

**Tentative Agreement**  
**For**  
**2019-2021 Successor Collective Bargaining Agreement**  
**Between**  
**Mineral County**  
**And**  
**I.U.O.E. Stationary Local No. 39, AFL-CIO**

The parties listed above enter into the following tentative agreement subject to finalization of contract language, ratification by the Union, and final approval by the Board of County Commissioners.

Collective Bargaining Agreement Modifications as follows:

Article 7-Salaries, Paragraph A

Effective July 1, 2019, a three and one-half percent (3.5%) wage increase to all classifications.

Article 24-Safety Equipment, Paragraph A

The County agrees to reimburse its employees, employed in its utility department shops, on its road department crews, its mechanics and gardeners up to One Hundred Seventy Five Dollars (\$175.00) per year, which can be credited forward for a maximum accrual of Three Hundred Fifty Dollars (\$350.00) every two consecutive years, for the purchase of steel-toed safety shoes **or for any OSHA required footwear. The County agrees that the required footwear can also be purchased by the employee with their County credit card in place of reimbursement by the County.**

The aforementioned employees must, as a condition of employment, obtain and wear said safety shoes while performing work for the County. Employees must submit copies of their receipts for **use with credit card purchases or for reimbursement.**

Article 41 – Effective Date and Duration

This Agreement shall be in full force and effect from July 1, 2019 and shall continue in force until June 30, 2021, subject to the parties entering into negotiations for modifying their wage classification schedule in Spring of 2020. It shall be automatically renewed from year to year thereafter unless amended by mutual agreement of both parties.

Amend Article 6 (A) and Article 13 (B) pursuant to the 2018-2019 Tentative Agreement of which a copy is attached including the e-mail clarifying holidays that occur on a Friday, if it is the employee's regular day off.

Current Language - Anything not amended by this tentative agreement or other signed tentative agreements retain current language except for correction of typographical errors and deletion of obsolete language.

Contains All Agreements - This written tentative agreement and other signed tentative agreements contain all of the agreements of the parties and supersedes any other written or oral discussions, negotiations or agreements and closes negotiations on all disputed issues,

Ratification and Approval - The County and Union negotiating teams will affirmatively recommend approval of this tentative agreement to their respective constituents. If either the Union fails to ratify or the County Commissioners fails to approve this tentative agreement it is void and may not be referred to or introduced in any impasse hearing.

DATED this \_\_\_\_ day of August 2019.

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Union Representative



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County Representative