AGREEMENT BETWEEN

MINNESOTA HISTORICAL SOCIETY

AND

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL NO. 5 LOCAL UNION 3173

EFFECTIVE

JULY 1, 2026 TO JUNE 30, 2028

TABLE OF CONTENTS

PREAMBLE

This Collective Bargaining Agreement ("Agreement") is entered into between the Minnesota Historical Society ("MNHS") and the American Federation of State, County, and Municipal Employees Council No. 5, Local No. 3173, ("Union"), collectively referred to as the "Parties."

It is the intent and purpose of the Parties hereto that this Agreement promote the mutual interests of MNHS, the Union, and covered employees, and set forth the Parties' agreement regarding rates of pay, hours of work, and other terms and conditions of employment affecting the bargaining unit.

ARTICLE 1
RECOGNITION

MNHS recognizes the Union as the exclusive bargaining agent for the unit certified by the National Labor Relations Board in Case No. 18-RC-283141, including all full-time, regular part-time, and seasonal employees: excluding confidential employees, temporary employees, guards, and supervisors as defined by the National Labor Relations Act, as amended.

ARTICLE 2
UNION SECURITY

Section 1. Membership Dues or Agency Fees.
All bargaining unit employees will either become members of the Union or elect to pay agency fees to the Union no later than thirty (30) calendar days after the start of their employment and will thereafter be obligated to pay uniformly required dues or agency fees as a condition of continued employment. An employee who fails to satisfy the above election may be terminated within thirty (30) calendar days following the receipt of a written demand from the Union.

Section 2. Indemnification.
The Union agrees to indemnify and hold MNHS harmless against any claims, suits, orders, or judgments brought or issued against MNHS as a result of any action taken or not taken by MNHS under the provisions of this Article.

Section 3. Dues Deduct.
MNHS will deduct membership dues or agency fees (“Dues") from the earnings of those employees who authorize these deductions in writing. MNHS agrees to deduct the Union Dues from the pay of those employees covered by this Agreement who sign an authorization. The Union will provide MNHS with a list of employees and authorizations on a regular basis. The amounts deducted are certified to MNHS by a representative of the Union, and the aggregate deductions of all employees who authorize payroll deduction are remitted together with an itemized statement, to the representative by the fifteenth (15) of the succeeding month after

such deductions are made. MNHS is relieved from making these deductions from any employee who is not on the payroll for a given pay period (e.g. an employee is not scheduled to work, an employee is on an unpaid leave of absence, an employee whose employment has been terminated).

Section 4. New Employees.
MNHS will provide the Union with notice of all new employees covered by this agreement within fifteen (15) calendar days of their first date of active employment. The notice includes the name, job title, work location, and hire date of the new employee.

Section 5. Union Postings.
MNHS will provide for the Union's use of reasonable space on designated bulletin boards for posting official Union notices. MNHS agrees to provide the Union with space for at least one (1) designated bulletin board at each MNHS job site. Each posted notice will have the signature of the Union representative who has posted the notice and the date of the posting. Unless otherwise agreed upon when the notice is posted, MNHS has the right to remove any postings or notices that have been posted for over thirty (30) calendar days.

Section 6. Notice to Supervisory Employees.
MNHS informs its managers and supervisors (a) that employees have a right to have a Union representative present if they are formally questioned during an investigation into conduct that may lead to disciplinary action; and (b) that employees should not be denied such right.

Section 7. Union Business.
Employees elected to any Council or Union office or selected by the Council or Union to do work taking them away from their employment with MNHS may, at the written request of Council or Union, request a leave of absence without pay for Union business. MNHS will grant such leave for up to ninety (90) calendar days. For leaves more than seven (7) calendar days, the Union or employee will provide notice at least twenty-one (21) calendar days in advance of the leave commencing.

Section 8. Orientation.
MNHS will provide the Union with a scheduled thirty (30) minute group orientation session during the regularly scheduled new employee orientation. MNHS will allow one (1) Union steward paid time to provide a presentation to the group of employees at this session. MNHS will provide the Union President with notice of the date and time of this scheduled session and the method of the session (virtual or in person) at least fourteen (14) calendar days in advance of the scheduled session to assist the Union in selecting the steward who will attend.

Section 9. Union Meetings with Management.
Meet and Confer: Up to two (2) bargaining unit employees may attend any Meet and Confer session between MNHS and the Union as provided under this Agreement scheduled during their regular hours of work without loss of pay. Upon request of the Union, MNHS may allow an

additional two (2) bargaining unit employees to attend any Meet and Confer session during their regular hours of work without loss of pay.

Contract Negotiations: Up to five (5) bargaining unit employees may attend collective bargaining negotiation sessions over any successor Collective Bargaining Agreement scheduled during their regular hours of work without loss of pay.

People and Culture Meetings: Up to two (2) members of the Union leadership team may meet with the MNHS' People and Culture designee(s) on at least a monthly basis, to proactively address workplace issues, concerns, and relationship matters between Union and management. Union representatives attending these meetings during their regular work hours will have no loss of pay. The purpose of these meetings is to continue to foster open communication, resolve concerns, and maintain positive labor-management relations.

Section 10. Union Stewards.
The names of employees selected as stewards, as well as the names of other Union Representatives who may represent employees, including, but not limited to, any Business Agent, will be provided in writing to MNHS by the Union. The Union selects and designates its stewards. The Union will promptly notify MNHS in writing of any changes to employees who have been selected as stewards. Stewards may request leave to perform union-related business. These requests should be made to the employee's immediate supervisor, or designee if the supervisor is not available, with as much advance notice as possible. Supervisors will not unreasonably deny a request. Stewards are authorized time away from regular duties with pay for participation in investigatory interviews and grievance meetings. For any investigatory or grievance meeting, the steward will have designated paid time to meet with the investigee/grievant fifteen (15) minutes prior to the meeting. The steward will notify their immediate supervisor or designee upon returning to work.

ARTICLE 3
EMPLOYMENT POLICIES

Section 1. MNHS Employment Policies.
MNHS employment policies apply to bargaining unit employees, except to the extent these policies conflict with an express provision of this Agreement. The Parties recognize MNHS' right to unilaterally amend or adopt additional employment policies as it deems appropriate, except to the extent that the policy conflicts with an express provision of this Agreement.

Section 2. Notice of New or Revised Policies.
MNHS will provide the Union with fourteen (14) calendar days' notice prior to implementing a new or revised employment policy, so that the Union has an opportunity to review the policy and help educate bargaining unit employees on the same if it chooses. If urgent circumstances require MNHS to implement a new or revised policy in less than fourteen (14) calendar days, MNHS will give the Union as much advance notice as practical under the circumstances. The

Union may request to Meet and Confer with MNHS to discuss the details of the policy changes. MNHS will meet with the Union's chosen representative(s) prior to implementation of the policy change(s) and within five (5) calendar days of receiving the Union's request.

Section 3. Commitment to Workplace Diversity.
MNHS is committed to workplace diversity and other facets of equity and inclusion and has the sole and complete discretion to continue to make good faith efforts in the areas of recruitment, hiring, and promotion of bargaining unit employees. MNHS celebrates, supports, and thrives on diversity for the benefit of its employees, products and services, and community. MNHS believes that an inclusive culture among all team members is critical to its success, and will seek to recruit, develop, and retain the most talented people from a diverse workplace. MNHS fosters career development and promotes a diverse workforce at all levels consistent with this commitment. MNHS is proud to be an equal opportunity workplace and employer.

ARTICLE 4
EMPLOYEE RESOURCE GROUPS

MNHS will support employees in establishing and maintaining Employee Resource Groups (“ERGs”), as voluntary employee-led resources. ERGs are intended to be a resource for MNHS employees, and generate value on Diversity, Equity, Access, and Inclusion (“DEAI”) topics for MNHS. ERGs may, at their discretion, provide advice, guidance, and recommendations or additional resources to MNHS departments directly.

Employees may request to form an ERG by making the request through the process in MNHS' ERG Toolkit. Employees are eligible to join ERGs and attend meetings without loss of pay, consistent with the guidelines laid out in the ERG Toolkit. MNHS will update the ERGs' contact information, as such updates are necessary, on the intranet page for ERGs.

MNHS will provide the Union with fourteen (14) calendar days' notice prior to implementing any changes to the ERG Toolkit, so that the Union has an opportunity to review the information and help educate bargaining unit employees on the same if it chooses. The Union may request to Meet and Confer with MNHS to discuss the details of the ERG Toolkit changes or regarding the ERGs themselves. MNHS will Meet and Confer with the Union representatives within fourteen (14) calendar days of the request.

ARTICLE 5
SENIORITY DATE AND PROBATIONARY PERIOD

Section 1. Seniority Date.
An employee's seniority date is the employee's date of hire by MNHS. If an employee is separated from MNHS for one (1) year or less, the employee will retain their seniority date.

