

COLLECTIVE BARGAINING AGREEMENT

Between

**The American Federation of State, County, and
Municipal Employees, Council 5, AFL-CIO
Local 20**

AND

The Science Museum of Minnesota

Effective
March 6, 2025
Through
June 30, 2027

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ARTICLE 1: RECOGNITION

The Employer recognizes the Union as the sole and exclusive bargaining agent for all full-time, part-time, seasonal and casual Employees employed by the Employer in the positions listed on Appendix A.

This shall exclude all interns, confidential employees, managers, and guards and supervisors as defined by the National Labor Relations Act and/or the National Labor Relations Board, and all other employees currently represented by a different labor organization.

The Employer agrees to notify the Union of any change in a job title on Appendix A and if the underlying duties remain the same, the Employer and Union shall amend Appendix A to include such newly titled position, pursuant to Article 18.

ARTICLE 2: PREAMBLE

This Agreement has as its purpose the promotion of harmonious relations between the parties; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

This Agreement, hereinafter referred to as the Agreement, is entered into between The Science Museum of Minnesota, hereinafter called the Employer, and the American Federation of State, County and Municipal Employees (AFSCME) Council 5 as identified in the Article 1, Appendix A, is hereinafter called the Union. The purpose of the Agreement is to fulfill the mutual desire of the Employer and Union to encourage and promote a culture of dignity and respect between the parties and a mutually satisfactory relationship with respect to the terms and conditions of employment. The Employer and the Union recognize that it is in the best interest of both parties that all dealings between them be characterized by mutual responsibility and respectful treatment. The parties hereto agree as follows.

ARTICLE 3: UNION SECURITY

Section 1.

All Employees subject to this Agreement who are not members of the Union on the effective date of the provisions of this section and all Employees subject to this Agreement who are hired at a time subsequent to the effective date of this section shall, as a condition of employment, become members in good standing of the Union within thirty (30) days of the effective date of this Agreement or within thirty (30)

days of the hire/start date, whichever is applicable, or pay a service fee not to exceed the amount of dues uniformly required of members.

Section 2.

Employees covered by this Agreement who elect not to become Union members shall be required, as a condition of employment, beginning on the 30th day following the beginning of such employment, to pay the Union a monthly service charge toward the administration of this Agreement and the representation of such Employee. The monthly service charge shall not exceed the regular monthly union dues paid by Employees who work the same number of hours and who have become Union members. The monthly service charge shall be payable at the same time as the regular dues. Employees also will be offered the opportunity to elect to pay only the amount of dues necessary for administration of this Agreement and such dues shall be paid consistent with this Section. The Employer and Union shall honor any other lawful request of the Employee regarding dues.

Section 3.

Deduction for dues or the appropriate service fee shall be made for such Employee who executes a written authorization card authorizing such deduction.

Section 4.

If a dispute occurs between the Union and an Employee over the deduction of dues or service charges, or from any claims of an Employee who is terminated for not remaining “in good standing” as defined above, the Union agrees to indemnify and hold the Employer harmless. This shall include any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken as a result of a request of the Union under the provisions of this Article including agency fee payer deductions and remittances.

Section 5.

The Employer shall deduct the bi-weekly membership dues from the earnings of those Employees who authorize such deductions in writing. The Union shall submit such authorizations and certify the amounts to be deducted at least seven (7) days prior to the end of the payroll period for which the deductions are to

be effective and the deductions shall continue in effect until canceled by the Employee through the Union. The aggregate deductions of all Employees, together with a detailed record, shall be remitted to the Union office within ten (10) days after such deductions are made.

Section 6.

Within sixty (60) days of the effective date of this Agreement, the Employer will provide AFSCME Council 5 with a list of the names, addresses, job titles, phone numbers, work location, wages, status, number of hours worked/FTE and hire dates for all Employees covered by this Agreement for the current pay period, and monthly thereafter, reflecting any hires, terminations, transfers, and leave of absences. The Local Union shall be provided with an Employee list of any changes within the bargaining unit for staff resignations, or staff job changes (promotion, demotion or lateral transfer) within seven calendar days of the change.

ARTICLE 4: UNION RIGHTS

Section 1.

During the term of this Agreement, after notifying the Senior Director of Human Resources or other identified Employer's authorized representative, a Union Representative will be granted reasonable access, during work hours of the Employees, to working areas to discharge their duties as a representative of the Union. The Union Representative must be accompanied in non-public spaces by an Employee of the Science Museum. There shall be no adverse impact on the day-to-day operations of the Science Museum of Minnesota due to the presence of a Union Representative. The Employee shall seek prior approval from management following the existing time away process to take a reasonable amount of unpaid time away for the time necessary to accompany the Union Representative, which will not be unreasonably refused.

Section 2.

The Employer will furnish a bulletin board in each Facility that maintains a separate physical address, in areas mutually agreed to, for the exclusive use of the Union. Union postings shall be located in and limited to this designated bulletin board. The Union shall be responsible for all items posted on the bulletin board. The Union shall also be provided with designated non-confidential space on Employer's

intranet. Any Union Representative may post items related to union business and the Union shall be responsible for all items posted on the designated bulletin boards and/or the intranet site. The Union will ensure that no postings contain hate speech or violent language. Each posted notice on said bulletin board/intranet site shall bear the signature of the Union Representative who has posted the notice, and the date of the posting and such items only include:

- A. Recreational and social events of the Union.
- B. Union meetings.
- C. Union elections.
- D. Reports of Union committees.
- E. Rulings or policies of the Union.
- F. Notices related to voting in upcoming elections.
- G. Other official business of the Union

The monitoring of the Union bulletin boards, and intranet site is an obligation of the Union Representative(s). Should the Employer believe a posting falls outside of items A-G above, the Employer reserves the right to remove and return to a Union Representative any such posting after first notifying the Union. The Union reserves the right to grieve such removal if it disagrees.

The Employer reserves the right to remove any posting that does not bear the date of the posting and signature of the Union Representative and return to a Union Representative and such removal shall not be subject to grievance.

Employer's email platform shall not be used for official union business without Employer written or email permission.

Section 3.

Employees selected by the membership to act on behalf of the Union, shall be known as "Stewards." The names of Employees selected as Stewards as well as those other Union Representatives (or changes to who are selected as Stewards or Union Representatives) who may represent Employees shall be certified in writing to the Employer by the Union no less than two times a year, January 1 and July 1 or as soon as practicable upon selection of new or different stewards or representatives.

Section 4.

The Employer will allow one Steward or Representative to meet with new Employees covered by this Agreement for up to thirty (30) minutes during new Employee orientation with timing designated by Human Resources. The Local Union shall be provided advanced notice prior to union eligible new hire's start date that includes the new hires name, job title, department, and start date. Time spent preparing for such meeting shall be unpaid and if such orientation occurs during the Steward or Union Representative regular working hours, the Steward or Union Representative time spent attending such orientation shall be paid after the Union Representative or Steward has obtained advanced approval.

Section 5.

An Employee may request unpaid leave of absence for union business (unless the Employee elects to utilize their available paid time off). Leave shall be approved in accordance with the Employer's normal attendance and leave policies depending on the work needs of the Employer. The Union shall use its standard letter requesting the time away for the Employee which shall include the necessary information detailing the purpose of the leave and the anticipated time away. Upon the written request of the Union, leave shall be granted to Employees who are elected or appointed by the Union to serve on a Union Negotiating Team. Employees who may be elected or appointed by the Union or Local Union to perform duties for the exclusive representative shall be granted time off, provided that the granting of such time off does not adversely affect the operations of the Employee's department. Employees who have been granted unpaid leave under this Section shall be allowed to use paid time off, and personal days to attend a Council 5 convention or conference. The Union reserves the right to a meet and confer with the Employer if any requests for union leave are denied. During leaves longer than one pay period such time will not be used in the calculation of the accrual of paid time off.

Section 6.

No more than four (4) Union Representatives shall be allowed to meet and confer with management regarding any matter under this Agreement, except for matters related to discipline which is covered in Articles 7 and 8. Union Representatives agree, prior to attending union business during work hours and on work time, to secure prior approval from their manager or supervisor following the Employer's practice for time away which shall not be unreasonably denied. The number of Union Representatives may be increased upon mutual Agreement.

Time spent at a Labor Management Committee established by this Agreement shall be paid during work hours. Time spent preparing minutes for the meeting will be paid time.

The Employer shall allow up to six (6) bargaining unit Employees to attend collective bargaining negotiation sessions over any successor collective bargaining agreement scheduled during their regular hours of work without loss of pay if such sessions occur during the Employee's regularly scheduled work shift and after notification and approval of their manager or supervisor which shall not be unreasonably refused.

Section 7.

The Labor Management Committee shall collaborate on a written report to the Human Resources Committee no less than fourteen (14) calendar days prior to the third Board of Trustees meeting of the year. Should the Labor Management Committee be unable to agree on the written report, no such report shall be submitted, and the Board of Trustees shall be notified.

ARTICLE 5: NO STRIKE NO LOCKOUTS

During the course of this Agreement, or any extension of this Agreement (by law or otherwise), there shall be no strikes, sympathy strikes, work stoppage, slowdowns or other curtailment or restriction of or interference of any kind with the operations of the Employer whether coercive or otherwise, participated in, encouraged or supported by the Union. The actions of individual Employees engaging in any strikes, sympathy strikes, work stoppage, slowdowns or other curtailment or restriction of or interference of any kind with the operations of the Employer during the course of this Agreement or any extension of this Agreement (by law or otherwise) will be subject to discipline (pursuant to Article 7) and will not be condoned or supported by the Union. Further, the Employer shall not engage in any type of lockout of Employees during the course of this Agreement, or any extension of this Agreement (by law or otherwise).

In the event the Union alleges violation of this Article, a written request shall be directed to the Employer, who shall promptly direct such actions to cease. Likewise, if the Employer alleges violation of this Article, a written request shall be directed to the Union, who shall promptly direct such actions to cease.

The failure or refusal on the part of any Employee to comply with such request to cease shall be subject to discipline (pursuant to Article 7), up to and including discharge.

ARTICLE 6: DEFINITIONS

Active discipline:

- Written Warning. Twelve (12) months from the date the Written Warning was issued.
- Final Warning. Eighteen (18) months from the date the Final Warning was issued.
- Gross Misconduct. Any written or Final Warning within the prior forty-eight (48) months from the date the Written or Final Warning was issued for Gross Misconduct, Threats or acts of violence, willful damage to property, harassment, discrimination, assault, fraud, proven dishonesty in the course of an investigation, or theft as proven in the course of a workplace investigation.

