Mayo Clinic Health System-Albert Lea and Austin, Albert Lea Campus
404 West Fountain Street
Albert Lea, MN 56007-2473

May 21, 2018 through May 20, 2021

Maintenance
SEIU Healthcare Minnesota
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>ARTICLE</th>
<th>TITLE</th>
<th>PAGE #</th>
</tr>
</thead>
<tbody>
<tr>
<td>I.</td>
<td>RECOGNITION</td>
<td>1</td>
</tr>
<tr>
<td>II.</td>
<td>UNION SECURITY</td>
<td>1</td>
</tr>
<tr>
<td>III.</td>
<td>SENIORITY</td>
<td>2</td>
</tr>
<tr>
<td>IV.</td>
<td>SENIORITY LIST</td>
<td>2</td>
</tr>
<tr>
<td>V.</td>
<td>GRIEVANCE PROCEDURE &amp; ARBITRATION</td>
<td>3</td>
</tr>
<tr>
<td>VI.</td>
<td>STRIKES &amp; LOCKOUTS</td>
<td>4</td>
</tr>
<tr>
<td>VII.</td>
<td>UNION REPRESENTATIVES</td>
<td>4</td>
</tr>
<tr>
<td>VIII.</td>
<td>LEAVE OF ABSENCE</td>
<td>4</td>
</tr>
<tr>
<td>IX.</td>
<td>OVERTIME AND HOURS OF WORK</td>
<td>5</td>
</tr>
<tr>
<td>X.</td>
<td>HOLIDAYS</td>
<td>6</td>
</tr>
<tr>
<td>XI.</td>
<td>PAID TIME OFF (PTO)</td>
<td>6</td>
</tr>
<tr>
<td>XII.</td>
<td>SHORT TERM DISABILITY</td>
<td>6</td>
</tr>
<tr>
<td>XIII.</td>
<td>PART-TIME EMPLOYEES</td>
<td>6</td>
</tr>
<tr>
<td>XIV.</td>
<td>BULLETIN BOARDS</td>
<td>7</td>
</tr>
<tr>
<td>XV.</td>
<td>POLICY</td>
<td>7</td>
</tr>
<tr>
<td>XVII.</td>
<td>WAGE RATES AND CLASSIFICATIONS</td>
<td>7</td>
</tr>
<tr>
<td>XVIII.</td>
<td>UNIFORMS</td>
<td>8</td>
</tr>
<tr>
<td>XIX.</td>
<td>TERMINATION NOTICE</td>
<td>8</td>
</tr>
<tr>
<td>XX.</td>
<td>FUNERAL LEAVE</td>
<td>8</td>
</tr>
<tr>
<td>XXI.</td>
<td>PENSION PLAN</td>
<td>9</td>
</tr>
<tr>
<td>XXII.</td>
<td>HEALTH AND WELFARE</td>
<td>9</td>
</tr>
<tr>
<td>XXIII.</td>
<td>PROBATIONARY PERIOD</td>
<td>9</td>
</tr>
<tr>
<td>XXIV.</td>
<td>MANAGEMENT RIGHTS</td>
<td>9</td>
</tr>
<tr>
<td>XXV.</td>
<td>TERM OF AGREEMENT</td>
<td>9</td>
</tr>
<tr>
<td>XXVI.</td>
<td>SEIU COPE LANGUAGE</td>
<td>10</td>
</tr>
</tbody>
</table>

SCHEDULE OF WAGE RATES AND CLASSIFICATIONS 11

October 1, 2006 Letter of Understanding- Weekend Evening Differential 12

May 21, 2018 Letter of Understanding- Inclement Weather Clothing and Footwear 13
MAYO CLINIC HEALTH SYSTEM-ALBERT LEA AND AUSTIN, ALBERT LEA CAMPUS
MAINTENANCE AGREEMENT

Mayo Clinic Health System-Albert Lea and Austin, Albert Lea Campus and/or its successor(s), a non-profit corporation under the laws of the State of Minnesota, a subsidiary of, Mayo Clinic Health System-Albert Lea and Austin, Albert Lea Campus, a non-profit corporation under the laws of the State of Minnesota, (hereinafter referred to as the Medical Center or the "Employer"), and SEIU Healthcare Minnesota (referred to as the "Union") agree as follows:

ARTICLE I -- RECOGNITION:

The Medical Center hereby recognizes the above named Union as the sole and exclusive bargaining representative for all employees of the Hospital employed in the classification as set forth in the wage scale in Article XVII of this Agreement.