Section 2. Probationary Period.
The first six (6) months of an employee's employment is a probationary period beginning on the employee's first day of active employment. MNHS has the ability, for cause shown, to extend an employee's probationary period up to six (6) months with written notice to the Union.

An employee who is transferred or hired into a new position also serves a probationary period up to three (3) months, beginning on the employee's first day of active employment in their new position.

During an employee's probationary period, MNHS has the ability to discipline or terminate the employee, with or without cause, and without any recourse under this Agreement.

ARTICLE 6
LAYOFF AND RECALL

Section 1. Layoff.
MNHS will provide the affected employee(s) with fourteen (14) calendar days' notice of their position elimination, and when practicable twenty-eight (28) calendar days' notice, MNHS will provide the Union President with as much notice as practicable, but at least one (1) calendar day, prior to affected employee's notice. Notice to the Union President will include general information about the affected positions and timing.

In the event of a layoff, when there are two (2) or more employees in the same position, the employee with the least seniority will be selected for layoff first, unless MNHS determines that the employee with the least seniority has greater expertise required for operational needs. The Union may request to Meet and Confer over this determination.

If two (2) or more employees have the same seniority date, MNHS breaks the tie by a coin toss. MNHS will invite a Union representative and affected employees to witness the coin toss, at no loss of pay to the Union representative or affected employee. Each MNHS job site, and each MNHS job site's individual departments are considered separate and distinct when evaluating which employee is laid off.

The layoff period is twelve (12) months. During the layoff period, the employee will be considered an internal applicant for any open posted position.

MNHS will meet with the Union to discuss the effects of the layoff and whether separation packages can be offered to an employee whose position was eliminated. Layoff provisions include the provisions in Article 13, Section 7.3: Earned and Unused ESST. Additionally, employees who participate in the State Employee Group Insurance Plan (“SEGIP") Program and have three (3) or more years of continuous service to MNHS, may be eligible for an MNHS employer contribution towards the cost of said insurance for up to six (6) months from the employee's separation date. An employee's rights under MNHS' benefit plans are governed in accordance with the terms of these plans.

Section 2. Recall for Employees on Layoff Status.
When a position opens that is the same or substantially similar to the laid-off employee's prior position, determined at MNHS' discretion, MNHS will recall the employee with the most seniority to the open position.

Each MNHS job site, and each MNHS job site's individual department, are considered separate and distinct when evaluating which employee is to be recalled to an open position. The order of recall will proceed as follows: (i) qualified employees on layoff status who previously worked at the site or department with the position opening will be first offered the recall position before (ii) other employees on layoff status who previously worked in the same or substantially similar position at a different MNHS job site or department.

If two (2) or more employees have the same amount of seniority, MNHS will break the tie by coin toss. MNHS will invite a Union representative to witness the coin toss, at no loss of pay to the Union representative.

However, if MNHS determines that a less senior employee on layoff status has greater expertise required for operational needs, they will be offered recall into the position first. The Union may request to Meet and Confer over this determination.

MNHS will contact the recalled employee and offer the open position. If an employee is offered to be recalled and they turn down the recall offer or fail to respond within seven (7) calendar days they will be removed from the recall list for that open position. MNHS will not remove employees in layoff status from the recall list until the end of their recall period, except by request of the employee.

Section 3. Recall for Project Employees on Layoff Status.
When separation from MNHS occurs due to the end of a Project appointment, Project Employees are considered laid off and are eligible for recall as detailed in Section 2.

ARTICLE 7
PERFORMANCE EVALUATIONS; COACHING

Section 1. Performance Evaluations.
MNHS and the Union recognize that regular performance evaluations are helpful in promoting employee growth and development. An annual performance evaluation is the culmination of regular conversations between the employee and supervisor. Performance evaluations are not disciplinary in nature.

MNHS provides supervisors with instruction on the performance evaluation process. The evaluation period starts from the end of the most recent performance evaluation (or start date if a new employee). As part of the performance evaluation process, employees may submit a self-evaluation and engage in goal-setting. An employee may provide a written response to a final performance evaluation.

Section 2. Coaching.
MNHS uses regular and frequent informal coaching in order to help employees assess their performance. MNHS has the ability to privately raise work deficiencies to the employee's attention through coaching. Coaching may include, but is not limited to, instructions, directions, or prompts to the employee. Coaching will not be considered disciplinary, but rather a collaborative tool for employee development and managerial accountability.

As part of more formalized coaching of an employee, the employee's supervisor may work with the employee by using a coaching plan and/or a performance engagement plan (P.E.P.). Neither of these coaching documents are disciplinary in nature. Although all parties want the P.E.P. to be successful, a non-successful completion may provide the grounds for disciplinary action. P.E.P.s have defined goals, metrics, and timelines for improving job performance. The employee may provide a written response to the outcome of a coaching plan and/or a performance engagement plan for inclusion in the employee's personnel file. See Appendix G.

ARTICLE 8
EMPLOYEE DISCIPLINE

Section 1. Investigation into Allegations of Employee Misconduct.
A representative of People & Culture will not meet with an employee for the purpose of investigative questioning that may lead to discipline without first offering the employee an opportunity for Union representation, and such meeting will not take place until a Union representative is available if requested.

MNHS may suspend an employee pending investigation into any misconduct that may lead to discipline. The suspension may be with or without pay, provided, however, that should MNHS suspend an employee without pay pending an investigation, and subsequently issue discipline less than termination or determine that no discipline is warranted or the misconduct being investigated did not occur, that employee will receive back pay for the time while they were suspended pending the investigation. If the investigation takes longer than fourteen (14) calendar days, MNHS will provide an update on the status and anticipated timeline to the employee investigated, Union President, and the assigned steward. The employee under investigation may waive the notification to the Union President and assigned steward by sending written notice to MNHS.

Section 2. Discipline.
MNHS reserves the right to discipline an employee at its sole and complete discretion, except that no discipline will be implemented without just cause. Verbal Warnings are excluded from the grievance procedure.

In determining the appropriate level of discipline to be issued, MNHS will consider, among other things, the seriousness and frequency of employee misconduct. Discipline, when utilized, will usually be in the following order:

- Verbal Warning;
- Written Warning;
- Termination.

After July 1, 2026, Verbal and Written Warnings will be noted as disciplinary on the written documentation of the discipline. While MNHS recognizes the concept of progressive discipline, steps in the typical progressive discipline process may be skipped, and more severe discipline, up to and including termination, may be imposed depending on the seriousness of the misconduct. MNHS has the sole and complete discretion to determine if and when the specific circumstances of a situation justify different discipline.

Section 3. Employee Statement.
Any employee who is disciplined at a level greater than a Verbal Warning may provide a written statement for inclusion in their personnel file. The employee must request the inclusion of the statement within twenty (20) calendar days of the final disposition of the disciplinary action.

Section 4. Individual Circumstances.
The failure to discipline an employee for misconduct or violation of any work rule does not constitute a waiver by MNHS of its right to discipline an employee for the same or similar conduct in the future. Similarly, the imposition of a certain disciplinary action based upon a situation does not constitute a waiver by MNHS of its right to discipline an employee in a different manner in the future for similar conduct based upon the respective facts of each given situation.

ARTICLE 9
OPEN POSITIONS

Section 1. Posting of Open Positions.
MNHS posts open positions covered by this Agreement for which it is seeking candidates on its website.

Section 2. Preference for Bargaining Unit Employees.
When possible, and consistent with organizational need, MNHS will create bargaining unit positions over temporary positions or the utilization of contractors. A temporary position is an employee hired for a period of six (6) months or less, usually to meet an unanticipated need, although through extensions the temporary employee may be retained in a temporary position

up to eighteen (18) months. Temporary employees are not covered by this Agreement. If a temporary position is extended for more than nine (9) months, MNHS will Meet and Confer with the Union regarding the extension. Temporary positions are usually created: (1) when filling staffing needs caused by employee leaves; (2) for succession planning; or (3) for specific organization support that cannot be provided by current employees.

Section 3. Project Employees.
A project employee is an employee who is hired for a specific duration, either tied to the expiration of a specific, external funding source, program, or a specific calendar date, and whose appointment may be extended if funds are available and the program need continues. Project employees are members of the bargaining unit and covered by this Agreement, including the provisions governing layoffs, recall, and internal candidacy.

MNHS will provide a project employee with an update regarding the renewal or termination of their position at least thirty (30) days prior to the position end date.

If the Union files a grievance alleging that any adverse employment action taken against a project employee was not made with the requisite just cause, an arbitrator does not have the authority to order reinstatement of the project employee grievant if the project employee's position has expired, nor in that situation does the arbitrator have the ability to impose any back pay remedy beyond the position's expiration date.

ARTICLE 10
RECLASSIFICATION

Section 1. MNHS Position Classification System.
MNHS utilizes a job classification system to evaluate positions in its organization. MNHS may add classifications and will meet and negotiate with the Union regarding the compensation range for any added classifications affecting bargaining unit employees. The process in Appendix D is used to update and align position descriptions with job classifications.

