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HUMAN RESOURCES

Angela Nalezny, Director
Jody Brown, Deputy Director

Date: April 17, 2026

To: Paul Schwarz, Tanya Hollan, AFSCME Council No. 5, Non-Exempt and Exempt Employee Units

From: Jody Brown, Human Resources Deputy Director/Labor Relations Manager

Re: 2026 Contract Negotiations Washington County Offer to Settle All Outstanding Issues - 3:30 p.m.

(1) TERM – 3 Year Agreement 2026 2027 2028

(2) ARTICLE 4. WORK SCHEDULES

4.6 The EMPLOYER shall give an employee a minimum of fourteen (14) calendar days’ notice prior to adopting a permanent non-traditional schedule or permanent principal work location(s) except in a case of emergency or when the employee and employer both agree to the change without appropriate notice. If the employee’s permanent principal work location is changed with less than 14 calendar days’ notice, the employee will be reimbursed for any additional mileage between the previous and new principal work locations. Reimbursement will be limited to the exact amount of the increased mileage. The principal work location is never the employee’s telework location.

(3) ARTICLE 8. VACATION AND SICK LEAVE

8.8 Earned Sick and Safe Time (ESST): Public emergency or weather event would require an employee to respond to such an event.

Medical documentation per County policy may be required after first 48 hours of ESST.

(4) ARTICLE 9. PAID TIME OFF (PTO)

9.8 Earned Sick and Safe Time (ESST): Public emergency or weather event would require an employee to respond to such an event.

Medical documentation may be required per County policy required after first 48 hours of ESST.

Employees with less than 5 years of service go to 21 days prospectively. Effective upon approval of the contract by the Washington County Board. No retroactivity.

(5) ARTICLE 10. OTHER LEAVES OF ABSENCE

10.15 Minnesota Paid Leave Program 50%/50% Premium Share

Overpayments must be paid back to the County.

Insurance arrears must be paid to the County for Unpaid Leave.

(6) ARTICLE 11. COMPENSATION

• General Adjustment:

1/1/2026 – 3.25%

1/1/2027 – 3.00%

1/1/2028 – 2.75%

- Salary Range Adjustment – 2026, 2027, 2028 move in accord with General Adjustment
- Range Movement – 2026, 2027, 2028 - Employees below the maximum of the salary range shall be eligible for a 4.00% range movement (2026), a 3.50% range movement (2027), a 3.50% range movement (2028) increase on anniversary date not to exceed the salary range maximum.
- Back-pay and insurance contribution to January 1, 2026. *If you left prior to board approval, no backpay.*
June 2nd board approval tentative.

(7) ARTICLE 12. DISCHARGE AND DISCIPLINE

12.2 An employee may request the presence of a UNION representative when being disciplined. The EMPLOYER shall have no obligation to inform the employee of this right. An employee may request the presence of a Union representative when being questioned during an investigatory interview.

(8) ARTICLE 14. SENIORITY/LAYOFF (14.7, 16.4, 16.7 and Article 11 Package)

14.7 Employees promoted outside the bargaining unit shall maintain their classification seniority rights in the unit for ~~six~~ twelve (12) months.

ARTICLE 16. PROBATIONARY PERIODS

16.4 Promotion probationary period from 6 months to 12 months.

16.7 All unpaid leave hours, including but not limited to time as designated Minnesota Paid Leave and/or FMLA, shall extend the probationary period by a commensurate number of hours.

(9) ARTICLE 17. INSURANCE - 2026 2027 2028 Insurance. See Insurance proposal.

(10) MEMORANDUM OF AGREEMENTS

NEW MOA's

- MOA on Areas of Shared Agreement

MOA's to be Added to Contract as Agreed – Housekeeping – TENTATIVE AGREEMENT 10/27/25

- MOA Exempt Revised Vacation and PTO
- MOA Non-Exempt Revised Vacation and PTO

MOA's to Renew for 2026

- MOA Exempt Embedded Mental Health Unit
- MOA Exempt Crisis Response Unit
- MOA Non-Exempt Recruitment Incentive LPN, CHN or SCHN
- MOA Exempt and Non-Exempt Bilingual Pay – Increase to \$75.00 per bi-weekly period

Washington County negotiators and AFSCME negotiators agree to recommend this as a Tentative Agreement to their respective bodies.