ARTICLE II -- UNION SECURITY:

1. The Medical Center agrees not to enter into any contract or agreement with the employees herein, individually or collectively, which conflicts with the terms and provisions hereof.

2. All employees covered by this contract and on the payroll of the Medical Center on shall become members of the Union and remain members of the Union in good standing as a condition of continued employment during the life of the Agreement. All employees shall, not later than thirty-one (31) days after their date of hire, become members of the Union and remain members of the Union in good standing during the life of this Agreement as a condition of continued employment. "In good standing", for purposes of this Agreement, is defined as the payments, required by the Union, standard monthly dues, as applied uniformly to all members of the Union in the bargaining unit covered by this Agreement. The Medical Center will coordinate with the SEIU representative to provide an opportunity for a designated steward and/or Union representative to spend time with new Union members for the purposes of distribution of information related to the union, application and contract information during scheduled break times or lunch breaks during the employee’s first week of work or another time as agreed.

3. Within ten (10) days after an employee, covered by this contract, has been hired or his/her employment terminated, the Medical Center shall mail to the Union written notice thereof, stating the employee's name, address, department, work classification, and date of hire or termination. If the union moves to a different dues system the medical center shall also transmit to the union the employee's social security number, phone number, hours worked per pay period, rate of pay, dates of medical leave of absence or dates of transfer which will be stored in a secure web environment by the Union.

4. All employees required to maintain Union membership under Section 2 of the Article shall furnish to the Medical Center a written authorization, on a form agreed upon by the Medical Center and the Union, authorizing the Medical Center to deduct from such employee’s pay on the first pay period in each month all charges required of a member in good standing under Section 2 of this Article, and further authorizing the Medical Center to remit said deductions to the Union. The Medical Center agrees to make said deductions and to remit same to the office of the Union together with a list showing the name of each employee for whom deductions are made and the amount of each said deduction. The Social Security number will be provided on the monthly dues remittance report. In the event the Union moves to a per pay period dues system, the Employer agrees to deduct and remit dues on a per pay period basis, on all charges required of a member in good standing in Section II of the Article.
5. Any employee who is paying dues or an amount equal to dues may stop making those payments by giving written notice to the Union during the period not less than thirty (30) and not more than forty-five (45) days before the annual anniversary date of the employee’s authorization or the date of termination of the applicable contract between the Employer and the Union, whichever occurs sooner. The Employer will honor employee check-off authorizations unless they are revoked in writing during the window, irrespective of the employee’s membership in the Union.

6. In the event that any provision or requirement of this article is determined to be legally invalid by a final decision of a court or agency of competent jurisdiction or by applicable federal or state legislation, the remainder of this Article will remain in full force and effect, and the parties will meet to negotiate a substitute provision of the invalid provision that furthers the parties’ intent while meeting the requirements of applicable law.

ARTICLE III -- SENIORITY:

1. Seniority shall mean continuous length of service with the Hospital in the classifications covered by this Agreement. Leave of absence given in accordance with Article VIII and leaves for military service, as may be required by law, shall not interrupt the employee’s seniority.

2. In reducing personnel because of lack of work or other reason, the last employee hired shall be the first employee laid off, and, in returning employees to work, the last employee laid off shall be the first employee rehired.

3. Employees shall be promoted on the basis of length of service, provided that their qualifications to do the job are sufficient. Employees shall not acquire seniority until they have been employed ninety (90) days. Employees kept on after the ninety (90) day period shall acquire seniority as of the date they were employed.

