commissioners, Chair

Bryce Bushman 5/30/23
Bryce Bushman Date
Area Business Representative

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

Jordan Goeden 5/30/23
Jordan Goeden Date
Local Steward

Pat Burns 5-30-23
Pat Burns Date
Local Steward

APPROVED AS TO FORM AND EXECUTION

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