

MEMORANDUM OF AGREEMENT
Between
HOUSTON COUNTY
And
LAW ENFORCEMENT LABOR SERVICES, INC.
LOCAL #415, Licensed Lieutenant Unit

This Memorandum of Agreement (hereinafter, "MOA") is entered into between Houston County (hereinafter, "County") and the Law Enforcement Labor Services, Inc. Local #415, Licensed Lieutenant Unit (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 18, of the CBA sets forth observed holidays and holiday pay terms; and

WHEREAS, the State of Minnesota enacted legislation amending Minn. Stat. §10.55 and §645.44 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, and make it effective for the 2023 Juneteenth holiday.

NOW THEREFORE, the parties agree as follows:

Effective for the 2023 Juneteenth holiday and forthwith, Article 18- Holidays

Article 18.1. shall be amended to read: "twelve (12), work days shall be considered paid holidays for full-time employees.

Section 18.2. shall be amended to include Juneteenth in the listing of holidays in the parties' current CBA; 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

LELS, LOCAL NO. 415

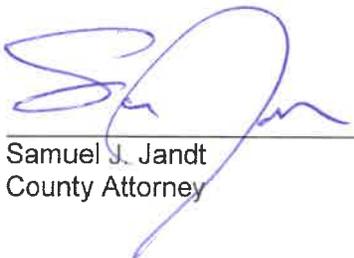

Dewey Severson 4/6/23
Board of Commissioners, Chair Date


Jay Maher 5/30/23
Business Agent Date


Theresa Arrick-Kruger 4/6/23
Human Resource Director Date


Steve Garrett 5/31/23
Local Steward Date

APPROVED AS TO FORM AND EXECUTION


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