Section 2. Working Temporarily in a Position Out of Class.
If an employee is temporarily designated by MNHS, consistent with organizational need, to work in a position with a different classification on an on-going temporary basis, MNHS will compensate that employee at the rate of pay of the higher classification for the duration that the employee is performing those duties.

Section 3. Retroactive Wage Increases.
When an employee's position is reclassified, and the employee is already doing the duties that led to the reclassification, any wage increase pertaining to the reclassification will be backdated to the date when the reclassification is submitted to the People and Culture Department.

Section 4. Supervisor Notification to Employee.
Prior to an employee's position being submitted for reclassification, the supervisor and the People and Culture Department will review with the employee the revised position description being submitted for reclassification.

ARTICLE 11
WORK HOURS, SCHEDULING, EMPLOYEE SAFETY

Section 1. Regular Work Hours and Workweek.
The established workweek begins at 12:00 A.M. each Monday and lasts until 11:59 P.M. the following Sunday.

Section 2. Staffing Pattern.
For any non-exempt (hourly) employee whose staffing pattern is less than 2080 hours annualized, MNHS supervisors will audit quarterly each employee's staffing pattern to ensure the employee's scheduled hours will align with the employee's annualized hours. MNHS will communicate to the employee the employee's annualized hours upon hiring into a position, or upon a change to the employee's staffing pattern. If a supervisor initiates a staffing pattern reduction, resulting in a change in benefit eligibility for the employee, MNHS will provide a two pay period notice to the employee ahead of the change.

Section 3. Employee Availability.

For an employee in a position that does not have established scheduled work hours (e.g. a position that works 8:00-5:00 every Monday through Friday), an employee will provide their direct supervisor with their availability no later than twenty-eight (28) calendar days prior to the start of the scheduled period, but no more than forty (40) days. If an employee does not provide their availability prior to the employee availability deadline above, they may be scheduled without regard to their availability.

An employee may be required to provide their availability more than forty (40) days in advance to plan for special programs, holidays, atypical weekend coverage, and other occasional events. These requests are limited to the scope of the staffing situation (e.g. determining holiday availability outside of normal scheduling).

Section 4. Publishing Employee's Work Schedule.
Supervisors will publish employee's work schedules no later than fourteen (14) calendar days prior to the start of the scheduled period, absent extenuating circumstances that may prevent the schedules being posted by this time.

Supervisors will use their best efforts to schedule employees based upon their provided availability, provided, however, that an employee may be scheduled for a period where they have not indicated they are available, based upon operational need and the employee's assignment in their staffing pattern.

If a shift(s) needs to be added to a published schedule, the available shift(s) will be offered to any qualified employee able to work the shift(s) without incurring overtime pay on a first come, first served basis. If no employee(s) wants the available shift(s), or if all qualified employee(s) would incur overtime as a result of working the shift, MNHS may assign the shift at its sole and complete discretion, with a minimum of one (1) week notice.

Section 5. Flexible Work Scheduling.
Employees are able to engage in flexible work scheduling consistent with MNHS' policy on that subject in the same manner as similarly situated, non-bargaining unit employees.

If MNHS needs to alter an employee's flexible work agreement (e.g., they will be required to report to a physical MNHS office or job site moving forward as their regular work location), MNHS will provide the employee with twenty-one (21) calendar days' notice, unless such a notice period is not possible as a result of operational needs, in which case MNHS will provide as much notice as practical under the circumstances.

Section 6. Breaks.
Employees are entitled to meal and rest breaks as provided by law. On a yearly basis, MNHS will provide information to employees of their meal and rest break opportunities.

Section 7. Minimum Shift Length.
MNHS will schedule employees for non-training shifts of at least three (3) hours in length. Attendance at voluntary all-staff meetings, participation in Employee Resource Groups, and any performance conversations, although paid time, will not be considered scheduled shifts.

Section 8. Scheduling.
MNHS will not schedule a non-exempt (hourly) employee more than five (5) days consecutively unless doing so is necessitated by organizational need and that necessity is communicated to the employee. If an employee is voluntarily working multiple part-time positions at MNHS that employee may be scheduled for more than five (5) days consecutively.

Section 9. Joint Labor-Management Safety Committee.
The Joint Labor-Management Safety Committee will meet on a regular basis, at least quarterly, with the common goals to promote a safe working environment and prevent workplace injuries. Topics discussed at the Safety Committee include but are not limited to weather, air quality, prevention of workplace injuries, hazards, accidents, personal protective equipment. The Union will provide at least seven (7) participants for the Safety Committee. Attendance at meetings is considered paid time.

Safety plans are aligned with OSHA guidelines, including employee training and necessary personal protective equipment (PPE), and will be reviewed annually by the Joint Labor Management Safety Committee.

Section 10. Emergency Closures.
When a worksite is not opening due to weather or driving conditions, decisions will be communicated by 6:00 AM.

ARTICLE 12
COMPENSATION

Section 1. Payroll.
MNHS uses a two week payroll period.

Section 2. Salary and Hourly Rate Compensation.
An employee is compensated in accordance with the compensation range for the classification as noted in the compensation grids in Appendices A and B. See Appendix A for Fiscal Year 2027 compensation (July 2026-June 2027) and Appendix B for Fiscal Year 2028 compensation (July 2027-June 2028). Nothing prohibits MNHS from paying an employee more than the enumerated compensation for their position. Employees are compensated either by salary or on an hourly basis depending on whether they are considered non-exempt (hourly) or exempt (salary) under the Fair Labor Standards Act.

Section 3. Step Progression.
MNHS will grant an employee a step increase in the first full payroll period in July 2026 if the employee was employed before April 1, 2026. MNHS will grant an employee a step increase in the first full payroll period in July 2027 if they were employed before April 1, 2027.

Section 4. Employees Earning Above the Compensation Grid for Their Compensation Level.
MNHS will provide a compensation adjustment to those employees whose current earnings exceed the applicable compensation range assigned to their position.

Percentage Increase for Fiscal Year 2027 (July 2026-June 2027): 1.25%
Percentage Increase for Fiscal Year 2028 (July 2027-June 2028): 1.0%

The employee will receive the compensation increase in the first full payroll period in July.

Section 5. Overtime.
Employees who are non-exempt (hourly) under the Fair Labor Standards Act ("non-exempt employees") will receive overtime pay for all hours worked in excess of forty (40) hours in a workweek.

Non-exempt employees must obtain advance authorization prior to working more than fifteen (15) minutes beyond standard and/or scheduled work hours. When a non-exempt employee is required to work in excess of forty (40) hours in a workweek, that employee receives overtime pay of one and one-half (1-1/2) times their regular hourly rate of pay.

MNHS does not permit double counting of overtime hours. Any approved leave time (e.g. unworked holidays, sick time, vacation time) is not considered in computing overtime pay, only the actual hours worked by the employee.

Section 6. Compensation for Non-Exempt Employees Scheduled to Work on a Holiday
MNHS will compensate non-exempt employees who work on a designated holiday at their overtime rate: one and one-half (1.5) times their hourly base rate of pay. For worksites open on the actual calendar date of the holiday, non-exempt employees scheduled to work on the actual calendar date of the holiday (not designated) will receive holiday pay for work on that date. See also Article 16, Section 2.

Section 7. Call Back to Work.
Non-exempt facilities, maintenance, and IT employees asked to come to the work site outside of a regularly scheduled shift are paid a minimum of three (3) hours.

Section 8. Employee's Shift Cancelled.
If all or more than half of an employee's scheduled shift is cancelled by MNHS within 48 hours of the scheduled shift, the employee will be compensated for the scheduled shift.

Section 9. Employee Timesheet Revision.
When unrequested changes are made to an employee's time by a supervisor, the supervisor will notify the employee prior to the submission to Payroll.

ARTICLE 13
<u>BENEFITS: VACATION/EARNED SICK AND SAFE TIME</u>

Section 1. Policies and Practices.
Bargaining unit employees are eligible for vacation and earned sick and safe time (“ESST") and may use vacation and ESST in the same manner as similarly situated non-bargaining unit employees. An employee may use vacation time at any point during the year, regardless of schedule, unless doing so would exceed forty (40) hours paid during the workweek.

Section 2. Vacation Eligibility and Accrual.
An employee assigned to a full-time benefits eligible position and 2000 or more hours annually in their staffing pattern earns vacation leave at the following accrual rates. Despite earning the vacation allotment throughout the year on a biweekly basis (i.e. annual vacation allotment/26 pay periods), the employee will receive the accrual in a yearly distribution at the beginning of the first full payroll period in July.