AFSCME Council 5 staff: Employees of Council 5 that support the Employees covered under this Agreement. They are the exclusive representative of the Union. (Nothing in this Agreement compensates the exclusive representative for services provided).

Company Service Date: Original date of hire for Employee, subject to provisions of re-hire, reinstatement, and recall.

Contractor: A non-employee providing services under contract for a defined period of time.

Date In Job: Date of hire into current job classification.

Discipline: A Written Warning, Final Warning, Discharge, or Demotion.

Employee or Employees: those individuals employed by the Science Museum of Minnesota.

Employee Volunteer: An Employee who, of their own free will and choice volunteers their-unpaid time in an unassigned task or role different from the job code(s) they are assigned to.

Full-Time Employee (“FTE”): an Employee consistently scheduled to work 30-40 hours a week, eligible for full-time benefits.

Hybrid Work Schedule: Work that is performed on designated days at the Employer’s worksite and on designated days at a location other than Employer’s worksite.

Local Union Leadership: The elected or appointed president of the local Union.

Non-bargaining unit employees: Non AFSCME Council 5 eligible Employees of the Science Museum of Minnesota.

Non-employee Volunteer: A non-employee who augments museum programs and services without compensation.

Occasional Employee: Employee with no guaranteed hours/schedule, not benefits-eligible.

Part-Time Employee: Employee consistently scheduled to work 20-29.999 hours a week, eligible for part-time benefits.

Probationary Employee: An Employee serving a probationary period.

Recall: Offer of re-employment to the same or similar position to an Employee laid off from Employer.

Rehire: Individuals seeking employment with Employer after a 30-day break in service.

Reinstatement: Employee who terminated employment with Employer and is rehired after a break in service no greater than 30 days.

Remote Work: work performed at a location other than Employer's worksite.

Seasonal Employee: Employee scheduled full-time, part-time or occasionally, for a designated period during specified times of year, not benefits-eligible.

Steward: a Science Museum Employee who represents the Union and has received steward training.

Telecommuting: work performed exclusively at a location other than Employer's worksite.

Temporary Employee: An employee not represented by the Union, hired on a temporary basis under the provisions of Article 31.

Union: AFSCME Council 5, Local 20.

Union Representative: an individual-identified by the Union and who may represent Employees. This may include a steward, a member of local leadership or an AFSCME Council 5 Employee.

ARTICLE 7: DISCIPLINE AND DISCHARGE

Section 1. Just Cause.

The Employer is committed to growth and development of its Employees. The Employer reserves the right, in its sole discretion, to impose discipline or to discharge an Employee only for just cause.

The Union and Employer expressly agree that the right and responsibility to discipline and ultimately discharge an Employee rests solely at the discretion of the Employer.

Section 2. Discipline.

The Employer relies on non-disciplinary feedback to address performance issues with a goal of achieving ongoing success for the Employee. Should such performance management steps not correct such performance issues or if the Employer deems such performance issues as so significant, the Employer reserves the right but not the obligation, to impose discipline.

While the Employer will generally discipline progressively, where appropriate, the Employer retains the right to skip any step or steps, and to exercise more severe discipline up to and including termination. As with all disciplinary decisions, the decision to skip one or more steps shall depend on the individual Employee's circumstances, the circumstances giving rise to potential discipline, the work history of the Employee, any previous discipline or allegations involving the Employee and any other relevant information.

Discipline, when utilized, must be based on just cause and (depending on the individual circumstances of the Employee) will typically occur in the following order, and shall only include those listed below:

- Documented Coaching
- Written Warning
- Final Warning
- Demotion/Discharge

If the Employer has reason to discipline an Employee, it shall be done in a manner that shall not embarrass the Employee before other Employees or the public. Documented Coachings shall be identified as such.

The Employer may also choose to utilize a Performance Improvement Plan or effect a demotion in instances where such a step is appropriate. The decision to utilize a Performance Improvement Plan is not subject to the grievance procedure in Article 8.

When any disciplinary action more severe than a Documented Coaching is issued the Employer shall notify the Employee in writing of the specific reason(s) for such action, and shall provide the Local Union with copies of any written notices of disciplinary action. It is understood that the disciplinary document itself will suffice for this purpose.

Section 3. Investigations.

Investigations shall be timely and should not extend past 30 days without notification to the Union. Investigations shall be in person unless such Employee works fulltime outside of the metro Twin Cities area and then such investigation shall be remote. For any Employee under investigation into possible disciplinary action, the Employee shall be informed, in writing, of the status of the investigation upon its

conclusion. It is understood that the disciplinary document itself will suffice for this purpose and if no discipline is rendered, the Employer shall likewise provide such notice to the Employee. All Employees being questioned in an investigation which may lead to discipline for that Employee, shall have the right to a Union Representative if the Employee so requests. The scheduling of such an interview shall not be unreasonably delayed due to the unavailability of the Union Representative.

Section 4. Investigatory Leaves.

Upon notice to the Employee, Employer shall have the sole right, but not the obligation, to place an Employee who is under investigation that may result in discipline on paid investigatory leave. The Employer shall promptly notify the Union of any investigatory leave.

Section 5. Discharge.

The Employer shall not discharge any permanent Employee without just cause. If the Employer determines there is just cause for discharge, the Employee and the Local Union shall be notified, in writing, that the Employee is being discharged and shall be furnished with the reason(s) therefore and the effective date of the discharge. The Employee may request a summary of the factor(s) and/or evidence supporting the discharge decision if such is not included in the discharge document. The Employee may request a reconsideration of the discharge determination by submitting a written request via email to the Senior Director of Human Resources, along with specific facts to support said reconsideration no later than 72 hours after communication of the decision to discharge.

If a request for reconsideration is timely communicated, the discharge shall not become effective while the reconsideration is pending, however the Employee is not entitled to be on the Employer's premises, remain in pay status or working for the Employer. Should the Employer rescind such a decision to terminate, the Employee shall receive back pay for the days or shifts missed during the reconsideration period. Should the Employee fail to request a timely reconsideration, the Union and Employee waive the right to have the discharge reconsidered but retain the right their rights under Article 8.

Section 6. Appeal Procedure.

Except as specified elsewhere in this Agreement, any disciplinary action may be processed as a grievance under Article 8. Documented Coachings and Performance Improvement Plans are excluded from the grievance procedure.

The Union shall have the right to take up a demotion, and/or discharge as a grievance at the second step of the grievance procedure and the matter shall be handled in accord with this procedure through the arbitration step if deemed necessary.

The termination of Employees on probation is subject to the grievance provision of Article 8 only at Step 1 and only to the Human Resources Representative.

Section 7. Personnel Files and Documentation.

A written record of all disciplinary actions, other than Documented Coachings, shall be entered into the Employee's personnel file at the time of discipline and shall remain there for the duration of the Employee's employment with the Museum. Only active discipline will be considered when giving further discipline.

Documentation related to circumstances that do not result in discipline (such as performance feedback, performance improvement plans and documented coaching) may be retained by the Employer as it deems appropriate in a separate file

Consistent with Minnesota law, any Employee shall be entitled to have their written response to disciplinary decisions included in their personnel file. The contents of an Employee's personnel file shall be disclosed to the Employee upon written request. Also, upon written request of the Employee the contents of their personnel file shall also be provided to a Union representative.

ARTICLE 8: GRIEVANCE PROCEDURE

Any dispute relating to the interpretation of or adherence to the terms and provisions of this Agreement shall be handled as follows with a grievance filed by the Union.

The time limitations set forth herein relating to the time for filing a grievance and the demand for arbitration shall be mandatory. The Union's failure to follow such time limitations shall result in the grievance being permanently barred, waived and forfeited and shall not be submitted to arbitration by the Union. The Employer's failure to follow such time limitations shall result in the grievance being granted. Any deadline herein may be extended by mutual written Agreement.

Step 1:

The Union shall, within fourteen (14) calendar days of the occurrence or when the Employee knew or should have known of the occurrence, submit the grievance on its written grievance form to the Employee's Human Resources Representative. Upon submission of such grievance, the parties shall meet to discuss the grievance with either the Employee's immediate supervisor or the Employer's Human Resources Representative within ten (10) calendar days of the receipt of the Grievance Form. The ten (10) day submission deadline may be extended for good cause upon the written agreement of the Union and the Employer. The Employer reserves the right in its sole discretion, to include either the Employee's immediate supervisor or upper management in this meeting. The grievance shall specify in detail the alleged violation (including the identity of the grievant(s), contract article violated, and remedy sought). If the matter is not resolved through a meeting with the Union, the Employer shall respond in writing within seven (7) calendar days. This response is called a Step 1 Response. Failure by the Union to meet the timelines in this Step 1 shall constitute a waiver of any rights the Union may have. Failure by the Employer to meet the timelines in this Step 1 shall constitute the Employer waiving their rights at the matter and the grievance being granted at the Union's last remedy.

Step 2:

If the grievance remains unresolved, it may be presented to the next level department supervisor of the Employer with a copy to Human Resources Representative by the designated Union Representative(s) within seven (7) calendar days after the Step 1 response. This written grievance is called a Step 2 Notice. The Step 2 Notice shall specify the identity of the key individuals involved, the alleged violation with specificity, the contract article allegedly violated and the remedy sought. Following receipt of the Step 2 Notice, representatives of the Employer and the Union shall promptly meet within seven (7) calendar days in an attempt to resolve the grievance. The failure to submit such Step 2 Notice within seven (7) calendar days of the date the Employer's response shall constitute a waiver of any rights the Union may have. Failure by the Employer to respond within seven (7) calendar days shall constitute the Employer waiving their rights at the matter and the grievance being granted at the Union's last remedy.

Step 3:

If the grievance still remains unresolved, it may be presented to a member of the Senior Leadership Team and the Senior Director of Human Resources by the designated Union Representative(s) within seven (7) calendar days after the Step 2 response. This written grievance is called a Step 3 Notice. Following receipt of the Step 3 Notice, representatives of the Employer and the Union shall meet within seven (7) calendar days in an attempt to resolve the grievance. The failure to submit such Step 3 Notice within seven (7) calendar days of the date the Employer's response is due shall constitute a waiver of any rights the Union may have. Failure by the Employer to respond within seven (7) calendar days shall constitute the Employer waiving their rights at the matter and the grievance being granted at the Union's last remedy.