4. The existence of any vacancy within the bargaining unit shall be posted on the electronic job posting site for a period of three (3) days. Applications shall be submitted on the electronic job posting site by employees within the three (3) day period. Senior employees with the ability and qualifications shall receive the job in question. During the three (3) day period, the Medical Center has the discretion of making a temporary assignment. When an opening is created by an employee successfully bidding for a vacancy, the Medical Center may fill that opening by first recalling a qualified laid off employee or hiring a new employee. No employee will be allowed to voluntarily move from part-time to full-time or from full-time to part-time more than once in a calendar year, without prior approval of the Medical Center.

5. Senior employees shall have the preference in choosing available shifts in their classification of work, provided however, that such senior employees shall not have the right to choose another shift except at a time when an opening on that shift occurs. The Medical Center reserves the right to keep such employees requesting transfer to another shift, temporarily on their former shift, until satisfactory replacement employees may be hired. Such temporary assignments may not exceed ninety (90) days.

ARTICLE IV -- SENIORITY LIST:

1. There shall be a single seniority list for all full-time and regular part-time Maintenance employees which shall be posted upon the bulletin board of the Medical Center.
2. The Medical Center agrees to submit to the Union in February and August of each year a complete list of employees covered by this Agreement together with their date of hire and classification.

ARTICLE V -- GRIEVANCE PROCEDURE AND ARBITRATION:

1. Should a dispute arise regarding the interpretation or application of the Agreement, the Medical Center and the Union will make a sincere effort to resolve such dispute promptly in accordance with the following procedures:

STEP I. An employee having a complaint shall discuss it with his or her immediate supervisor.

STEP II. If the employee and the immediate supervisor are unable to agree, the employee may directly or through the representative of the Union refer the matter to the Labor Relations Specialist or designee in an endeavor to effect a satisfactory settlement.

STEP III. If no agreement is reached, the complaint shall be reduced to writing, signed by the grievant, and received by the Medical Center Labor Relations Specialist or designee within twenty (20) calendar days of its occurrence requesting a meeting to the written grievance. (A grievance relating to pay shall be timely if received by the Medical Center Labor Relations Specialist or designee within thirty (30) calendar days after the employee received pay for the period in which the grievance occurred.) The Medical Center shall give its answer within fifteen (15) calendar days following such meeting.

STEP IV. If no agreement is reached under STEP III, then such dispute may be referred to an Arbitrator, by either the Medical Center or the Union, within five (5) calendar days after the Medical Center answer has been received by the Union.

2. The procedure shall be as follows in the selection of a single Arbitrator. Either party can request from Federal Mediation and Conciliation Services a list of seven names of impartial arbitrators for the parties to select from. If the parties can not mutually agree on a name from the list then the party asking for arbitration shall take the first strike alternating back and forth until a single arbitrator is selected from the list. The cost of securing the list of arbitrators shall be shared equally between the Employer and the Union.

3. The Medical Center and the Union shall share equally the expenses of the Arbitrators cost for the arbitration hearing.

4. The Arbitrator shall receive all evidence and render a decision within five (5) days after hearing such evidence. The decision of the arbitrator shall be final and binding on both parties.

5. The handling of all grievances shall be done during working hours without any deduction from wages of the employees whose attendance is required. The compensation of any employee whose attendance is required at an arbitration hearing shall be decided by the Arbitrator.

6. Employees found to have been unjustly discharged shall be reinstated with such pay for lost time as is determined by the Arbitrator and without loss of any other rights.
7. By mutual agreement between the Medical Center and the Union, time limits on any grievance may be extended.

ARTICLE VI -- STRIKES AND LOCKOUTS:

There shall be no strikes and lockouts during the life of this Agreement.

ARTICLE VII -- UNION REPRESENTATIVES:

1. Union representatives of the Union shall be permitted to visit the Medical Center at all reasonable hours for the transaction of official business, but such Union representatives shall first obtain permission of the Human Resources Director, or in his/her absence, the Administrator or his/her assistant. Such permission shall not be unreasonably withheld.