Employee Seniority as of June 30th	Annual Staffing Pattern (2000+ hours); Vacation Accrual	Maximum Carry Over Balance on July 1st	Maximum Vacation Accrual Payout
Less than 3 years	15 days (120 hours; ≈ 4.6 hours per pay period ("ppp"))	30 Days (240 hours)	30 Days (240 hours)
3 years or more, but less than 7 years	20 days (160 hours; ≈ 6.2 hours ppp)		
7 years or more, but less than 11 years	25 days (200 hours; ≈ 7.7 hours ppp)		
12 years or more	30 days (240 hours; ≈ 9.2 hours ppp)		

Employees assigned in their staffing pattern to either a (1) full-time benefits position with an assignment of less than 2000 hours; or a (2) part-time benefits eligible position or a part-time position in their staffing pattern, will earn vacation leave at the following accrual rates based on their hourly assignment in their staffing pattern. Despite earning the vacation allotment throughout the year on a biweekly basis (i.e. annual vacation allotment/26 pay periods), the employee will receive the accrual in a yearly distribution at the beginning of the first full payroll period in July.

Employee Seniority as of June 30th	Annual Staffing Pattern (1560 to 1820 hours); Vacation Accrual	Annual Staffing Pattern (1040 to 1508 hours); Vacation Accrual	Annual Staffing Pattern (521 to 988 hours); Vacation Accrual	Annual Staffing Pattern (1 to 520 hours); Vacation Accrual	Maximum Carry Over Balance on July 1st	Maximum Vacation Accrual Payout
Less than 3 years	105 hours; (≈4 hours ppp)	90 hours; (≈3.5 hours ppp)	48 hours; (≈1.8 hours ppp)	24 hours; (≈.9 hours ppp)	30 Days (240 hours)	30 Days (240 hours)
3 years or more, but less than 7 years	140 hours; (≈5.4 hours ppp)	120 hours; (≈4.6 hours ppp)	64 hours; (≈2.5 hours ppp)	32 hours; (≈1.2 hours ppp)		
7 years or more, but less than 12 years	175 hours; (≈6.7 hours ppp)	150 hours; (≈5.8 hours ppp)	80 hours; (≈3.1 hours ppp)	40 hours; (≈1.5 hours ppp)		
12 years or more	210 hours; (≈8.1 hours ppp)	180 hours; (≈6.9 hours ppp)	96 hours; (≈3.7 hours ppp)	48 hours; (≈1.8 hours ppp)		

Section 3. Earned Sick and Safe Time Leave Eligibility and Accrual.

An employee assigned to a full-time benefits eligible position and 2000 or more hours annually in their staffing pattern earns earned sick and safe time leave ("ESST") at the following rates, which exceeds the rate of the state law allocations. Despite earning the ESST allotment throughout the year on a biweekly basis (i.e. annual ESST allotment/26 pay periods), the employee will receive the accrual in a yearly distribution at the beginning of the first full payroll period in July.

Annual ESST Accrual	ESST Accrual Maximum
13 days (104 hours; ≈4 hours ppp)	900 hours

Employees assigned in their staffing pattern to either a (1) full-time benefits position with an assignment of less than 2000 hours; or a (2) part-time benefits eligible position or a part-time position in their staffing pattern, will earn ESST at the following accrual rates, which exceeds the rate of the state law allocations, based on their hourly assignment in their staffing pattern, Despite earning the ESST allotment throughout the year on a biweekly basis (i.e. annual ESST allotment/26 pay periods), the employee will receive the accrual in a yearly distribution at the beginning of the first full payroll period in July.

	Annual Staffing Pattern (1560 to 1820 hours); ESST Accrual	Annual Staffing Pattern (1040 to 1508 hours); ESST Accrual	Annual Staffing Pattern (521 to 988 hours); ESST Accrual	Annual Staffing Pattern (1 to 520 hours); ESST Accrual	ESST Accrual Maximum
Annual ESST Accrual	91 hours (≈3.5 hours ppp)	78 hours (≈3 hours ppp)	42 hours (≈1.6 hours ppp)	21 hours (≈.8 hours ppp)	900 hours

Section 4. Vacation and ESST Upon Hire.
When an employee is hired, the employee will receive a prorated amount of vacation and ESST according to their staffing pattern as explained in Sections 2 and 3. The prorated amount will be determined by the number of pay periods remaining the fiscal year (x/26), including the pay period in which the employee starts.

Section 5. Leave Beyond Accrual Maximums.
Any earned but unused vacation or ESST in an employee's leave bank above the applicable accrual maximum at the end of the payroll period containing July 1st of each year is forfeited, with the employee's respective vacation or ESST bank reduced to the applicable maximum cap.

Section 6. Sick Leave Fund.
MNHS administers a Sick Leave Fund. An employee may choose to participate in the Sick Leave Fund benefit by donating hours in accordance with the administration of the Sick Leave Fund. Similarly, an employee is eligible to be a recipient of the Sick Leave Fund, in accordance with its normal administration.

Section 7. Separation from Employment.

> **Section 7.1 Ineligibility.** An employee forfeits their vacation and ESST leave balances upon employment separation, if (1) the employee is terminated for cause, or (2) if the employee resigns their employment without providing at least two (2) weeks' notice.

Section 7.2 Earned and Unused Vacation Accruals. When an employee provides MNHS with at least two (2) weeks' notice and is separating employment without cause, the employee's earned and unused vacation accrual, will be paid to the employee, at the employee's hourly rate, less any applicable withholdings, up to the applicable annual maximum vacation accrual amount. If, upon separation, an employee has used unearned vacation time, any used but unearned vacation time in excess of twelve (12) hours may be deducted from the amount paid to the employee at the employee's hourly rate.

Section 7.3 Earned and Unused ESST. The payout of earned and unused ESST upon separation without cause will occur if the employee has met at least one of the following qualification factors:

a. Resignation at or after age 65;
b. Resignation at or after age 55 with 10 years of continuous MNHS employment;
c. Death (payment to be made to the surviving spouse, if any; if none, to the employee's estate);
d. Employee's position was eliminated due to a reduction in force;
e. Involuntary termination for reasons unrelated to discipline after three (3) years of continuous MNHS employment; or
f. Any separation for reasons unrelated to discipline after twenty (20) years of continuous MNHS employment.

An ESST payout distribution is calculated at forty percent (40%) of earned, but unused, ESST balance, paid at the employee's hourly rate, less any applicable withholdings, up to the applicable maximum ESST accrual amount. The distribution may be deposited in a health care savings account, at the election of the employee, and in accordance with the requirements of the receiving account.

ARTICLE 14
LEAVES

Section 1. Abide by Leave Laws; Concurrent Leaves.
MNHS will provide eligible employees with any leave required by law, including, but not limited to, voting leave, parental school leave, and military leave. Any leaves taken by an employee run concurrently to the greatest extent possible.

Section 2. Bereavement Leave.
An employee may use Earned Sick and Safe Time ("ESST") for bereavement leave.

In the alternative, an employee may use up to three (3) bereavement days without any loss of ESST upon the death of a member of an employee's immediate family. Any provided bereavement days are for the employee's scheduled days and hours of work. These bereavement days may be used to attend the funeral, burial, celebration of life, or other service. The "immediate family" means the employee's spouse, partner, parents, children, siblings, grandparents, grandchildren, and any similar degree step or in-law family members.

Up to one (1) day of bereavement leave is also available for the day of the funeral, burial, celebration of life, or other service following the death of an employee's aunt, uncle, niece, nephew, or cousin.

MNHS may grant an employee additional paid or unpaid bereavement leave.

Nothing in this section precludes an employee from using ESST for bereavement purposes.

Section 3. Parental Leave.

Section 3.1 Eligibility; Concurrent. Employees who have been employed for over one (1) year ("Eligible Employee") will receive a maximum of 12 weeks of MNHS parental leave for any covered birth, adoption, or foster care placement of a child/children. The fact that a multiple birth, adoption, or placement occurs (e.g. the birth of twins or adoption of siblings) does not increase the 12-week total amount of parental leave granted for that event. All MNHS parental leaves run concurrently with any applicable federal and state leaves.

Section 3.2 MNHS Paid Parental Leave. If the Eligible Employee chooses, the first six (6) weeks of an Eligible Employee's parental leave may be compensated by MNHS at one hundred percent (100%) of the Eligible Employee's straight time rate of pay for the number of hours the Eligible Employee would be regularly scheduled for each of the six (6) weeks. The weekly paid parental leave compensation is calculated as the average number of hours an employee was scheduled to work in the thirty (30) days prior to the start of their leave. If the Eligible Employee elects to receive benefits from the Minnesota Paid Leave program ("Program"), the Eligible Employee will receive for the first six (6) weeks, from MNHS, the difference between the Program and the parental leave compensation. Paid parental leave will be paid on regularly scheduled pay dates.

Section 3.3 MNHS Parental Leave. The remaining six (6) weeks of parental leave is unpaid by MNHS unless the Employee chooses to use any applicable leave or elected benefits they may have (e.g. vacation, short-term disability). If the Eligible Employee receives benefits from the Program, the Eligible Employee may elect to use any applicable leave to supplement any payments received from the Program, up to weekly compensation as calculated in Section 3.2.