Step 4:

If the grievance still remains unresolved the matter in dispute may be submitted to the Federal Mediation and Conciliation Services for resolution if both parties mutually agree. Upon Agreement to seek mediation, the Union will complete the "Notice of dispute and request for conciliation assistance" and send it to the Federal Mediation and Conciliation Service.

Step 5:

If the grievance still remains unresolved, the Union may refer the matter to arbitration by requesting a panel of nine (9) arbitrators from the Federal Mediation and Conciliation Service no later than sixty (60) calendar days following the failure to settle the grievance from the conclusion of the previous step. The Union shall also notify the Employer that it has requested the panel. The Employer and the Union shall strike arbitrators until one remains as the neutral arbitrator who shall hear and determine the dispute.

The arbitration hearing date must be scheduled within two (2) months from the date the arbitrator was selected unless the arbitrator is otherwise unavailable. This time period may be extended by mutual Agreement of the parties. The failure of the party requesting the arbitration to schedule such a hearing date shall terminate the grievance/arbitration process.

The authority of the arbitrator shall be limited to making an award relating to the interpretation or adherence to the written provisions of this Agreement and the arbitrator shall have no authority to add to, subtract from or modify in any manner the terms and provisions of this Agreement. The award of the arbitrator shall be confined to the issues raised in the written grievance and the arbitrator shall have no

power to decide any other issues. The award of the arbitrator shall be final and binding upon the Union, the Employer, and the Employees.

The fees and expenses of the neutral arbitrator shall be divided equally between the Employer and the Union.

ARTICLE 9: WORKPLACE POLICIES

All of the Employer's existing workplace policies shall apply except to the extent such policy or policies conflict with an express provision of this Agreement. The Employer and Union agree that the Employer has and reserves its right to amend, delete or adopt any workplace policies as it deems appropriate in its sole discretion except to the extent such policy or policies conflict with an express provision of this Agreement. The Employer will provide the Union with ten (10) calendar days' notice prior to implementing a new or revised policy or deleting covered by this Article, so that the Union has an opportunity to review the policy and meet with Employees if it so chooses. During the ten (10) calendar day notice period, upon the request of the Union, the Employer and the Union shall meet and confer on the effects of the policy. Should the Union fail to request and hold such a meeting during the ten (10) calendar day period or upon the conclusion of the meeting with the Union, the policy shall go into effect. The Employer shall provide Local Union a list of policies which have been changed or modified since the last provision, current policies at least annually on or around July 1st.

ARTICLE 10: LABOR MANAGEMENT COMMITTEE

The Employer and Union agree that a Labor Management Committee consisting of equal number of representatives appointed by the Employer and representatives appointed by the Union. The Committee will meet at least four (4) mutually agreeable times per year. Time spent at such meetings shall be paid time although time spent preparing for such meetings shall not be paid.

Topics coming before this Committee shall be those subjects the majority of committee members agree to discuss. The parties may, but are not required, to share documents or data relative to agreed-upon agenda items which shall remain private and not be shared outside of the Committee unless a majority of committee members otherwise agree. The Committee shall prepare and issue meeting minutes which will be posted on the Employer's intranet site or other publicly available location. The Labor Management

Committee is not a public forum, shall not act as a substitute for negotiations and will not replace the Grievance Procedure.

At least one of the Representatives from the Union and Employer who agree to serve on the Labor Management Committee agree to attend the Labor/Management Committee training provided by Federal Mediation and Conciliation Services within six (6) months of execution of this Agreement. Such training time shall be paid. Following such training, the Committee shall establish by majority vote a set of bylaws under which to operate and such bylaws shall be consistent with the terms of this Article.

ARTICLE 11: NON-DISCRIMINATION

The provisions of this Agreement shall be applied equally to all Employees in the bargaining unit without discrimination as to age, sex, marital status, sexual orientation, gender identity, race, color, creed, religion, disability, national origin, or political affiliation or as defined by statute or executive order. The Employer is committed to workplace diversity and other facets of equity and inclusion and the Union agrees and acknowledges that the Employer has the sole and complete discretion to continue to make good faith efforts in the areas of recruitment, hiring and promotion of Employees which promotes and supports diversity, equity and inclusion. The Employer is proud to be an equal opportunity employer.

The Employer is committed to enhancing its communication of available avenues for reporting concerns of discrimination and harassment. These avenues include, but are not limited to new Employee orientation, updates on the intranet, as well as periodic reminders no less than annually of how to use such existing reporting channels, as well as offer training no less than annually on nondiscrimination and harassment. Employees shall not be retaliated against for filing a discrimination or harassment complaint or for perception that they may have done so.

The Employer and the Union shall adhere to all federal, state and local statutes or ordinances regarding anti-discrimination. There shall be no discrimination by the Employer or by the Union against any Employee because of membership or non-membership in the Union or because of the assertion of rights afforded by this Agreement. The Employer, after notification to the Union of the effects to potentially impacted Employees, shall be permitted to take any and all action required to comply with the Americans with Disabilities Act without further bargaining and this provision supersedes any other Article in this Agreement.

ARTICLE 12: LEAVES

Section 1.

It is agreed and understood that the Employer, the Union, and all Employees are governed by existing and emerging local, state and federal leave laws as they relate to leaves of absence including but not limited to school conference leave, time off to vote, bone marrow/organ donor leave, jury duty, military leave, Minnesota leave for sick and safe time, Family and Medical Leave Act. If any local, state or federal law is enacted during the life of this Agreement, such provisions will automatically become enforceable without further negotiation even if they conflict with a current provision of this Agreement. All leaves run concurrently if allowed by law and an Employee may elect to use paid time off for such leave unless the Employer's policies so require paid time off to be used. If the policy is silent, an Employee may, but is not required, to use paid time off unless the local, state or federal law mandates the leave be paid through use of paid time off, short term disability, long term disability or their equivalents.

Section 2. Bereavement Leave.

In the event of a death of someone close to an Employee, the Employer will grant paid leave for up to three (3) missed days of scheduled work. The Employer, at its discretion, may grant more than 3 days of paid leave. The decision to grant or not grant additional leave is not subject to any obligation to meet, confer and/or bargain with the Union.

Section 3. Parental Leave.

Subsection 1.

All Employees are eligible for parental leave if they meet one of the following criteria:

- Have given birth to a child.
- Are a coparent of a person who has given birth to a child.
- Have adopted a child or been placed with a foster child (in either case, the child must be age 17 or younger).
- Have terminated or miscarried pregnancy

Subsection 2. Amount, Time Frame and Duration of Parental Leave.

Subsubsection 1. Eligible Employees will receive a maximum of 12 work weeks of parental leave per birth, adoption or 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-work week total amount of parental leave granted for that event.

Subsubsection 2. The first six (6) work weeks of parental leave is compensated at 100 percent of the Employee's straight time rate of pay for the number of hours they are regularly scheduled per work week unless short- or long-term disability provides payment. The time period after such disability payment ends up to the end of the first six work weeks shall be compensated under this Section. The remaining six (6) work weeks of parental leave is unpaid unless the Employee chooses to use any accrued vacation leave, sick leave, or short-term disability benefit they may have for the remainder of this leave period. Employer paid parental leave will be paid on regularly scheduled pay dates.

Subsubsection 3. Approved parental leave may be taken at any time immediately preceding or during the 12-month period immediately following the birth, adoption or placement of a child with the Employee. Parental leave may not be used or extended beyond this 12-month time frame.

Subsubsection 4. Employees must use all parental leave during the 12-month time frame indicated above. Any unused parental leave will be forfeited at the end of the 12-month time frame.

Subsubsection 5. Upon termination of the individual's employment at the Employer, they will not be paid for any unused parental leave for which they were eligible.

Subsubsection 6. Parental Leave, where possible, runs concurrently with either federal or state family and medical leave and/or other state parental leave provisions and is not an addition/extension of leave.

Subsubsection 7. Minnesota Paid Family Medical Leave (“MNPFML”). Upon the initiation of MNPFML, Section 3, subdivisions 1 through 5 of this Article 12 shall be

stricken. At that time, Employer shall pay the required annual premiums required pursuant to the Minnesota paid family and medical leave statute (or an authorized private alternative) when the law takes effect which, at the time of ratification, is scheduled to be on January 1, 2026. An Employee who wishes to take MNPFML shall give notice to the Employer at least 30 days in advance when practicable, or as soon as practicable when 30 days' advance notice is not practicable. The Employer may substitute a private plan that provides paid family, paid medical, or paid family and medical benefits in place of the state-run program not at a lesser benefit than the state-run benefit provides. Should the MNPFML statute be modified in any substantive way which results in optional or elective items for an Employer, relative to the law passed in 2023, either party may require the other to bargain in good faith over such changes. Should MNPFML be reduced so that benefit is not as generous on a cumulative basis as what is detailed in Section 3, below a period of twelve work weeks of leave or below the equivalent of six work weeks of pay at 100% the Employee's straight time pay, Section 3, subdivisions 1 through 5 of this Article 12 shall be reinstated.

Section 4. Personal Leaves.

The Employee may be granted a leave for personal reasons when statutory leave time is not available. Leaves of absence are subject to approval by, and at the sole discretion of, the Employer. The decision to grant or not grant a personal leave or to require documentation for such leave is not subject to any obligation to meet, confer, or bargain with the Union, is not grievable, and is not precedent setting. There is no obligation to meet, confer or bargain with the Union over the denial, grant or partial grant, or request for documentation/information from Employee related to requested personal leave and as such it shall not be grievable under Article 8.

Employees on personal leave of absence will not accrue sick leave or vacation, or earn paid holidays. An Employee must use accrued paid time off during this personal leave of absence. Employees with Extended Illness Bank ("EIB") are required to use EIB if leave is due to illness. Group health and dental insurance coverage may be continued during a leave of absence at the Employee's own expense. Seniority shall not accrue during personal leaves of absence.

ARTICLE 13: HOURS OF WORK/OVERTIME

Section 1. Minimum Shifts.

Except for occasional workers, regularly scheduled shifts for non-exempt Employees, shall be a minimum of two (2) hours. When the Employer reduces the time of a scheduled shift to less than two hours, the non-exempt Employee will receive compensation for two (2) hours. Except for this Section nothing in this Article is to be construed as a guarantee of hours of work per day or per week.

Section 2. Overtime.