2. There shall be one (1) Union steward for the Maintenance Department of the Medical Center who may perform such duties as necessary in this capacity on Medical Center time, provided this does not interfere with the normal duties as an employee of the Medical Center.

ARTICLE VIII -- LEAVE OF ABSENCE:

1. Employees may be granted leaves of absence, without pay, by the Medical Center, for a period of not more than thirty (30) days. Leaves of absence in excess of thirty (30) days and any extensions of leaves beyond thirty (30) days shall be made by mutual consent of the Medical Center and the Union. Except in cases of emergency, requests for leaves of absence shall be made in writing ten (10) days prior to the first day of the leave by the employee to the employee's department head, who shall transmit the request to the Human Resources Department. The Medical Center shall give its answer in writing to such request within five (5) days of receipt thereof. The Union shall be notified in writing by the employee involved, and it shall be the employee's responsibility to obtain written consent from the Union also when required for such leaves of absence.

2. The Medical Center agrees to grant the necessary time off without discrimination or loss of seniority rights and without pay to any employee designated by the Union to attend a labor convention or serve in any capacity on other official Union business, provided forty-eight (48) hours written notice is given to the Medical Center by the Union, specifying the length of time that the employee will be absent. The Union agrees that, in making its request for time off for Union activities, both parties shall give due consideration to the number of employees affected in order that there shall be no disruption of the Medical Center's projects, shall there be more than two (2) employees granted such leave of absence and not to exceed one (1) employee from any one department.

3. Any member of the Union who is on the payroll of the Medical Center at any time he/she is appointed or elected to a permanent or temporary office in the Union, or the International Union, requiring services which will take him/her off the payroll, shall be given a leave of absence not to exceed one (1) year, as long as he/she holds his/her office.

4. A leave of absence, of up to six (6) months shall be granted in all parental cases, when requested by the employee. Before the end of this leave, the employee must notify the Medical Center at least fourteen (14) days in advance of the time when he/she will be ready to return to work. In cases where the facts warrant an extension, such leaves may be extended with the consent of the Medical Center and the Union. Upon returning to work, the employee shall
receive his/her former job or another of comparable status.

5. Full-time and regular employees reporting for or serving on a jury will be paid their regular salary for jury duty. If an employee is excused from a portion of a jury duty day, he/she may be asked to report to work for the remainder of the day dependent upon department workload. It is the responsibility of the employee and the department head to mark the time card accordingly and report to Payroll at the end of each pay period.

6. Failure to report for work at the end of a period of a leave of absence is equivalent to a resignation, provided no extension has been given by the same authority who issued the original leave of absence.

7. Seniority shall accumulate during the period of leave of absence.

8. Employees asking for a leave of absence may be required to provide the Medical Center information related to the employee's condition and his/her expected return to work prior to and during the leave.

ARTICLE IX -- OVERTIME AND HOURS OF WORK:

1. The basic work week shall consist of five (5) eight (8) hour days, for a total of forty (40) hours, and two (2) days of rest, and said work days and days of rest shall be within a seven (7) day period in each department, starting the first shift on Wednesday of each week. All work performed in excess of eight (8) hours per day or forty (40) hours per week shall be paid for at the rate of one and one-half (1 1/2) times the regular hourly rate of pay.

2. In any week in which a holiday listed in Article X, happens to fall, employees shall be paid at the rate of one and a half (1 1/2) times the regular hourly rate of pay for hours worked on the recognized holiday. An employee may elect a compensatory day off at the regular rate of pay when working a holiday.

3. Full-time employees requesting time off from a regular work schedule shall relinquish their right to that full work week.

4. Work schedules will be posted at least two (2) weeks in advance, and shall not be change or revised, except in the case of an emergency.

5. Employees who work beyond their regular daily schedule in any day shall not be required to take off later in the work week because of such extra hours.

6. Scheduled days off shall be posted in each department. Any employee requested by the Medical Center to work on his scheduled day off shall be paid time and one-half (1 1/2) for all hours worked on that day.