Section 3.4 Leave Timing. Employees must take parental leave in one continuous period of leave, unless agreed otherwise by MNHS and the Employee. Approved parental leave may be taken at any time immediately preceding or during the 12-month period immediately following the birth, adoption, or foster care placement of a child with the Employee. Parental leave may not be used or extended beyond this 12-month time frame. In the event of a miscarriage while on parental leave, MNHS will not deduct any leave taken immediately prior to that miscarriage.

ARTICLE 15
HOLIDAYS

Section 1. Paid Holidays.
An employee assigned to a full-time benefits eligible position in their staffing pattern (“Eligible Employee") receives the same designated holidays and floating holidays which MNHS provides to similarly situated, non-bargaining unit employees. An Eligible Employee whose staffing pattern is fewer than 2,080 annual hours receives the holiday pay prorated. MNHS will post on the intranet a listing of all holidays by October 1st for the following calendar year.

MNHS will provide the Union with fourteen (14) calendar days' notice prior to changing any of MNHS's designated holidays, so that the Union has an opportunity to review the change and inform bargaining unit employees on the change if it so chooses.

Section 2. Employees Scheduled to Work on a Holiday.
MNHS will compensate non-exempt employees who work on a designated holiday at their overtime rate: one and one-half (1.5) times their hourly base rate of pay. See also Article 12, Section 6. Exempt employees who work on a designated holiday will receive alternate time off to be taken within 30 days. For worksites open on the actual calendar date of the holiday, non-exempt employees scheduled to work on the actual calendar date of the holiday (not designated) will receive holiday pay for work on that date. Eligible Employees not scheduled to work the actual calendar date will receive a paid holiday per Article 15, Section 1.

ARTICLE 16
OTHER BENEFITS

Section 1. Employee Assistance Program.
Employees will have access to the MNHS Employee Assistance Program to the same extent that MNHS employees not represented by the Union have access.

Section 2. Metropass Transit Program.
Employees will have access to a subsidized Metropass to the same extent that MNHS employees not represented by the Union have access.

Section 3. Parking.
Employees will have access to free parking to the same extent that MNHS employees not represented by the Union have access. MNHS has committed to provide free or subsidized parking and will Meet and Confer if this provision changes.

Section 4. Professional Development.
Employees will have access to professional development opportunities to the same extent that MNHS employees not represented by the Union have access. Employees professional development opportunities may include, but are not limited to, seminars, workshops, training, and classes. These professional development opportunities may be supplemental to training provided to the employee for specific licensure or certification necessary for the employee's position.

ARTICLE 17
HEALTH INSURANCE AND RETIREMENT BENEFITS

Section 1. Health Insurance.
Eligible employees may participate in the health insurance plans provided by MNHS to the same extent as similarly situated employees not represented by the Union may participate, and in accordance with the qualification requirements of those plans. MNHS retains sole discretion over decisions to add, remove, or modify such plans and the employer and employee premium contributions, and has the ability to unilaterally make any and all changes as required by the State Employee Group Insurance Plan.

Section 2. Retirement Benefits.
Eligible employees may participate in any retirement benefit plans maintained by MNHS to the same extent as similarly situated employees not represented by the Union may participate, and in accordance with the qualification requirements of those plans. MNHS retains sole discretion over decisions to add, remove, or modify such plans and the employer and employee contributions thereto through the duration of this Agreement, and has the ability to unilaterally make any and all changes as required by the retirement benefit plans.

ARTICLE 18
LABOR MANAGEMENT COMMITTEE

The purpose of the Labor Management Committee ("LMC") is to provide a direct line of communication between bargaining unit employees and MNHS and to discuss topics and collaborate on problem solving to resolve workplace issues. The topics will not be related to active grievances, unfair labor practices, or an individual employee.

MNHS and the Union agree to maintain an LMC that will meet quarterly, or more frequently if agreed to by the parties. The LMC will be governed by its charter. The LMC will adopt and revise, as needed, its governance documents.

Both the Union and MNHS will select a minimum of seven (7) participants to attend LMC meetings. The Union and MNHS will inform each other of their respective members and changes to that membership. Time spent by the Union LMC representatives at each LMC meeting with MNHS will be considered paid time.

Union LMC representatives who are members of subcommittees authorized by the LMC as a whole will be allowed to use paid time while working on subcommittee tasks, up to two (2) hours per LMC meeting. The Union LMC co-chair will have up to sixteen (16) hours paid work time each fiscal year for official LMC business. This time may be used during their standard scheduled hours, to be worked out with their supervisor. In the case of a public facing employee being co-chair, they will do their best to give notice to their supervisor two (2) weeks in advance of when they are planning on using paid work time.

LMC members will be offered training every two (2) years using a course selected by LMC members. Any cost will be shared equally between the Union and MNHS.

Within two (2) months of each meeting, approved minutes of LMC meetings will be made available on intranet posted by MNHS and the Union will post to bulletin boards at each MNHS site.

ARTICLE 19
GRIEVANCE PROCEDURE

Section 1. Grievance Procedure.
A grievance is defined as any dispute between the parties regarding the interpretation or application of this Agreement. Any grievance arising between MNHS and the Union will be settled in the manner set forth below. Prior to the filing of a grievance under this article, employees are encouraged to raise issues or concerns with their immediate supervisor, if applicable. When warranted, the Union may file at Step 2.

> Step 1: The Union will submit the Step 1 grievance on its written grievance form and discuss the grievance with the affected employee's immediate supervisor and/or MNHS representative within fourteen (14) calendar days of the events giving rise to the grievance. The grievance will specify the alleged violation of the Agreement, including the identity of the grievant(s) or class action group, the Agreement article allegedly violated, and the remedy sought. Following the Union's submission of the Step 1 grievance, the Union, the affected employee(s), their immediate supervisor and/or other MNHS representative will meet in an attempt to resolve the grievance. Within fourteen (14) calendar days of the Step 1 meeting, the immediate supervisor and/or MNHS representative will provide a written response to the Union. Failure to respond to the Step 1 grievance will be considered a denial of the grievance.
>
> Step 2: If the grievance is not resolved in Step 1, the Union may submit its written Step 2 grievance to the People and Culture Department no later than fourteen (14) calendar days following the receipt of the Step 1 response. For the purposes of this paragraph, a

lack of response by MNHS to the Step 1 grievance will be considered a "denial of the grievance" response on the fourteenth (14th) day after the Step 1 meeting. Within fourteen (14) calendar days of the Step 2 meeting, the People and Culture Department will provide a written response to the Union. Failure to respond to the Step 2 grievance will be considered a denial of the grievance.

Grievance Arbitration: If the grievance is not resolved at Step 2, the Union may, within fourteen (14) calendar days after receipt of the Step 2 written response, refer the matter to arbitration by written notice to the People and Culture Department. If the Union does not notify the People and Culture Department of the Union's intent to refer the grievance to arbitration within fourteen (14) calendar days of receipt of MNHS's Step 2 written response, the grievance will be deemed settled in accordance with MNHS's written response to Step 2.

Section 2. Arbitration.
MNHS and the Union will attempt to agree on a neutral arbitrator who will hear and determine the grievance dispute. If no agreement is reached regarding the choice of an arbitrator, the arbitrator will be selected from the FMCS panel, or similar, with each party taking turns striking an arbitrator, with the Union striking first, until one arbitrator remains who will hear the dispute.

The authority of the arbitrator is limited to making a decision relating to the interpretation or adherence to the written provisions of this Agreement. The arbitrator has no authority to add to, subtract from, or modify in any manner the terms and provisions of this Agreement. The decision of the arbitrator is confined to the issues raised in the written grievance and the arbitrator has no power to decide any other issues. The decision of the arbitrator is final and binding upon the Union, MNHS, and any affected employees. The Parties will meet within thirty (30) days within receipt of the decision to discuss implementation of changes if needed.

The fees and expenses of the neutral arbitrator are divided equally between MNHS and the Union, provided, however, that each party is responsible for compensating its own representatives and witnesses.

Section 3. Mediation.
MNHS and the Union may agree in writing to pause any arbitration proceedings (after the intent to arbitration has been sent and received) to engage in a mediation process. The Bureau of Mediation Services (BMS) or similarly situated public entity may be used for mediation services. The fees and expenses of the mediator are divided equally between MNHS and the Union.

Section 4. Time Limitations.
The time limitations in this Article relating to filing a grievance and referring to arbitration are mandatory. Failure to follow these time limitations will result in the grievance being permanently barred, waived, and forfeited and it will not be submitted to arbitration. In the event MNHS does not respond within the specified time limits above, the grievance may advance, at the Union's

request, if such request is made in writing within fourteen (14) calendar days after the expiration of MNHS's deadline to respond.

MNHS and the Union have the ability to pause any of these timelines or deadlines by mutual agreement in order to discuss the possibility of settling any of the issues raised in a grievance, or for any other mutually agreeable reason. Any deadline in this Article may be extended by mutual written agreement between the Union and MNHS. Any agreement to extend a deadline is not precedential.