Non-exempt Employees may be required to work overtime (i.e. in excess of 40 regularly scheduled hours per week) as work needs require. Non-exempt Employees shall not, on their own volition, work overtime without obtaining their supervisor's approval. Employer will strive to provide advance notice of such request. Non-exempt Employees who work overtime shall receive overtime pay of one and one-half (1-1/2) times their regular hourly rate. Exempt Employees are not eligible for overtime pay. Only time actually worked will be considered in computing overtime pay.

For exempt Employees, the Employer retains the right but not the obligation to offer flexible paid time off if the Employee has worked in excess of their regular work week. Any decision to grant or not grant such flexible paid time off shall not be grievable under Article 8. Should the Union believe that the Employer is repeatedly denying use of flexible paid time off, the Union reserves the right to meet and confer with the Employer regarding its concerns.

Section 3. Work Scheduling.

For non-exempt Employees who have a regular shift and who are not on a flexible work schedule, the Employer shall maintain such shift scheduling but retain the sole right to modify such schedules as work needs require. The Employer shall, with notice to the Union, have the ability to alter regularly scheduled shifts upon discussion with the affected Employees at least twenty-one (21) days in advance and allowing choice in the altered schedule based on seniority order. Job duties with variable schedules shall have schedules posted no later than fourteen (14) calendar days prior to the start of the scheduled period whenever possible, absent extenuating circumstances which prevent the schedules being posted by this time.

In the event that the Employer has additional work needs beyond the regular shifts of non-exempt non-occasional Employees, the Employer shall offer in seniority order, the additional work to all non-exempt non-occasional Employees in that job classification. The Employer may take into account any impact on overtime and shall, in its sole discretion, only offer such additional shifts in seniority order to those non-exempt Employees who would not incur overtime during that pay period. Should no non-exempt non-occasional Employee elect to take such additional shift (s), the Employer shall have the ability, without further meeting or conferring with the union, to assign the shift(s) in inverse order of seniority at pay of one and one-half (1-1/2) times their regular hourly rate.

Employees hired into the “Occasional,” classification are hired or have, as a part of their duties, work on an ‘as needed’ basis. The Employer shall use their best efforts to schedule Employees based upon the Employee availability for those Employees who do not have a regularly scheduled shift(s) however, the Employer shall schedule those ‘as needed’ Employees based on seniority order should there be a conflict on Employee availability. The Employer shall be mindful of the timing of the request to work but retains the right in its sole discretion, to require ‘as needed’ Employees work in seniority order.

Section 4. Flexible Work Scheduling.

Some work or job classifications of Employees may be done on a flexible work schedule arrangement. For those Employees who have asked for and received permission to have a flexible work schedule, those Employees shall be able to engage in flexible work scheduling, with supervisor’s advance approval, Employees will have the ability to flex their start and end times.

Section 5. Remote Work.

The Employer and the Union agree that the flexibility afforded by hybrid and remote work arrangements can benefit both Employer and the Employees. Nothing in this Section is intended to prevent an Employee from setting their work schedule and location with their supervisor by mutual Agreement. The Union reserves the right to negotiate changes to hybrid and remote work unless otherwise controlled by this Article.

Subsection 1. Hybrid Remote Work.

For roles that can accommodate offsite work, a hybrid work arrangement of in office and offsite days can be established. The decision as to what roles can accommodate hybrid work is up to the discretion of the Employer and shall not unreasonably be denied. The Union maintains no right of grievance under Article 8. Core onsite days for Employer are typically Tuesday, Wednesday, Thursday. With supervisor's advance approval, Employees may designate a different day distribution or proportion. In the event a demonstrated business need necessitates alteration or discontinuation of an individual's hybrid work location arrangement, the Employer shall provide the Employee with twenty-one (21) calendar days' notice prior to implementing the change to, or discontinuation of, the hybrid work arrangement. The Employee shall have the right to appeal all changes to the Director of Human Resources and the decision of which shall not be grievable under Article 8. Should the Union believe that the Employer is repeatedly denying requests for Remote Work, the Union reserves the right to meet and confer with the Employer regarding its concerns.

Subsection 2. Remote Work.

With supervisor's advance approval, Employees are permitted to perform job duties partially or fully remotely for a mutually agreed upon duration. The decision as to whether work may be performed fully remotely for a short term is solely up to the discretion of the Employer and shall not unreasonably be denied. The Union maintains no right and the decision of the Employer is not subject to grievance under Article 8. Should the Union believe that the Employer is repeatedly denying requests for Remote Work, the Union reserves the right to meet and confer with the Employer regarding its concerns.

Subsection 3. Telecommuting.

With supervisor's advance approval, Employees whose work obligations are suitable for telecommuting, are permitted to engage in telecommuting. The decision as to whether work may be performed fully remotely for a long term is solely up to the discretion of the Employer and shall not unreasonably be denied. The Union maintains no right and the decision of the Employer is not subject to grievance under Article 8. Should the Union believe that the Employer is repeatedly denying Telecommuting requests the Union

reserves the right to meet and confer with the Employer regarding its concerns. In the event a demonstrated business need necessitates changes to an individual's remote arrangement, the Employer shall provide the Employee with twenty-one (21) calendar days' notice prior to the discontinuation of the remote work arrangement. The Employee shall have the right to appeal this discontinuation to the Director of Human Resources and the decision of which shall not be grievable under Article 8.

Regardless of whether there is an agreed to flexible work schedule, hybrid work arrangement, remote work or telecommuting arrangement, the Employer reserves the right, in the event of a demonstrated business need, to require an Employee to be onsite for certain meetings or job tasks/responsibilities. The decision as to which tasks, job responsibilities or meetings or meeting dates or times is not subject to further meeting or conferring with the Union. The Employer will provide, where possible, reasonable advance notice of such onsite requirement.

Section 6. Breaks.

Employees shall be entitled to meal and rest breaks provided by law or as prescribed by Employer's policy, which in all respects shall meet or exceed the requirements of local, state, and/or federal law.

Section 7. Scheduling.

Unless the job description requires, the Employer will not schedule a non-exempt Employee for more than five days in a row without the Employee's consent.

Section 8. Travel Time.

For non-exempt Employee driving trips, paid travel time begins at departure and ends upon arrival minus the time that constitutes Employee's customary commute. For non-exempt Employee trips involving air, rail or bus travel, Employees will be paid for travel time beginning two and a half (2.5) hours before a scheduled departure and ending two and a half (2.5) hours after arrival.

Section 9. Hazardous Work Conditions.

Employees who, are required to work outside in hazardous weather conditions (with defined as a heat index above 98°F or wind chill or actual temperature below 10°F, or Air Quality Index above 150), as determined and published by the National Weather Service, shall be paid one and one-half (1-1/2) times their regular hourly rate for those hours working outside in such conditions.

Additionally, Employees who are not able to access temporary shelter and/or effective, Employer provided cooling devices in non-hazardous weather conditions during their time working outdoors in conditions with a heat index above 95°F shall be paid one and one-half (1-1/2) times their regular hourly rate for those hours working outside in such conditions.

Employees shall not be required to work outside with a heat index above 103°F or wind chill or actual temperature below -10°F, or if the Air Quality Index is above 200 and shall receive no loss of pay. Such Employees may be given a different work task to complete if such conditions are verified, without notice to or further negotiation with the Union. If such a task is an essential function to the operation of the Employer, said work may be required regardless of conditions provided the reasonable safety of the Employee can be ensured.

Section 10. Non-Exempt Staff Overnight Travel.

For project work that requires an overnight stay, non-exempt Employees will be paid a travel differential of \$9.00 per hour in addition to their base pay. For work hours beyond 40 in a week, the overtime rate will be based on Employee's base pay plus their differential if any.

Section 11. Status Shifts.

Employees may, with the approval of their supervisor and a designated human resources representative, request to change the total number of hours expected to be worked each pay period (including between full time, part time and occasional status) without loss of seniority in classification and without the need to apply for the position in the following two categories:

Subsection 1. Short Term Reclassification. Employees may request a reclassification of a period of up to six months, provided this does not alter their benefits category. At the end of this period, the Employee shall return to their previously agreed number of hours.

Subsection 2. Long Term Reclassification. Employees may request a reclassification in an ongoing status, incurring a change to benefit category. Changes to this status will necessitate a new approval of change in status.

ARTICLE 14: SENIORITY

“Seniority” shall be defined as the length of time since the Employee’s initial hire date with the Employer, less any break in service and the amount of time reflects total length of service on payroll.

Section 1.

The Employer shall provide Local Union Leadership an updated seniority list at least twice a year by January 1st and July 1st of each year. The seniority list shall also be provided upon request, in writing, to the Union.

Section 2.

If any Employee returns to the Science Museum of Minnesota after being laid off, they shall not lose any seniority if recalled within one (1) year of the layoff.

Section 3.

In the event of two or more Employees having the same amount of seniority, preference will be given first to Employees who have previously worked at the Science Museum of Minnesota. In the event of a further tie, seniority will be determined by a lot draw to be completed in collaboration with a Local Union Leadership.

Section 4.

Seniority shall be terminated when an Employee resigns or is terminated from their employment at the Science Museum of Minnesota. Seniority shall be reinstated, minus the time away, if the Employee is rehired within 120 days of their last date of employment. Seniority may be reinstated on a case-by-case basis if the Employee is gone for more than 120 days with mutual Agreement from the Employer and the Union.

Section 5.

Calculation regarding seniority for those occasional workers shall only include the time periods such workers were actively working for the Employer. Any time periods between such active work are considered breaks in service.

Section 6.

Any time where an Employee is on leave for military service shall not count as a break in service.

ARTICLE 15: PERFORMANCE EVALUATIONS

Employees shall receive a formal performance review annually during the Employer's annual review process which shall be conducted approximately 12 months from the previous annual review. This Article does not apply to probationary Employees.

The Employer shall determine, in its sole discretion, the content, structure and rating scale or system for such reviews. The decision on increases, if any, may be affected by the Employee being on a performance improvement plan, written warning or final warning in addition to their overall performance in role.

Any Employee may provide input into their review, have the right to add additional documentation to be placed in their personnel file along with their review and shall not be retaliated for sharing their performance review with the Union or Local Union Leadership.

ARTICLE 16: TIME OFF

Section 1. Accruals.

For the purpose of determining an Employee’s length of service for PTO/ESST accrual, the Employer shall use that Employee’s initial date of hire, less any time they were not employed by the Employer and less any time on a leave of absence where PTO/ESST does not accrue.