7. In the scheduling of work, the Medical Center will endeavor to follow the previous practice of giving full-time employees a minimum of every other Saturday and Sunday off, if possible, without jeopardizing the staffing of the Medical Center.

8. Regular full-time employees reporting for work, without having been notified not to report, shall receive at least four (4) hours pay in lieu of work, except in case of emergency, such as failure of power, or heat, equipment failure, or labor dispute.
9. If an employee has been requested to work on his/her day off and then reports for work and no work is available, he/she shall be paid for eight (8) hours or the number of hours in his regular shift, whichever is less, at time and one-half (1 1/2) for such called in work. An employee who volunteers to work on his/her scheduled day off shall be not eligible for the time and one-half (1 1/2) premium unless the volunteered hours are over eight (8) hours per day or forty (40) hours per week.

10. The split shift will not be extended beyond the department having the split shifts. All split shifts shall be completed within a twelve (12) hour period.

11. Senior employees shall be given the opportunity of working the full work week of forty (40) hours before any work is assigned to junior, new, or extra employees. This provision is conditioned upon said employee desiring to work the full work week. Employees shall be given twenty-four (24) hours notice of any change in their work schedule, except in an emergency.

ARTICLE X -- HOLIDAYS:

1. For purposes of PTO, the following shall be considered holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Eve and Christmas Day.

2. Normal work schedules shall prevail in holiday weeks. Holiday week substitutions requested will be made on the basis of seniority.

3. Full-time regular employees who are scheduled to work on a holiday and report for work on that day, shall be given at least four (4) hours work or pay in lieu thereof.

ARTICLE XI. -- PAID TIME OFF (PTO):

1. Full-time Employees assigned with an FTE of .5 or greater shall be eligible to participate in the Medical Center's PTO plan on the same terms and conditions as such plan may be offered to other Mayo Clinic Health System non-union employees and as may be modified from time to time by the Medical Center.

2. Full-time in the event of an employee's employment being terminated for any reason, the employee shall receive, upon termination of employment, the PTO earned at that time.

ARTICLE XII -- SHORT TERM DISABILITY:

Employees assigned with an FTE of .5 or greater shall be eligible to participate in the Medical Center's Short Term Disability (STD) plan on the same terms and conditions as such plan may be offered to other Mayo Clinic Health System non-union employees and as may be modified from time to time by the Medical Center.

ARTICLE XIII -- PART-TIME EMPLOYEES:

1. Part-time employees working an average of less than twenty (20) hours per week shall have limited participation in the benefits of PTO. Part-time employees working an average of less than twenty (20) hours per week shall not participate in the benefits of Salary Continuation and funeral leave.
2. Part-time employees working an average of twenty (20) hours or more per week, earn PTO benefits as described in Article XI.

3. Part-time employees working an average of twenty (20) or more hours per week shall receive Salary Continuation as described in Article XII.

4. Part-time employees shall receive PTO accrual for holidays as described in Article X, funeral leave, on a pro rata basis of hours worked.

ARTICLE XIV -- BULLETIN BOARDS:

The Union shall be entitled to reasonable use of separate bulletin boards of the Medical Center for the purpose of posting notices of official business.

ARTICLE XV -- POLICY:

1. The Medical Center agrees not to discriminate against any employee because of membership or activity in the Union.

2. The parties recognize the particular importance of the protection of confidential information concerning patients. In appropriate cases, disregard of an employee’s duty to protect confidential information will be regarded as just grounds for disciplinary action.

3. For investigative interviews, see Weingarten Rights on back cover.

ARTICLE XVII -- WAGE RATES AND CLASSIFICATIONS:

1. Schedules covering job classifications and wages attached to this Agreement are hereby made part of this Agreement. Wage increases shall be effective at the beginning of the pay period in which the increase occurs.

2. An employee required to temporarily fill the Chief Engineer role shall receive the rate for that job and must be paid such higher rate for at least one (1) hour. This shall apply to replacement of staff for day shifts only for PTO/Salary Continuation, scheduled days off, conferences and on weekend hours. Any employee required to fill a lower rated job temporarily shall receive his/her regular rate while on that job.