ARTICLE 20
NO STRIKES, NO LOCKOUTS

During this Agreement, the Union, its agents, or employees covered by this Agreement will not participate in strikes, sympathy strikes, sitdowns, public or publicized boycotts of MNHS sites, programs, or organizations and individuals with a public or publicized financial or operational tie to MNHS. This prohibition does not preclude an employee from boycotting such third-parties in the employee's individual capacity and in a manner that does not indicate they have any tie or relationship to MNHS. During this Agreement, the Union, its agents, or employees covered by this Agreement will not participate in work slowdowns, or other curtailment or restriction of or interference with the operations of MNHS whether coercive or otherwise. An employee who violates any provision of this Article may be subject to disciplinary action.

MNHS agrees that neither it, its officers, agents nor representatives, individually or collectively, will authorize, institute or condone any lockout of employees during this Agreement.

ARTICLE 21
MANAGEMENT RIGHTS

Management of the facilities, operations, programs, and workforce covered by this Agreement are vested exclusively in MNHS, except as limited by the specific provisions of this Agreement. MNHS continues to have the sole and exclusive rights customarily and regularly reserved to the employer, including, but not limited to, the right to take the following unilateral actions consistent with its inherent rights as management:

1. Determine when, where, how, and under what circumstances it wishes to operate, suspend, discontinue, or move all or part of its operations;
2. Determine, with the Executive Council of MNHS, the mission, vision, values, and the strategic direction of the organization, including but not limited to the operational plans, programmatic initiatives, products of the organization;
3. Determine scope, scale, focus and timing of programmatic initiatives, including programs, collecting, projects, preservation, and promotion;
4. Determine how to meet and execute the goals and strategic plan of the organization;

5. Hire, evaluate, promote, demote, suspend, discipline, transfer, lay off, recall, and discharge employees;
6. Relieve employees from duty because of lack of work or other proper reasons;
7. Determine the number of hours worked by employees, and to what extent overtime will be worked for non-exempt employees;
8. Assign duties and tasks to employees both within and outside of the bargaining unit as MNHS deems appropriate;
9. Classify and reclassify employees as necessary based upon their job duties;
10. Determine appropriate staffing levels, including whether to create new positions or fill vacant positions and with whom, and whether to eliminate any positions and the order of any elimination(s);
11. Set work schedules and the hours of operation for each MNHS site, as well as determine the dates which each site is open in relation to seasonal activities;
12. Unilaterally implement changes to any MNHS benefit plans (e.g., 401(k) or health insurance plans) under which bargaining unit employees participate under the same terms as MNHS's non-bargaining unit employees;
13. Make technological improvements and install or remove equipment;
14. Select supervisory personnel and control their conditions of employment;
15. Plan, control, direct, form, discontinue, consolidate, or reorganize any department, site, or facility;
16. Make widely known any work policies or practices that do not conflict with the express terms of this Agreement;
17. Communicate on behalf of MNHS;
18. Hire or use temporary employees, volunteers, or interns; and
19. Designate work to be subcontracted and select subcontractors.

The above list of reserved rights is not all-inclusive but merely indicates the types of rights that are reserved to management. It is understood that the rights, power, and authority held by MNHS prior to the signing of this Agreement, whether exercised or not, are retained by and remain exclusively with MNHS, except as specifically limited or modified by the express provisions of this Agreement.

ARTICLE 22
SAVINGS CLAUSE

If any portion of this Agreement is in violation of the law or a decision of a court of competent jurisdiction, the invalidation applies only to those portions so invalidated, and all remaining portions of this Agreement not invalidated remain in full force and effect. The Parties will meet promptly for the purpose of renegotiating the invalidated provision. However, the no-strike/no-lockout provisions of Article 21 of this Agreement remain in effect during such renegotiation unless Article 21 was invalidated.

ARTICLE 23
SCOPE OF AGREEMENT

MNHS and the Union acknowledge and agree that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter as to which the National Labor Relations Act imposes an obligation to bargain, and that all understandings and agreements arrived at between MNHS and the Union after the exercise of that right and opportunity are set forth in this Agreement. This Agreement contains the full understanding, undertaking, and agreement of the Parties and finally determines and settles all matters of collective bargaining for and during this Agreement's term. Any Changes to this Agreement, whether by addition, waivers, deletions, amendments, or modification must be in writing, and signed and agreed to by the Parties.

ARTICLE 24
DURATION

This Agreement takes effect as of July 1, 2026 and remains in full force and effect through and including June 30, 2028. IN WITNESS WHEREOF, the parties hereto have caused these presents to be duly executed this 24th day of June 2026.

MINNESOTA HISTORICAL SOCIETY

By: Kent Whitworth
Kent Whitworth (Jun 24, 2026 07:35:58 CDT)

Title: Director & CEO

Date: 06/24/2026

By: Brian Juntti (Jun 23, 2026 21:46:22 CDT)

Title: Executive Vice President

Date: 06/23/2026

AFSCME COUNCIL 5, LOCAL 3173

By: Jacob Rorem (Jun 24, 2026 08:45:53 CDT)

Title: President

Date: 06/24/2026

By: David Bard (Jun 24, 2026 14:04:15 CDT)

Title: Field Rep

Date: 06/24/2026

Appendix A - Compensation Grid, Fiscal Year 2027

FY27 Grid	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Compensation Level 1	$19.92	$20.17	$20.43	$20.69	$20.95	$21.22	$21.49	$21.76	$22.04	$22.32	$22.60	$22.89	$23.18	$23.47	$23.77	$24.07
Compensation Level 2	$20.48	$20.74	$21.00	$21.27	$21.54	$21.81	$22.09	$22.37	$22.65	$22.94	$23.23	$23.53	$23.83	$24.13	$24.44	$24.75
Compensation Level 3	$21.02	$21.29	$21.56	$21.83	$22.11	$22.39	$22.67	$22.96	$23.25	$23.55	$23.85	$24.15	$24.46	$24.77	$25.08	$25.40
Compensation Level 4	$21.30	$21.57	$21.84	$22.12	$22.40	$22.68	$22.97	$23.26	$23.56	$23.86	$24.16	$24.47	$24.78	$25.09	$25.41	$25.73
Compensation Level 5	$21.58	$21.85	$22.13	$22.41	$22.70	$22.99	$23.28	$23.58	$23.88	$24.18	$24.49	$24.80	$25.11	$25.43	$25.75	$26.08
Compensation Level 6	$21.85	$22.13	$22.41	$22.70	$22.99	$23.28	$23.58	$23.88	$24.18	$24.49	$24.80	$25.11	$25.43	$25.75	$26.08	$26.41
Compensation Level 7	$22.13	$22.41	$22.70	$22.99	$23.28	$23.58	$23.88	$24.18	$24.49	$24.80	$25.11	$25.43	$25.75	$26.08	$26.41	$26.75
Compensation Level 8	$22.41	$22.70	$22.99	$23.28	$23.58	$23.88	$24.18	$24.49	$24.80	$25.11	$25.43	$25.75	$26.08	$26.41	$26.75	$27.09
Compensation Level 9	$22.96	$23.25	$23.55	$23.85	$24.15	$24.46	$24.77	$25.08	$25.40	$25.72	$26.05	$26.38	$26.71	$27.05	$27.39	$27.74
Compensation Level 10	$23.24	$23.54	$23.84	$24.14	$24.45	$24.76	$25.07	$25.39	$25.71	$26.04	$26.37	$26.70	$27.04	$27.38	$27.73	$28.08
Compensation Level 11	$23.52	$23.82	$24.12	$24.43	$24.74	$25.05	$25.37	$25.69	$26.02	$26.35	$26.68	$27.02	$27.36	$27.71	$28.06	$28.42
Compensation Level 12	$23.79	$24.09	$24.40	$24.71	$25.02	$25.34	$25.66	$25.99	$26.32	$26.65	$26.99	$27.33	$27.68	$28.03	$28.39	$28.75
Compensation Level 13	$24.62	$24.93	$25.25	$25.57	$25.89	$26.22	$26.55	$26.89	$27.23	$27.58	$27.93	$28.28	$28.64	$29.00	$29.37	$29.74
Compensation Level 14	$25.18	$25.50	$25.82	$26.15	$26.48	$26.82	$27.16	$27.50	$27.85	$28.20	$28.56	$28.92	$29.29	$29.66	$30.04	$30.42
Compensation Level 15	$25.45	$25.77	$26.10	$26.43	$26.77	$27.11	$27.45	$27.80	$28.15	$28.51	$28.87	$29.24	$29.61	$29.99	$30.37	$30.75
Compensation Level 16	$26.01	$26.34	$26.67	$27.01	$27.35	$27.70	$28.05	$28.41	$28.77	$29.13	$29.50	$29.87	$30.25	$30.63	$31.02	$31.41
Compensation Level 17	$26.98	$27.32	$27.67	$28.02	$28.38	$28.74	$29.10	$29.47	$29.84	$30.22	$30.60	$30.99	$31.38	$31.78	$32.18	$32.59
Compensation Level 18	$27.94	$28.29	$28.65	$29.01	$29.38	$29.75	$30.13	$30.51	$30.90	$31.29	$31.69	$32.09	$32.50	$32.91	$33.33	$33.75
Compensation Level 19	$28.77	$29.13	$29.50	$29.87	$30.25	$30.63	$31.02	$31.41	$31.81	$32.21	$32.62	$33.03	$33.45	$33.87	$34.30	$34.73
Compensation Level 20	$30.30	$30.68	$31.07	$31.46	$31.86	$32.26	$32.67	$33.08	$33.50	$33.92	$34.35	$34.78	$35.22	$35.67	$36.12	$36.58
Compensation Level 21	$31.82	$32.22	$32.63	$33.04	$33.46	$33.88	$34.31	$34.74	$35.18	$35.62	$36.07	$36.53	$36.99	$37.46	$37.93	$38.41
Compensation Level 22	$32.92	$33.34	$33.76	$34.19	$34.62	$35.06	$35.50	$35.95	$36.40	$36.86	$37.33	$37.80	$38.28	$38.76	$39.25	$39.75
Compensation Level 23	$34.30	$34.73	$35.17	$35.61	$36.06	$36.52	$36.98	$37.45	$37.92	$38.40	$38.88	$39.37	$39.87	$40.37	$40.88	$41.40
Compensation Level 24	$35.41	$35.86	$36.31	$36.77	$37.23	$37.70	$38.18	$38.66	$39.15	$39.64	$40.14	$40.65	$41.16	$41.68	$42.21	$42.74
Compensation Level 25	$36.52	$36.98	$37.45	$37.92	$38.40	$38.88	$39.37	$39.87	$40.37	$40.88	$41.40	$41.92	$42.45	$42.99	$43.53	$44.08
Compensation Level 26	$36.79	$37.25	$37.72	$38.20	$38.68	$39.17	$39.66	$40.16	$40.67	$41.18	$41.70	$42.23	$42.76	$43.30	$43.85	$44.40
Compensation Level 27	$38.18	$38.66	$39.15	$39.64	$40.14	$40.65	$41.16	$41.68	$42.21	$42.74	$43.28	$43.83	$44.38	$44.94	$45.51	$46.08
Compensation Level 28	$39.28	$39.78	$40.28	$40.79	$41.30	$41.82	$42.35	$42.88	$43.42	$43.97	$44.52	$45.08	$45.65	$46.23	$46.81	$47.40