The following grid will be effective on the first day of the fiscal year following ratification of the contract. Employees hired prior to that date will be hired and retain benefits at Step 2. Employees hired on or after that date will be hired and receive benefits at Step 1. Employees will progress to subsequent steps in accordance with their years of service as of the first day of the fiscal year.

Full Time	Step 1 0-.99 Years of Service	Step 2 1-2.99 Years of Service	Step 3 3-6.99 Years of Service	Step 4 7-9.99 Years of Service	Step 5 10+ Years of Service
Total Time Off	160 hours	256 hours	284 hours	296 hours	336 hours
PTO/ESST Accrual Per Pay Period	2.46 hours (64 hours)	6.15 hours (160 hours)	7.23 hours (188 hours)	7.69 hours (200 hours)	9.23 hours (240 hours)
Maximum PTO/ESST Rollover	80 hours	90 hours	100 hours	110 hours	120 hours
Personal Days	80 hours	80 hours	80 hours	80 hours	80 hours
Museum Closure Days	16 hours	16 hours	16 hours	16 hours	16 hours

Part Time with Benefits	0-.99 Years of Service	1-2.99 Years of Service	3-6.99 Years of Service	7-9.99 Years of Service	10+ Years of Service
Total Time Off	132 hours	159.5 hours	168 hours	178 hours	196 hours
PTO/ESST Accrual Per Pay Period	1.85 hours (48 hours)	2.91 hours (76 hours)	3.23 hours (84 hours)	3.61 hours (94 hours)	4.31 hours (112 hours)
Maximum PTO/ESST Rollover	80 hours	80 hours	80 hours	80 hours	80 hours
Personal Days	70 hours	70 hours	70 hours	70 hours	70 hours
Museum Closure Days	14 hours	14 hours	14 hours	14 hours	14 hours

Employees who do not qualify as “Full Time,” or “Part-Time Benefits,” earn safe and sick time in accordance with the Minnesota ESST statute as well as the City of St. Paul ordinance.

These Employees earn one and one-quarter (1.25) hours of earned sick and safe time for every thirty (30) hours worked up to a maximum of fifty (50) hours in a single year. Employees who have worked for more than one (1) year may carry over accrued but unused sick and safe time into the following year, up to a maximum of eighty (80) hours of earned sick and safe time.

Section 2. EIB Time.

Sick Hours and Extended Illness Bank (EIB). As of PTO policy effective date, sick hours accrued by Employees under the retired former sick time policy have been placed in an individual extended illness bank (EIB) to a maximum of 720 hours under the Employee's name. Hours in an individual EIB will not be paid at termination. Upon the separation of the last AFSCME bargaining unit member in the EIB program, this Section of Article 16 of the Collective Bargaining Agreement shall be permanently withdrawn as moot.

Application of EIB-hours is as follows:

- Must be used for Employee’s medical leave under the Family and Medical Leave Act
- May be used during (FMLA) for a spouse, child, or parent, a doctor's statement may be required

- To provide income until the onset of long-term disability (LID) benefit
- To supplement workers' compensation benefits
- To supplement Short-term Disability benefits

EIB is not available for emergency/funeral /bereavement situations or child-rearing leave.

Section 3. Requesting Time Off.

Employees shall submit time off requests to their supervisor as early as possible, which shall not unreasonably be denied.

Section 4. Payout Upon Separation.

Upon separation from employment all accrued but unused PTO/ESST will be paid out on or about the last regular pay period.

ARTICLE 17: HOLIDAYS

Section 1. Museum Closure Days.

The Employer observes the Fourth Thursday in November and December 25 as days the Museum is closed. The physical facility shall be closed each of those two days although there could be work required of some Employees on each of those two days. For all Employees who do not and are not scheduled to work on those two days, eight (8) hours for full time Employees, and seven (7) hours for part time with benefits Employees shall be automatically added in that pay period.

For non-exempt Employees who are required by the Employer to work on either the fourth Thursday in November or December 25, they shall be paid double time for all hours actually worked. Should the non-exempt Employee work less than a full shift, the Employee, depending on their job classification will receive holiday pay for the differential. The Employer has the sole discretion to schedule Employees' work hours as it deems necessary on the fourth Thursday in November and December 25 with no further bargaining or conferring with the Union. No Employee may work on the fourth Thursday in November and December 25 unless the Employer has given the express direction to so do.

Section 2. Personal Holidays.

In addition to the two Museum Closure Days, the Employer offers each Employee five (5) days to select as holidays. Each Employee shall notify the Employer between June 1 and June 15 of each year (or for new hires, one (1) week after their date of hire), of the five (5) dates that they select as their Personal Holidays for the fiscal year from the selection below:

- New Year's Day
- Martin Luther King's Birthday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veterans Day

Non-exempt Employees who are required to work on one of their five (5) selected holidays are paid at one and one half (1.5) times their regular rate of pay for all hours worked on the holiday.

Section 3. Floating Holidays.

The decision to award floating holiday(s) is solely up to the discretion of the Employer, not subject to any obligation to meet and confer or bargain with the Union nor shall it be precedent setting for any future year.

ARTICLE 18: VACANCIES/FILLING BARGAINING UNIT POSITIONS/CONTRACTING

Section 1. Filling Bargaining Unit Vacancies.

The Employer, in its sole discretion, will determine when there is a vacancy within the bargaining unit and whether to fill the role, eliminate the role or to transfer the duties to another position.

All vacancies that the Employer has determined to fill within the Bargaining Unit, shall be published on the Employer website, including the job title, department, potential start date (if known), status of position work hours (full-time, part-time, occasional, seasonal), and hiring range for position. Upon posting, the position will remain public for seven (7) calendar days. The Employer shall provide notice to the Union if it elects not to fill, or elects to eliminate or transfer the duties.

Applications from internal applicants who meet minimum qualifications, have a minimum of three (3) months in their current role and who are not under active discipline will be considered within the overall applicant pool. The Employer reserves the right to interview or not to interview an Employee who is under Active Discipline (as defined in Article 6) or does not meet the minimum qualifications for a job. Internal applicants need to submit supporting documents showing they meet the minimum qualifications.

If an Employee is selected for a transfer or promotion to a position covered by this Agreement, the Employee and the Union shall be notified in writing or by email of the acceptance of the position in a timely manner. It is understood and agreed that a copy of the accepted offer letter will suffice as said notice. The decision to offer (or not offer) a position to any applicant resides solely within the discretion of the Employer with no further bargaining or negotiating with the Union.

The Union may ask to meet and confer with the Employer if it believes the then current wage is inappropriate for the role or the selected candidate. If the Union fails to request a meet and confer with the Employer within ten (10) days of receipt of the offer letter, it waives its right to meet and confer.

Section 2. Contracting.

Subsection 1- Short Term Filling of Bargaining Unit Work.

Should the Employer not find an acceptable internal candidate for a posted bargaining unit position the Employer has the right, without further bargaining with the Union, to contract work during the time period between the vacancy and filling such role. During this period, the Employer must actively recruit for the role and this period of contracting shall not exceed nine (9) months without holding a meet and confer with the Union. Should the Employer be unable to complete such specialized work that does not necessitate the hiring of a permanent Employee within the nine (9) month period, the Employer shall meet and confer with the Union to designate a mutually acceptable extension for such short-term contracting work.

Subsection 2- Limited Duration Contracting Needs.

While it is the intention of the Employer to have bargaining unit work performed by bargaining unit Employees, depending upon work needs, the Employer may periodically, at its sole discretion, utilize contractors to undertake same or similar work of Employees for specialized or short-term work that does not necessitate the hiring of a permanent Employee if existing Employees are unavailable or do not, in the Employer's sole discretion, possess the necessary skill set to complete said work. Such decisions to use limited duration contractors is not subject to further bargaining with the Union as long as the limited duration does not exceed nine (9) months. Should the Employer be unable to complete such specialized work that does not necessitate the hiring of a permanent Employee within the nine (9) month period, the Employer shall meet and confer with the Union to designate a mutually acceptable extension for such limited duration contracting work. Should the Union fail to agree to meet with the Employer within 21 days of such notice, the Union waives any rights to challenge the length of or the extension of the contract. Should the Employer determine to end the contract and then extend an offer of permanent, seasonal or occasional employment to such individual to perform the same or substantially similar services which would otherwise be considered bargaining unit work (and the individual accepts such offer) the individual who is hired shall then become a member of the bargaining unit without having to serve a probationary period and shall be given a seniority date as of the first day of services under the contract. The Employer agrees that the use of contractors will not result in the layoff or involuntary reduction of the FTE of any Employee. The Museum agrees, upon request of the Union, to meet no more than annually to and confer on the use of limited duration contractors.

Subsection 3- Use of Artificial Intelligence.

The Employer and Union recognize that the use of artificial intelligence ("AI") will have an unknown effect on the work and work needs of the Employer. The Employer agrees to meet and confer with the Union upon the request of the Union, but not more than once per year, to review and discuss the use of artificial intelligence. Employees responsible for creating experiences (management, non-union, bargaining unit members) in the area of copy writing and graphic design, using AI and related emerging technologies will work together to determine the effective utilization of these technologies, and such efforts will not be considered direct dealing. The Employer understands that this requires appropriate levels of training and adoption of best use

practices and will ensure said training as a component of job duties. The Employer agrees that AI and related emerging technologies will not solely be a direct replacement for any Employee in these areas.

Section 3. Bargaining Unit Positions- Newly Created or Modified Job Descriptions.

Subsection 1- Newly Created Positions.

In the event the Employer intends to fill newly created positions which are bargaining unit eligible, the Union shall be notified at least twenty-one (21) calendar days prior to posting the job description. The Union must make a request to negotiate mandatory subjects of bargaining and identify those subjects within ten (10) calendar days of receiving this notice and the negotiation must be concluded before the posting date. The Union waives its right to negotiate if the Union fails to request such a meeting within ten (10) days of receipt of the job description and hold the meeting within 21 days of receiving the job description. The 10-day period to request and 21-day period to hold a meeting may be extended upon mutual Agreement between the Union and the Employer. If the parties are unable to reach an Agreement about the newly created position, the Employer will have the right to post their last, best, and final offer. Upon Agreement that the position is covered by the Agreement, the Parties shall execute an amended Appendix A to reflect the new position(s). Nothing in this Article shall preclude the Union from filing an Unfair Labor Practice concerning bargaining pursuant to this section.

Subsection 2- Modified Job Descriptions.