2a. When an employee permanently changes to either a lower or higher maintenance classification his/her wages will move to the same wage step in the new classification.

3. Employees who are off duty and must remain on call to the Medical Center shall, receive five dollars ($5.00) per hour for such hours as they are on call. Effective 5/20/20 call pay shall increase to five dollars and twentyfive cents ($5.25) per hour.

On call will be rotated among all licensed maintenance engineers. Such on call employees will be called to work only by the night supervisor, the Administrator, or the employee’s supervisor.

Employees, on call, who are called back to work, shall receive at least two (2) hours of work, or pay in lieu thereof. All work performed by employees called back to work in this manner will be paid for at one and one-half (1 ½) times the regular rate of pay. There will be no pyramiding of benefits.
4. Effective 10/01/12 all employees who work the evening shift shall receive $1.50 per hour over and above their regular rate for all hours worked between 3:00 p.m. and 11:00 p.m. Effective 10/01/13 the evening shift premium shall increase to $1.60 per hour. Effective 10/01/14 the evening shift premium shall increase to $1.70 per hour. Effective 10/01/08 all employees who work the night shift shall receive $2.15 per hour over and above their regular rate for all hours worked between 11:00 p.m. and 7:00 a.m.

5. All employees shall receive a meal period of not less than one-half (1/2) hour on their own time. All employees shall take their full meal period and no employee shall omit his/her meal period for the purpose of completing his/her shift one-half (1/2) hour early.

6. All employees shall be given a fifteen (15) minute coffee break for each four (4) hours of continuous work.

7. In the event any new classification is established by the Medical Center, then the Medical Center and the Union shall negotiate proper rates for such classification, which rates shall then be inserted into this Agreement. Such new classifications shall become a vacancy and posted according to the provisions of Article III, paragraph 4, of this Agreement. No classification designation shall be changed to defeat the spirit of this Agreement.

ARTICLE XVIII -- UNIFORMS:

Effective January 1, 2004 the employer shall provide a uniform service for all employees in this bargaining unit and the employees will no longer receive a uniform allowance.

ARTICLE XIX -- TERMINATION NOTICE:

1. Employees will furnish the Medical Center with written notice two (2) weeks in advance of voluntarily quitting work. Likewise, the Medical Center will give two (2) weeks notice, or the equivalent in pay, before terminating the employment of an employee for any reason, except for serious infractions of Medical Center policies.

2. Failure to report absences for two (2) consecutive days will be considered job abandonment and severance of employment may occur.

ARTICLE XX -- FUNERAL LEAVE:

Employees who work at least twenty (20) hours per week will be granted up to five (5) scheduled days off, with pay, in the week of the funeral to use for the death of an employee’s spouse, parent, or child. Up to three (3) scheduled days, with pay, in the week of the funeral are available for the employee to use for the death of an employee’s mother-in-law, father-in-law, sister or brother, sister-in-law or brother-in-law, daughter-in-law, son-in-law, grandparent or grandchild, step-parent or step-child. Employees may take time off in conjunction with paid funeral leave from accrued PTO or an unpaid leave of absence. Funeral leave benefit for part-time employees will be pro-rated based on hours worked. Employees on scheduled PTO otherwise eligible for funeral leave shall be permitted to convert scheduled PTO to funeral leave for which they are eligible if PTO hours are available.
ARTICLE XXI -- PENSION PLAN:

Effective 1/1/2019, employees assigned with an FTE of .5 or greater shall be eligible to participate in the Medical Center's retirement plans on the same terms and conditions as such plans may be offered to other Mayo Clinic Health System non-union employees and as may be modified from time to time by the Medical Center. Eligible employees who are employed by the Medical Center on 1/1/2019 will receive vesting credit for all prior years of service.