Appendix B - Compensation Grid, Fiscal Year 2028

FY28 Grid	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
Compensation Level 1	$20.12	$20.38	$20.64	$20.90	$21.17	$21.44	$21.71	$21.99	$22.27	$22.55	$22.84	$23.13	$23.42	$23.72	$24.02	$24.33
Compensation Level 2	$20.69	$20.95	$21.22	$21.49	$21.76	$22.04	$22.32	$22.60	$22.89	$23.18	$23.47	$23.77	$24.07	$24.38	$24.69	$25.00
Compensation Level 3	$21.24	$21.51	$21.78	$22.06	$22.34	$22.62	$22.91	$23.20	$23.49	$23.79	$24.09	$24.40	$24.71	$25.02	$25.34	$25.66
Compensation Level 4	$21.52	$21.79	$22.07	$22.35	$22.63	$22.92	$23.21	$23.51	$23.81	$24.11	$24.42	$24.73	$25.04	$25.36	$25.68	$26.01
Compensation Level 5	$21.80	$22.08	$22.36	$22.64	$22.93	$23.22	$23.52	$23.82	$24.12	$24.43	$24.74	$25.05	$25.37	$25.69	$26.02	$26.35
Compensation Level 6	$22.07	$22.35	$22.63	$22.92	$23.21	$23.51	$23.81	$24.11	$24.42	$24.73	$25.04	$25.36	$25.68	$26.01	$26.34	$26.67
Compensation Level 7	$22.36	$22.64	$22.93	$23.22	$23.52	$23.82	$24.12	$24.43	$24.74	$25.05	$25.37	$25.69	$26.02	$26.35	$26.68	$27.02
Compensation Level 8	$22.64	$22.93	$23.22	$23.52	$23.82	$24.12	$24.43	$24.74	$25.05	$25.37	$25.69	$26.02	$26.35	$26.68	$27.02	$27.36
Compensation Level 9	$23.19	$23.48	$23.78	$24.08	$24.39	$24.70	$25.01	$25.33	$25.65	$25.98	$26.31	$26.64	$26.98	$27.32	$27.67	$28.02
Compensation Level 10	$23.48	$23.78	$24.08	$24.39	$24.70	$25.01	$25.33	$25.65	$25.98	$26.31	$26.64	$26.98	$27.32	$27.67	$28.02	$28.38
Compensation Level 11	$23.76	$24.06	$24.37	$24.68	$24.99	$25.31	$25.63	$25.96	$26.29	$26.62	$26.96	$27.30	$27.65	$28.00	$28.35	$28.71
Compensation Level 12	$24.03	$24.34	$24.65	$24.96	$25.28	$25.60	$25.92	$26.25	$26.58	$26.92	$27.26	$27.61	$27.96	$28.31	$28.67	$29.03
Compensation Level 13	$24.87	$25.19	$25.51	$25.83	$26.16	$26.49	$26.83	$27.17	$27.51	$27.86	$28.21	$28.57	$28.93	$29.30	$29.67	$30.05
Compensation Level 14	$25.44	$25.76	$26.09	$26.42	$26.76	$27.10	$27.44	$27.79	$28.14	$28.50	$28.86	$29.23	$29.60	$29.97	$30.35	$30.73
Compensation Level 15	$25.71	$26.04	$26.37	$26.70	$27.04	$27.38	$27.73	$28.08	$28.44	$28.80	$29.16	$29.53	$29.90	$30.28	$30.66	$31.05
Compensation Level 16	$26.28	$26.61	$26.95	$27.29	$27.64	$27.99	$28.34	$28.70	$29.06	$29.43	$29.80	$30.18	$30.56	$30.95	$31.34	$31.74
Compensation Level 17	$27.25	$27.60	$27.95	$28.30	$28.66	$29.02	$29.39	$29.76	$30.14	$30.52	$30.91	$31.30	$31.70	$32.10	$32.51	$32.92
Compensation Level 18	$28.22	$28.58	$28.94	$29.31	$29.68	$30.06	$30.44	$30.83	$31.22	$31.62	$32.02	$32.43	$32.84	$33.26	$33.68	$34.11
Compensation Level 19	$29.06	$29.43	$29.80	$30.18	$30.56	$30.95	$31.34	$31.74	$32.14	$32.55	$32.96	$33.38	$33.80	$34.23	$34.66	$35.10
Compensation Level 20	$30.61	$31.00	$31.39	$31.79	$32.19	$32.60	$33.01	$33.43	$33.85	$34.28	$34.71	$35.15	$35.59	$36.04	$36.50	$36.96
Compensation Level 21	$32.14	$32.55	$32.96	$33.38	$33.80	$34.23	$34.66	$35.10	$35.54	$35.99	$36.44	$36.90	$37.37	$37.84	$38.32	$38.80
Compensation Level 22	$33.25	$33.67	$34.10	$34.53	$34.97	$35.41	$35.86	$36.31	$36.77	$37.23	$37.70	$38.18	$38.66	$39.15	$39.64	$40.14
Compensation Level 23	$34.65	$35.09	$35.53	$35.98	$36.43	$36.89	$37.36	$37.83	$38.31	$38.79	$39.28	$39.78	$40.28	$40.79	$41.30	$41.82
Compensation Level 24	$35.77	$36.22	$36.68	$37.14	$37.61	$38.09	$38.57	$39.06	$39.55	$40.05	$40.56	$41.07	$41.59	$42.11	$42.64	$43.18
Compensation Level 25	$36.89	$37.36	$37.83	$38.31	$38.79	$39.28	$39.78	$40.28	$40.79	$41.30	$41.82	$42.35	$42.88	$43.42	$43.97	$44.52
Compensation Level 26	$37.16	$37.63	$38.11	$38.59	$39.08	$39.57	$40.07	$40.58	$41.09	$41.61	$42.14	$42.67	$43.21	$43.76	$44.31	$44.87
Compensation Level 27	$38.57	$39.06	$39.55	$40.05	$40.56	$41.07	$41.59	$42.11	$42.64	$43.18	$43.72	$44.27	$44.83	$45.40	$45.97	$46.55
Compensation Level 28	$39.68	$40.18	$40.69	$41.20	$41.72	$42.25	$42.78	$43.32	$43.87	$44.42	$44.98	$45.55	$46.12	$46.70	$47.29	$47.89