When the Employer determines that a bargaining unit job/job description or job title has changed but remains in the Bargaining Unit, the Union shall be notified of the updated job description and the anticipated wage scale. The Union may make a request to negotiate regarding mandatory subjects of bargaining if the Union believes the then current wage scale or job description identified by the Employer is inappropriate for the role. If the Union fails to request a meeting within ten (10) calendar days of receiving notice from the Employer, the Union forfeits its opportunity to bargain. The 10-day period to request a meeting may be extended upon mutual Agreement between the Union and the Employer. If the parties are unable to reach an Agreement about the modified position, the Employer will have the right to post their last, best, and final offer. The incumbent shall receive the new rate of pay for the job effective retroactive to the date

of the Employee commenced undertaking the new duties. Upon the retitling of a position the Parties shall execute an amended Appendix A to reflect the new position(s). Nothing in this Article shall preclude the Union from filing an Unfair Labor Practice concerning bargaining pursuant to this section.

ARTICLE 19: LAYOFFS

Section 1.

Employer will make every effort to avoid layoffs and shall consider alternatives to layoffs prior to making the decision to lay off Employees.

Section 2.

The Union recognizes and acknowledges that the Employer has the right to lay off Employees after having considered alternatives to such layoffs. The effects of the layoff are fully detailed in this Article 19 and are not subject to further negotiation or bargaining.

Section 3.

In the event the Employer, in its sole discretion, deems it necessary to lay off Employees, it shall determine the number of Employees to be laid off and the job classifications and titles to be laid off and the timing of when notice is given and the date the layoffs are deemed effective.

Section 4.

In the event the Employer determines layoffs are needed:

1. The Union shall be given a minimum of twenty-one (21) calendar days' notice before the effective date of any layoffs.
2. The Employer retains the right to offer voluntary layoff and/or an early retirement incentive plan and/or voluntary furlough to Employees with no further bargaining with the Union.

3. Where the Employer has determined a reduction in force is necessary and will lay off in a job classification that has more than one Employee, the Employer will offer voluntary layoff to all Employees employed in that classification, and should individual Employees elect to voluntarily lay off, the Employer shall select the volunteer(s) in order of seniority (most senior to least). Employees shall have (4) calendar days to accept voluntary layoff and such acceptance shall be via email or in writing to hr@smm.org and such acceptance cannot be rescinded.
4. If there are still positions to lay off after volunteers, then the Employer shall evaluate all Employees in the job classification and rank all Employees based on:
 - a. Each Employee's current performance as reflected in their most recent performance evaluation: two (2) points for a "meets expectations," or greater evaluation.
 - b. Employee's satisfaction of preferred qualifications of the position as determined by the hiring manager: One (1) point for each preferred qualification met (with a maximum of three (3) points).
 - c. Employee's tenure (in completed years of service) within the position: One (1) point for each year in the position (with a maximum of five (5) points).
 - d. Employee's tenure within the Museum: One-half (.5) point for each year, (with a maximum of five (5) points).

Based on such evaluation, the Employer shall create a ranking and layoff those Employee(s) in the job classification with the lowest rankings. In the event that two (2) or more Employees have the same ranking within the job classification, the tie shall be broken by coin toss with a representative of both the Employer and the Union present.

Section 5.

Prior to the effective date of layoff, an Employee who is notified they are on the layoff list shall be offered any current open position which they previously held with the Employer in the prior two (2) years and for which they meet the then-current qualifications as determined by the hiring manager and Human Resources.

Section 6.

If no openings exist in previously held positions, Employee shall be offered any open position with the Employer for which they meet the minimum qualifications as determined by the hiring manager and Human Resources.

Section 7.

Current rate of pay would be identified as the rate of pay in that job classification as of the effective date of the layoff. Pay assignment for transfers to prior or open position(s) will be computed as follows

Subsection 1- Return to Prior Position.

Employee's last rate of pay in that position with a base wage increase as enumerated in Article 21, Section 3 for each completed year of service with Employer from the date Employee vacated the prior position

Subsection 2- Transfer to Open Position.

Employee's rate of pay will be the wage rate in that job classification with consideration of the tenure in that position with the Employer

No Employee shall be paid more than the maximum wage in the paygrade assigned to their job classification.

Section 8.

If more than one Employee opts to take an open position as described in Subsection 5, such position(s) shall be awarded in order of seniority in the previous classification, and then overall seniority with the Employer.

Section 9.

If more than one Employee opts to take an open position as described in Subsection 6, such position(s) shall be awarded in the order of overall seniority with the Employer.

Section 10.

Employees who are offered an open position as described in Subsections 5 or 6 have forty-eight (48) hours to accept or decline offered position(s). Nothing in this provision prevents Employer from posting/maintaining an existing posting for the position(s) in consideration.

Section 11.

The Employer will offer those Employees who are laid off a severance package comprised of the following benefits:

- Employees with less than one completed year of service will receive two (2) weeks of pay subject to taxes and deductions.
- Employees with more than one completed year of service will receive two (2) weeks of pay and one (1) additional week of pay for every subsequent completed year of service in excess of one completed year of service to a maximum of twelve (12) weeks subject to taxes and deductions.
- A healthcare supplement payment in the amount of \$1,000.00, grossed up to account for mandatory taxes and deductions.

Section 12.

Severance benefits require the execution of a severance Agreement. The offered Agreement would not diminish any rights administered in this Agreement.

Section 13.

Employees who are offered and accept a previous or open position and accept such offer, as detailed in Section 5 and/or 6 will not be eligible to receive a severance package.

Section 14.

Employees who have been laid off shall be eligible for recall to work in the same job classification and same or similar job title or core job functions as well as substantially similar job duties and qualifications and in seniority order for a period of one (1) year from the date of layoff. Such recall notices shall be sent via certified mail and by email to laid off Employees at their last known postal address and personal email address. Laid off Employees shall have three (3) calendar days after delivery of such notice to accept such recall. Such acceptance shall be communicated by email to hr@smm.org or by phone to 651.221.4510.

Section 15.

Should an Employee accept a recall offer, such Employee shall retain their seniority date for all other purposes in this Agreement.

Section 16.

Recall rights shall terminate after an Employee declines two recall offers during the one (1) year period from the date of layoff and the Employee shall lose all seniority rights.

Section 17.

Any Employee who wishes to be removed from being considered for recall shall notify the Employer via email or postal mail at hr@smm.org. Such Employee notifying the Employer shall lose their seniority rights and the Employer shall no longer make any future recall offers. The Union shall be notified of the Employer's receipt of any Employee's notification of request for removal within ten (10) days of their receipt of said notice.

ARTICLE 20: INSURANCE AND BENEFITS

Section 1. Coverage.

The Employer shall offer insurance and benefit plans to Employees and will offer a minimum of four (4) different tiers in their health insurance coverage.

The Employer will offer the following tiers of coverage: “Employee Only, Employee plus Child(ren), Employee plus Spouse/Domestic Partner, and Family.”

Each year prior to open enrollment the Employer and the Union will have a meet and confer regarding open enrollment.

Section 2. Premiums.

Subsection 1- Medical.

The grid in Appendix B will apply to the plans and tiers provided by the Employer.

Subsection 2- Dental.

Maintain premiums splits and plans consistent with that offered to Employees in calendar year 2024.

Subsection 3- Vision.

Maintain premium splits and plans consistent with that offered to Employees in calendar year 2024.

ARTICLE 21: COMPENSATION

Section 1. Compensation.

Employees covered by this Agreement shall be paid at least the minimum rate of the pay grade assigned to their appropriate job classification as set forth in Appendix C. No Employee shall have their current wage rate reduced upon implementation of this Section.

Nothing shall prohibit the Employer from paying any Employee more than the minimum wage of the pay grade assigned to their job classification or to provide a merit increase or bonus. Any decision to pay (or not pay) an Employee more than the minimum in the paygrade assigned to their job classification or to provide a merit increase or bonus is not subject to further discussion, bargaining or negotiating with the Union nor are such decisions subject to Article 8. Such a decision shall not affect other Employees in

similar job classifications or titles nor shall the Union use the same to request, justify or support an increase for any other Employee.

Unless required by law, no Employee shall be paid more than the maximum wage in the paygrade assigned to their job classification.

Section 2. Length of service calculation/Longevity Adjustments.

After the implementation of this Agreement, all Employees, other than Seasonal Employees and Employees who applied and were approved for the Early Retirement Incentive Program (“ERIP”) or the Voluntary Severance Option (“VSO”) in October 2024, will receive the following Longevity Adjustment as determined by their hire date in classification commensurate with completed years of experience as of the Activation Date of the indicated Longevity Adjustment.

Following the ratification of this Agreement, longevity adjustments shall be made within two pay periods after the Employee reaches the indicated anniversary milestone, and dated to the payroll start date nearest the Employee’s actual anniversary. For the first year of this Agreement, retroactive longevity adjustments shall be applied from September 30, 2024. Should the HRIS system provider reconfigure the module to enable application of longevity adjustments on anniversary dates or should the Employer change HRIS/payroll software to one that is able to implement increases on actual anniversary dates, the increases will be implemented on the Employee’s actual anniversary dates.

Activation Date	September 30, 2024		July 1, 2025		July 1, 2026	
	1st anniversary	3rd anniversary	5th anniversary	8th anniversary	12th anniversary	15th anniversary
Grades 1-4	2%	2%	2%	2%	2%	2%
Grades 5-8	1.75%	1.75%	1.75%	1.75%	1.75%	1.75%
Grades 9-12	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%
Grades 13-16	1.25%	1.25%	1.25%	1.25%	1.25%	1.25%

Section 3. Base Wage Increases.

The Employer, for years two and three of this Agreement, shall make the following base wage increases annually on July 1st to wages for all Employees except Employees who applied and were approved for the Early Retirement Incentive Program (“ERIP”) or the Voluntary Severance Option (“VSO”). For the first year of the Agreement, retroactive base wage increases shall be applied from September 30, 2024.

Paygrade 1-4	2.5%
Paygrade 5+	2.25%

Section 4. Longevity Adjustment/Base Wage Increase Schedule.