ARTICLE XXII -- HEALTH AND WELFARE:

Employees assigned with an FTE of .5 or greater shall be eligible to participate in the Medical Center's health insurance plan on the same terms and conditions as such plans may be offered to other Mayo Clinic Health System non-union employees and as may be modified from time to time by the Medical Center. Eligible employees shall be eligible to participate in the Medical Center's dental insurance, vision insurance, life insurance, accidental death and dismemberment, adoption assistance, identity theft, dependent scholarship, professional development assistance program, and long term disability plans on the same terms and conditions as such plans may be offered to other Mayo Clinic Health System non-union employees and as may be modified from time to time by the Medical Center.

ARTICLE XXIII -- PROBATIONARY PERIOD:

All employees will be placed on a thirty (30) day probationary period, not to exceed sixty (60) calendar days, following date of employment. The Medical Center will evaluate the new employees at the end of their probationary period to determine appropriate skill levels necessary for successful employment.

ARTICLE XXIV -- MANAGEMENT RIGHTS:

Except as specifically limited by the express written provisions of this Agreement, the management of the Medical Center and the direction of the working forces shall be vested solely and exclusively in the Medical Center. This provision shall include, but is not limited to, the right to hire; to determine the quality and quantity of work performed; determine the number of employees to be employed; to lay-off employees; to assign and delegate work, to enter into contracts for the furnishing and purchasing of supplies and services; to maintain and improve efficiency; to require observance of Medical Center rules, regulations, and other policies; to correctively discipline or discharge employees for cause; to schedule work and to determine the number of hours to be worked; to determine the methods and equipment to be utilized and the type of service to be provided; and to change, modify, or discontinue existing methods of service and equipment to be used or provided. The provisions of this section shall not be construed as a waiver of the right of the Union or the obligation of management to negotiate with respect to any matter on which negotiation is required under the provisions of the National Labor Relations Act.

ARTICLE XXV -- TERM OF AGREEMENT:

This Agreement shall become effective as of May 21, 2018, and shall continue in full force and effect to and including the 20th day of May, 2021, and shall continue thereafter from year to year. Either party hereto may, at least ninety (90) days prior to the termination of any yearly period notify the other party, in writing, of its intention to amend, modify, or terminate this Agreement, provided that no amendment, modification, or termination to this Agreement shall be effective prior to May 20, 2021, unless mutually agreed upon between the parties.
ARTICLE XXVI – SEIU COPE LANGUAGE:

The Employers agree to deduct and transmit to SEIU Healthcare Minnesota, COPE, $____ per pay period, from the wages of those employees who voluntarily authorized such contributions on the forms provided for that purpose by SEIU. These transmittals shall occur for each payroll period and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted for each employee.

In witness whereof, the undersigned have caused this agreement to be fully executed this ____ day of ______, 2018, at Albert Lea, MN.

For the Employer:
Mayo Clinic Health System-Albert Lea and Austin, Albert Lea Campus