Appendix C - Former Classification to New Classification

Prior Classification	New Compensation Level
Clerical 59	Compensation Level 1
Clerical 61	Compensation Level 2
Clerical 63	Compensation Level 4
Clerical 65	Compensation Level 8
Clerical 68	Compensation Level 12
Clerical 70	Compensation Level 15
Dev Prof Level 1	Compensation Level 9
Dev Prof Level 2	Compensation Level 18
Dev Prof Level 3	Compensation Level 23
Dev Prof Level 4	Compensation Level 27
IT Specialist 01	Compensation Level 14
IT Specialist 02	Compensation Level 18
IT Specialist 03	Compensation Level 22
IT Specialist 04	Compensation Level 25
IT Specialist 05	Compensation Level 28
Professional 05	Compensation Level 11
Professional 08	Compensation Level 16
Professional 11	Compensation Level 19
Professional 14	Compensation Level 21
Professional 18	Compensation Level 26
Service 52	Compensation Level 1
Service 55	Compensation Level 1
Service 58	Compensation Level 2
Service 59	Compensation Level 2
Service 60	Compensation Level 3
Service 61	Compensation Level 3
Service 62	Compensation Level 5
Service 63	Compensation Level 5
Service 64	Compensation Level 7
Technical 59	Compensation Level 1
Technical 61	Compensation Level 3
Technical 63	Compensation Level 6
Technical 64	Compensation Level 8
Technical 65	Compensation Level 10
Technical 67	Compensation Level 13

Appendix D - MOU - Job Evaluation and Reclassification

Memorandum of Understanding
Between Minnesota Historical Society and AFSCME Local 3173
Job Evaluation and Reclassification

Whereas, the Union is the exclusive representative for the unit certified by the NLRB in Case No 18-RC-283141; and

Whereas, the Union and MNHS ("Parties") entered into a collective bargaining agreement effective July 1, 2026 to June 30, 2028 ("Agreement"); and

Whereas, Article 10 of the Agreement provides language regarding reclassification of positions; and

Whereas, the Parties wish to engage in a collaborative period regarding evaluation and reclassification of positions represented by the Union; and

Therefore, it is agreed by and between AFSCME Local 3173 ("Union") and Minnesota Historical Society ("MNHS") as follows:

1. The Union will select two employees to attend job evaluation training and participation in the job evaluation committee for Fiscal Year 2027 ("FY27") and Fiscal Year 2028 ("FY28").

2. The Union recognizes that the job evaluation committee will meet at least twice during FY27 and at least twice during FY28. For FY 27, the committee will meet in September and March.

3. For FY27, a submission for reclassification must be made by August 15, 2026 for evaluation in September 2026 or February 15, 2027 for evaluation in March 2027.

4. For FY28, a submission for reclassification must be made by August 15, 2027 for evaluation in September 2027 or February 15, 2028 for evaluation in March 2028, unless otherwise agreed to by the job evaluation committee.

5. Any new members of the job evaluation committee will receive job evaluation training before participation in the committee work.

6. All parties recognize that this Memorandum of Understanding shall not establish past practice, precedent, require MNHS to offer the same or similar offering in the future, or be offered to support such claims by either party; and

7. All parties recognize that this Memorandum of Understanding cannot be grieved or arbitrated, except to the extent that such action is necessary to enforce such Memorandum of Understanding.

8. This Memorandum of Understanding sunsets on June 30, 2028.

The Union and MNHS are in agreement with the above language as evidenced by their representatives' signatures below.
Representative for:

AFSCME Local 3173:	**Minnesota Historical Society:**
Jacob Rorem (Jun 24, 2026 08:45:53 CDT)	Nicole Tuescher
President	Vice President of People and Culture
06/24/2026	06/24/2026
Date	Date
AFSCME:	
David Bard (Jun 24, 2026 14:04:15 CDT)	06/24/2026
Field Representative	Date

Appendix E - MOU Union Meeting with Leadership Members

AFSCME

MINNESOTA HISTORICAL SOCIETY

Memorandum of Understanding
Between Minnesota Historical Society and AFSCME Local 3173
Union Meetings with Leadership Members

Whereas, the Union is the exclusive representative for the unit certified by the NLRB in Case No 18-RC-283141; and

Whereas, the Union and MNHS ("Parties") entered into a collective bargaining agreement effective July 1, 2026 to June 30, 2026 ("Agreement") and are working on its subsequent agreement; and

Whereas, the Union has requested additional opportunities to meet with leadership team members; and

Whereas, the Parties wish to engage in collaborative trial period regarding these meetings; and

Therefore, it is agreed by and between AFSCME Local 3173 ("Union") and Minnesota Historical Society ("MNHS") as follows:

1. For the duration of the Agreement, the Union and MNHS have agreed to meet at least three times per calendar year, as a Meet and Confer meeting. The purpose of these meetings is to continue to proactively address workplace issues, foster open communication, and maintain positive labor-management relations.

2. The Union will select two (2) employees to attend these meetings. Generally, the attendees will be the President and Vice President of the Union.

3. MNHS will select three (3) employees to attend these meetings. Generally, the attendees will be the Executive Vice President for Mission Enablement, Executive Vice President for Mission Delivery, and the Vice President for People and Culture.

4. MNHS will schedule these meetings, with input from the Union.

5. The Parties collectively have the right to mutually agree to deviate from such parameters, given that this meeting is new to both parties, with the goal of creating a productive meeting.

6. All parties recognize that this Memorandum of Understanding does not establish past practice, precedent, require MNHS to offer the same or similar offering in the future, or be offered to support such claims by either party; and

7. All parties recognize that this Memorandum of Understanding cannot be grieved or arbitrated, except to the extent that such action is necessary to enforce such Memorandum of Understanding.

8. This Memorandum of Understanding sunsets on June 30, 2028.

The Union and MNHS are in agreement with the above language as evidenced by their representatives' signatures below representative for:

AFSCME Local 3173:	**Minnesota Historical Society:**
Jacob Rorem (Jun 24, 2026 08:45:53 CDT)	Nicole Tuescher
President	Vice President of People and Culture
06/24/2026	06/24/2026
Date	Date

AFSCME:

David Bard (Jun 24, 2026 14:04:15 CDT)	06/24/2026
Field Representative	Date

Appendix F - MOU Artificial Intelligence Policies and Practices

Memorandum of Understanding
Between Minnesota Historical Society and AFSCME Local 3173
Artificial Intelligence Policies and Practices

Whereas, the Union is the exclusive representative for the unit certified by the NLRB in Case No 18-RC-283141; and

Whereas, the Union and MNHS ("Parties") entered into a collective bargaining agreement effective July 1, 2026 to June 30, 2028 ("Agreement"); and

Whereas, the Parties wish to engage in a collaborative conversation around the organizational policies and practices regarding Artificial Intelligence ("AI"); and

Therefore, it is agreed by and between AFSCME Local 3173 ("Union") and Minnesota Historical Society ("MNHS") as follows:

1. The Union will select seven (7) employees to participation in a joint labor-management committee for Fiscal Year 2027 ("FY27") and Fiscal Year 2028 ("FY28").
2. The joint labor-management committee will meet at least quarterly to discuss and develop MNHS AI policies and practices.
3. All parties recognize that this Memorandum of Understanding shall not establish past practice, precedent, require MNHS to offer the same or similar offering in the future, or be offered to support such claims by either party; and
4. All parties recognize that this Memorandum of Understanding cannot be grieved or arbitrated, except to the extent that such action is necessary to enforce such Memorandum of Understanding.
5. This Memorandum of Understanding sunsets on June 30, 2028.

The Union and MNHS are in agreement with the above language as evidenced by their representatives' signatures below.
Representative for:

AFSCME Local 3173:	**Minnesota Historical Society:**
Jacob Rorem (Jun 24, 2026 08:45:53 CDT)	Nicole Tuescher
President	Vice President of People and Culture
06/24/2026	06/24/2026
Date	Date

AFSCME:

David Bard (Jun 24, 2026 14:04:15 CDT)	06/24/2026
Field Representative	Date

Appendix G - Performance Engagement Plan Template

MINNESOTA HISTORICAL SOCIETY

Employee Name:
Supervisor Name:
Date Delivered:
Effective Date:

Reason for the plan: Your job performance has not met the expectations of the position. Specifically, there are ongoing challenges related to [description of where performance is not meeting expectations].

End goal of the plan: Following the implementation of this PEP process, I expect [description of expectations].

Specific actions to improve:

-

Metrics used to measure improvement:

-

Specific actions your supervisor will take to support your development:

- Provide you with regular feedback and weekly 1:1 meetings.
- Answer questions.
- Talk through any additional resources you may need to be successful.

Review dates: We will review your performance in 30 days.

Consequences if goal is or is not achieved: If you fail to meet the expectations of your job, you may be subject to disciplinary action.

All previous expectations shared with you in your coaching plan are still valid. If there is any reason you can not adhere to these expectations, please reach out to [P&C Representative] immediately.