Wage Adjustment Type	On ratification retro to 9-30-24	July 1, 2025	July 1, 2026
Grade 1 - 4 compensation structure paygrade minimum adjustment	X		
Longevity Adjustment 1 completed YOS	X	X (new qualifiers)	X (new qualifiers)
Longevity Adjustment 3 completed YOS	X	X (new qualifiers)	X (new qualifiers)
Longevity Adjustment 5 completed YOS		X	X (new qualifiers)
Longevity Adjustment 8 completed YOS		X	X (new qualifiers)
Longevity Adjustment 12 completed YOS			X
Longevity Adjustment 15 completed YOS			X
Base Wage Increase (“BWI”)	X	X	X

Section 5. Payroll.

The Employer shall use a biweekly payroll period.

Section 6. Working Out of Class.

In the event that an Employee is designated by the Employer to work in a different classification the Employer shall compensate that Employee at the rate of pay of the higher classification for the duration that the Employee is performing those duties.

Section 7. Reclassification.

An Employee may request a job reclassification if their duties and responsibilities have changed substantially due to changes in organization, work, staffing requirements, or technology. The Employer will respond within sixty (60) days if this reclassification request is accepted or rejected. If the request is granted, the Employer will rewrite the job description, evaluate whether the pay grade is appropriate, notify the Employee of any such changes and retroactively provide the increased compensation (if any) to the date of the substantial change in duties and responsibilities. The Union may request a meeting to meet

and confer with the Employer regarding the new job description, the pay grade or the denial of the request to reclassify. If the Union fails to make such request within ten (10) days of such decision, the Union and the Employee will have waived their right under Article 8.

ARTICLE 22: RESIGNATION AND RETIREMENT

Any Employee may voluntarily resign or retire from their position with written or email notice to the Employer's Human Resource personnel. Employees shall strive to provide two weeks of notice. The Employer retains the sole right (but not the obligation) to provide two weeks' pay in lieu of the two week notice period and any such decision to do so shall not be precedent setting. The Union acknowledges that any decision to provide (or not provide) such two weeks of pay is not a bargainable issue. The Employer does not have a mandatory retirement age.

Eligible Employees represented by the Union shall participate in the Retirement Plan for Employees of the Science Museum of Minnesota on the same terms and conditions Employees who are not members of the bargaining unit in accordance with the qualification requirements of that plan. The Employer retains sole discretion over decisions to add, remove or modify benefit plans, employer/Employee contributions as long as such changes apply to all non-bargaining unit Employees.

Nothing contained in this Agreement shall be construed to prohibit the Employer from terminating or otherwise amending the Retirement Plan as to Employees or non-bargaining unit Employees, or from amending the retirement plan. The Employer agrees to provide ten (10) calendar days' notice to the Union of any changes or modifications to the Plan. Further, during such ten (10) day notice period, upon request of the Union, the Employer shall meet and confer regarding such changes or modifications. Should the Union fail to request and or hold such a meeting during the ten (10) day period or upon the conclusion of the meeting with the Union, the changes or modifications shall go into effect.

ARTICLE 23: EMPLOYEE ASSISTANCE PROGRAM

The Employer will make available to eligible Employees the same Employee Assistance Program offered to non-bargaining unit employees. The Employer retains the right, in its sole discretion, to make any changes or modifications to the Employee Assistance Program, as long as such changes are made applicable to all non-bargaining unit represented employees on the same basis.

ARTICLE 24: SAVINGS CLAUSE

This Agreement is subject to the laws of the United States, the State of Minnesota and applicable city or county ordinances. In the event that any subject of this Agreement is invalidated or modified by the passage of legislation or a decision of a court of competent jurisdiction, such invalidation shall apply only to those portions so invalidated or modified, and all remaining portions of this Agreement not invalidated or modified shall remain in full force and effect. In the event any provision or provisions are declared to be in conflict with a law, both parties shall meet promptly for the purpose of renegotiating the provision so invalidated.

ARTICLE 25: DURATION

This Agreement shall be in full force and effect from March 6, 2025 through and including June 30, 2027, and then from year to year thereafter, unless at least sixty (60) days prior to the termination of the initial period or any yearly period, either party shall serve on the other party, written notice that it desires to modify or terminate this Agreement.

ARTICLE 26: PROBATIONARY PERIOD

Section 1. Newly Hired or Rehired Employees.

All newly hired or rehired Employees shall serve a three (3) month probationary period (“Probationary Period”), commencing on the Employee's first day of active employment. This Probationary Period will allow Employer to assess and determine the Employee's ability to perform their respective position's work. The Employer shall have the ability, for good cause shown, to extend any individual Employee's probationary period for up to one (1) month upon written notice to the Union.

Employees shall receive a probationary review at six (6) weeks.

At all times during a Probationary Period for newly hired and rehired Employees, the Employer will have the ability, at its sole and complete discretion, to discipline or terminate the Employee, Article 8 shall be available for any grievance except those related to the extension of the probationary period, discipline or discharge, or non-certification.

If the Employer determines to discharge the Employee, the Employee and the Local Union shall be notified, in writing, that the Employee is being discharged and shall be furnished with the reason(s) therefore and the effective date of the discharge. The Employee may request a summary of the factor(s) and/or evidence supporting the discharge decision if such is not included in the discharge document. The Employee may request a reconsideration of the discharge determination by submitting a written request via email to the Senior Director of Human Resources, along with specific facts to support said reconsideration no later than 72 hours after communication of the decision to discharge. The decision of the Senior Director of Human Resources on discharge will come within fourteen (14) days of the request. The decision is final and not subject to Article 8. Failure of the Employer to meet the 14-day timeframe will result in the reinstatement of the Employee.

Section 2. Current Employees Transferring into New Union Eligible Position.

Any current Employee who transfers (lateral or promotional) to a new union-eligible position shall serve a six (6) week Probationary Period commencing on the Employee's first day of active employment in the new role. Time spent in temporary assignment in the position immediately preceding the appointment shall count towards satisfaction of the probationary period. Should the Employer determine, in its sole discretion, that the Employee is not competently performing the tasks of the new position, the Employee shall have the opportunity to return to their former position if such position remains open and unfilled with either an Employee or a contractor. The decision to return the Employee to their former position rests solely with the Employer, is not subject to the Article 8 procedures or any obligation to meet and confer with the Union. If the former position is no longer open or available, the Employee shall be placed on a Performance Improvement Plan, the terms of which shall be dictated by the severity of the performance issues, and the Employer reserves the right to commence the discipline process.

Section 3. Current Employees Transferring into a Non-Union Eligible Position

Should an Employee accept a position not covered by this Agreement position, they shall not be entitled to any rights under this Agreement, including, but not limited to, a right to return to their original position.

ARTICLE 27: SAFETY

Employees who have, as an essential function of their job as detailed in their job description, a requirement to use heavy or specialized equipment, including forklifts, or to provide first aid, Employer will provide relevant paid training.

First aid training shall be offered for positions in the Center for Research and Collections whose job duties involve fieldwork. Epi pen training shall be provided for staff in the STEM education department and the Kitty Andersen Youth Science Center who interact with youth.

Optional first aid and conflict de-escalation training will be offered annually for all Employees. The Employer and Union agree that Employees are encouraged to attend any Employer offered, but optional, training.

ARTICLE 28: MANAGERMENTS' RIGHTS

Except as expressly abridged by a specific provision of the Agreement and during the duration of this Agreement, any period of contract negotiations for contract renewal or extension, the Union and the Employer agree that the Employer reserves and retains, solely and exclusively, all of its rights to manage the business. The Union agrees it shall not in any manner obstruct or abridge these rights

The Employer shall, therefore, have no restrictions except those specifically provided for in this Agreement aside from mandatory subjects of bargaining, in planning, directing and controlling the operation of its work, assigning work, in deciding the number and kind of Employees to properly perform the work of the Museum, in hiring, disciplining or discharging (which must be done for just cause as detailed in Article 7) and laying off Employees (except as specified in this Agreement in Article 19), in transferring Employees to roles as needed, and in requiring all Employees to observe the Employer rules and policies that are not inconsistent with this Agreement. Should a dispute arise concerning these management rights or responsibilities the dispute shall be treated in accordance with Article 8 (grievance/arbitration). The failure of the Employer to exercise a right does not preclude it from exercising the right at any point during the term of this Agreement or after.

The Employer retains the exclusive right to make the following decisions associated with the following rights- unless this Agreement specifically, clearly and expressly specifies otherwise or if there is a legal obligation, not otherwise restricted in this Agreement, to bargain the effects of these decisions:

1. Determine its mission, budget, organization, number of Employees necessary to conduct or perform the work.
2. Determine the location of the business and its satellite locations.
3. Determine whether or if Employees may work hybrid, remotely, or via telecommuting consistent with the terms in Article 13.
4. Determine the hours its facility is open to the public, the number of hours to be worked by Employees to support work including the necessity or not of overtime consistent with Article 13.
5. Determine how to meet and execute the goals and strategic plan of the organization.
6. Determine the scope, scale, focus and timing of programmatic initiatives including programs, collecting, projects, preservation and promotion of its work.
7. Determine how to manage and operate the Employer's business including the establishment of operational policies, the establishment or alteration of work schedules or work hours, adoption or modification of reasonable work rules and policies, as long as the same is not inconsistent with this Agreement.
8. Responsible for determining and maintaining safe working conditions.
9. Plan, control, direct, form, discontinue, consolidate or reorganize any department, site, or facility including changes to existing facilities, purchase supplies and/or services for the enhancement and performance of the business, to determine the best method to deliver on its mission and incorporate new technology as it sees fit, in accordance with Article 18.
10. Designate Employees to communicate on behalf of the Employer.
11. Designate work to be contracted or select subcontractors consistent with this Agreement as specified in Article 18.
12. Hire (or not hire), assign, and direct Employees; establish, consolidate or eliminate job classifications and create or modify job descriptions pursuant to Article 18.
13. Determine the qualifications for any specific role or job title as well as implement any testing or training for any specific role or job title and to determine the standards of performance.
14. Right to approve any time off (other than specified in Articles 12 and 16) including but not limited to vacation, sick leave and personal time off (unless dictated by federal, state or local law) Right to administer, alter, or terminate Employer's leave donation program with prior notification to the Union.
15. Relieve Employees from duty because of lack of work (pursuant to Article 13).
16. Assign duties and tasks to Employees both in and outside of the bargaining unit as the Employer deems appropriate during unplanned, time sensitive, time limited emergency including but not limited to allowing supervisors, managers or non-bargaining unit members including volunteers to

undertake bargaining unit work in periods of emergency or unforeseen events, but not as a result of layoff, and to provide instruction on how to complete work or work duties during periods of training or onboarding.