Signed: ____________________________
Kris Johnson, Associate Administrator

For the Union:
SEIU Healthcare Minnesota

Signed: ____________________________
Jamie Gulley, President

Signed: ____________________________
Nathan Johnson, Negotiating Committee

Signed: ____________________________
William Johnson, Negotiating Committee
<table>
<thead>
<tr>
<th>Classification/Step</th>
<th>2018</th>
<th>May 21, 2019</th>
<th>May 21, 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chief</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Start</td>
<td>$25.93</td>
<td>$20.45</td>
<td>$26.98</td>
</tr>
<tr>
<td>6 mos.</td>
<td>$26.02</td>
<td>$26.54</td>
<td>$27.07</td>
</tr>
<tr>
<td>1 year</td>
<td>$26.17</td>
<td>$26.69</td>
<td>$27.22</td>
</tr>
<tr>
<td>2 year</td>
<td>$26.26</td>
<td>$26.79</td>
<td>$27.33</td>
</tr>
<tr>
<td>3 year</td>
<td>$26.43</td>
<td>$26.96</td>
<td>$27.50</td>
</tr>
<tr>
<td>4 year</td>
<td>$27.44</td>
<td>$27.99</td>
<td>$28.55</td>
</tr>
<tr>
<td>5 year</td>
<td>$27.84</td>
<td>$28.40</td>
<td>$28.97</td>
</tr>
<tr>
<td>7 year</td>
<td>$28.39</td>
<td>$28.96</td>
<td>$29.54</td>
</tr>
<tr>
<td>10 year</td>
<td>$28.80</td>
<td>$29.38</td>
<td>$29.97</td>
</tr>
<tr>
<td><strong>1st Class B Engineer</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Start</td>
<td>$24.14</td>
<td>$24.62</td>
<td>$25.11</td>
</tr>
<tr>
<td>6 mos.</td>
<td>$24.28</td>
<td>$24.77</td>
<td>$25.27</td>
</tr>
<tr>
<td>1 year</td>
<td>$24.40</td>
<td>$24.89</td>
<td>$25.39</td>
</tr>
<tr>
<td>2 year</td>
<td>$24.51</td>
<td>$25.00</td>
<td>$25.50</td>
</tr>
<tr>
<td>3 year</td>
<td>$24.66</td>
<td>$25.15</td>
<td>$25.65</td>
</tr>
<tr>
<td>4 year</td>
<td>$25.67</td>
<td>$26.18</td>
<td>$26.70</td>
</tr>
<tr>
<td>5 year</td>
<td>$26.06</td>
<td>$26.58</td>
<td>$27.11</td>
</tr>
<tr>
<td>7 year</td>
<td>$26.58</td>
<td>$27.11</td>
<td>$27.65</td>
</tr>
<tr>
<td>10 year</td>
<td>$26.99</td>
<td>$27.53</td>
<td>$28.08</td>
</tr>
<tr>
<td><strong>Repair Person</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Start</td>
<td>$20.63</td>
<td>$21.04</td>
<td>$21.46</td>
</tr>
<tr>
<td>6 mos.</td>
<td>$20.76</td>
<td>$21.18</td>
<td>$21.60</td>
</tr>
<tr>
<td>1 year</td>
<td>$20.89</td>
<td>$21.31</td>
<td>$21.74</td>
</tr>
<tr>
<td>2 year</td>
<td>$21.03</td>
<td>$21.45</td>
<td>$21.88</td>
</tr>
<tr>
<td>3 year</td>
<td>$21.16</td>
<td>$21.58</td>
<td>$22.01</td>
</tr>
<tr>
<td>4 year</td>
<td>$22.15</td>
<td>$22.59</td>
<td>$23.04</td>
</tr>
<tr>
<td>5 year</td>
<td>$22.63</td>
<td>$22.98</td>
<td>$23.44</td>
</tr>
<tr>
<td>7 year</td>
<td>$22.98</td>
<td>$23.44</td>
<td>$23.91</td>
</tr>
<tr>
<td>10 year</td>
<td>$23.39</td>
<td>$23.86</td>
<td>$24.33</td>
</tr>
</tbody>
</table>
May 21, 2018

The parties agree, as part of the 2008 negotiations, that employees regularly scheduled to work the evening shift during the week, will continue to receive the same shift differentials when they are scheduled, by the Medical Center, to work a day shift on their regular week-end rotation.

Signed: Kris Johnson, Associate Administrator
Mayo Clinic Health System – Albert Lea and Austin

Signed: Jamie Gulley, SEIU Healthcare MN

Signed: Nathan Johnson, Negotiating Committee

Signed: William Johnson, Negotiating Committee
Letter of Understanding
Inciement Weather Clothing and Footwear

May 21, 2018

The Medical Center agrees that SEIU Maintenance Department at Mayo Clinic Health System- Austin and Albert Lea, Albert Lea Campus, will be provided several rain coats, rubber shoe covers, and insulated bibs/jackets in multiple sizes for use when scheduled for outside work duties during inclement weather. The Medical Center agrees to replace these items when they become worn or need repair.

Signed: 
Kris Johnson, Associate Administrator
Mayo Clinic Health System – Albert Lea and Austin
Albert Lea Campus

Signed: 
Jamie Gulley, SEIU Healthcare MN

Signed: 
Nathan Johnson, Negotiating Committee

Signed: 
William Johnson, Negotiating Committee