17. Implement changes to any benefit plan or health plan under which bargaining unit Employees participate under the same terms as non-bargaining unit Employees including but not limited to inclusion or change to wellness incentive programs, structure or provider of benefit or health plans. Such unilateral changes may not include alterations to the premium split as outlined in Appendix B without negotiation with the Union.
18. Oversight of any and all aspects of Affinity Groups -The Employer has and supports a series of Employee-led affinity groups focused on a variety of topics as well as one cross departmental working group known as the Equity Action Group. The number or existence of such may change, from time to time. The Union agrees and acknowledges that it has no right to and shall not participate in or have a presence in such groups other than to represent themselves as a member of the Union if they so choose. At no time shall these groups investigate or be forums for grievances under this Agreement. The Employer and the Union (and its leadership if approached by Employees) shall notify such group(s) or individuals that they cannot engage in bargaining within such groups if any Employee is also a bargaining unit member. In order to retain the organic nature of such Affinity Groups, the Employer and the Union acknowledge that participation in and oversight of these groups is solely within the purview of the Employer and no aspect of such groups is subject to any obligation to meet and confer the effects of these groups or the subject of bargaining.

ARTICLE 29: EXPENSES

Section 1: Professional development fund.

Employer agrees to establish an annual professional development fund in the amount of \$15,000.00. On an annual basis the Employer will allocate \$15,000.00 to the fund. This allocation shall increase annually proportional to the annual increase in Article 21 section 3.

Subsection 1- Process.

Employees may apply for fund disbursement for any professional development activity which is directly related to either development in their current role or to support development towards a future role at the Museum. Application will be made to Human Resources at least thirty (30)

days prior to the professional development activity. The application will either be approved, rejected, and requests greater than \$1000 may be approved at a reduced amount of the funds requested. Rejected requests or partially approved requests will be returned to the Employee with an explanation. Applications made 30 or more days in advance will result in approved funds being disbursed at least fourteen (14) days prior to the professional development activity. The Employee shall also submit supporting documentation, which may include the approval of the Employee's manager. Employees may use PTO if they have time available or unpaid time away for such activities. The Employer retains discretion to grant (or not grant) professional development and related paid time requests and such decisions shall not be subject to bargaining or any obligation to meet and confer with the Union. Additionally, the Employer is committed to continuing to offer voluntary internal professional development opportunities which may include such things as technical skill development, first aid training, personal safety training, and other organizational development opportunities. Such opportunities will be communicated to all Employees via the Employer's intranet or other mechanisms which Employer believes shall reach Employees.

Subsection 2- Reporting.

Upon request of the Union, the Employer shall submit a report, to the Union and to the Labor Management Committee no more than annually, which reflects the applications for use of the professional development fund by Employees, applications granted, applications denied, partially approved and the reason for the denial. Should the Union believe that the Employer is inappropriately denying applications, the Union reserves the right to meet and confer with the Employer regarding its concerns. The Union has ten (10) calendar days from receipt of the report to request a meeting to meet and confer or it waives its rights to do so.

Section 2: Gear Allowance.

Employees who are required to wear certain gear which is either provided by the Employer or for which the Employer reimburses such purchases, the Employee shall maintain such gear in good and serviceable condition at their own cost. Should an Employee take such gear away from their work station for off-the-job use which results in premature dilapidation of such gear, the Employee shall be responsible to replace such items at their own cost.

Subsection 1- Shoe Allowance.

Any Employee whose job duties require or is required by OSHA or other governmental agency specialized (steel toed, waterproof, high traction or otherwise specific to offsite work location) shoes for their job shall be reimbursed \$200.00 annually for such expense upon provision of proof of purchase.

Subsection 2- Safety Eyewear Allowance.

Any Employee whose job duties require or is required by OSHA or other governmental agency to wear safety eyewear for their job shall continue to be provided appropriate safety eyewear.

Subsection 3- Museum Gear.

Any Employee who is required to wear Science Museum of Minnesota gear for their job shall be provided two shirts or a shirt and a sweatshirt upon hire and then an additional shirt or sweatshirt annually.

Subsection 4- Winter Outdoor Clothing Gear.

Any Employee who, as a regular part of their job duties, is required to work outdoors in the winter months shall be provided an outdoor winter coat and winter boots. The Employee shall be required to wear such Employer provided coat and boots during their winter work hours outdoors. Upon termination, the coat and boots shall be returned to the Employer.

Section 3. Cell Phone Reimbursement.

Employees who work on-call status and who are required to use their cell phone as a part of such on-call status, shall be reimbursed at the current reimbursement rate per Employer's Cell Phone policy for the period of time that they are working on-call. Employees who must use cell phones as a part of their work duties will be granted a Google voice number upon request or equivalent service paid by the Employer per Employer's Cell Phone Policy for the time period the work duties necessitate.

Section 4. Travel.

When an Employer-owned vehicle is not available and an Employee is required to use their personal automobile to conduct authorized museum business, the Employer shall reimburse the Employee at the then current Federal IRS mileage reimbursement rate for miles the Employer is legally obligated to reimburse.

Employees on authorized travel who apply for a cash advance or credit card more than two weeks before their departure date (and for which application is approved) shall be granted said cash advance or credit card before their departure date.

Section 5. Transit.

The Employer shall continue to offer Employees their choice of a parking pass, a Metropass or a bike locker. Employees will have the option to change this election on a quarterly basis.

ARTICLE 30: VOLUNTEERS

Section 1. Non-Employee Volunteers.

The Employer has an active unpaid volunteer program, a community asset that provides individuals who desire an opportunity to give of their time and talents to the mission of the Employer. Volunteers are trained by the Employer with the expectation that they abide by all then current policies and procedures. At no time will Non-employee Volunteers be considered a part of the bargaining unit.

The Employer will not use Non-employee Volunteers to displace bargaining unit work although the Union recognizes that their work can support work done by Employees. As a result, and consistent with this, the role, scope, number, duties, location, and use of Non-employee Volunteers is not subject to bargaining nor meeting or conferring with the Union. Should the Union believe the Employer has utilized the Non-employee Volunteer program to negatively impact bargaining unit work, it retains the right to grieve such action under Article 8.

Section 2. Employee Volunteers.

Periodically, Employees may elect to use limited non-paid time to volunteer in other areas of the Museum. Employees may continue to ask for such opportunities as long as such time is unpaid. Any volunteer activity cannot be a part of the Employee's regular job duties. Further, any Employer decision related to an Employee-volunteer in their capacity as a volunteer including a decision to grant, deny or limit the opportunity to volunteer is not grievable under Article 8. A supervisor or manager may not compel an Employee to volunteer or retaliate against them for refusal to volunteer.

ARTICLE 31: DONOR DIRECTED/DONOR RESTRICTED FUNDS

Grants and like donations are a key source of funding for Employer's operations. The Employer periodically receives donor grants and such grant funding necessitates or requires hiring of or contracting with workers to provide services which may be considered bargaining unit work. The intention of accepting these grants is not to undermine the role or scope of the Union as a representative of those roles covered by this collective bargaining Agreement. However, these funds may allow for services that the Employer might not otherwise be able to perform absent the granted funds. As such, the Employer and Union agree:

Subsection 1- Temporary Employees.

The Union and Employer agree that employees are not considered part of the bargaining unit if the Employees are hired into a position solely enabled by grant funding, when such funding only allows for employment for a definitive period not to exceed one year. Should the position (or substantially similar position) extend beyond one year from the first day of employment, the Employee shall immediately transition to represented status, shall not need to serve a probationary period, and shall be given a seniority date as of the date first hired as a temporary Employee. When a temporary position ends, the Employer may not post a temporary position that is the same or substantially similar within a one-year period of the temporary Employee's departure date, unless the position is offered first to the previous temporary Employee and if accepted, the position is moved into the bargaining unit.

Subsection 2- Contracted Workers.

The Union and Employer agree that individuals contracted for services which otherwise could be considered bargaining unit work are not members of the bargaining unit as long as such positions are funded solely through grant funding and the contracts do not extend for a period of more than one year. Should the Employer determine to end the contract and then extend an offer of permanent, seasonal or occasional employment to such individual to perform the same or substantially similar services which would otherwise be considered bargaining unit work (and the individual accepts such offer) the individual who is hired shall then become a member of the bargaining unit without having to serve a probationary period and shall be given a seniority date as of the first day of services under the contract. In the event that the contract needs to extend beyond a year due to unusual circumstances, the Employer agrees to inform the Union of such circumstances and offer to meet and confer with the Union. Should the Union fail to agree to meet with the Employer within 21 days of such notice, the Union waives any rights to challenge the length of or the extension of the contract.

Subsection 3- Current Employees.

Employees in the bargaining unit at the time the collective bargaining Agreement is ratified who perform assignments that are partially or primarily grant funded remain members of the bargaining unit unless/until such time the Employee accepts employment in a classification that is not represented by the union. Nothing in this Article is constructed or intended to alter the status of an active bargaining unit member.

Subsection 4- Notice.

If the Employer uses grant funds to hire a Temporary Employee pursuant to section 1 of this Article, the Employer will notify the Union and upon request of the Union to meet and confer regarding such employment. The Employer will, upon request, provide reasonable supporting documentation in advance of the meeting, including any relevant grants in full which shall be used for the sole and specific purpose of confirming compliance with this Article. No copy of such grant shall be made publicly available. The failure of the Union to request a meeting within ten (10) days of notice shall constitute waiver of any rights to grieve violations of this Article.

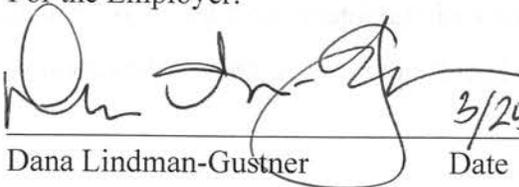
Subsection 5- Grievance.

The Union retains the right to grieve the acceptance of any such grant funding if the Union has reason to believe the Employer accepted such funding with the intention of laying off Employees. The Employer agrees that the utilization of this Article will not result in the involuntary layoff of any bargaining unit Employee.

SIGNATURE PAGE

Agreed to this 6th day of March, 2025 and attested to as the understanding of the Parties by the signatures of the following representatives of the Employer and the Union for the duration specified herein.

For the Employer:

 3/25/25
Date

Dana Lindman-Gustner
Senior Director Human
Resources

 3/24/25
Date

Robert Doty
Chief Financial Officer

 3/24/25
Date

Alison Brown
President and Chief Executive
Officer

For the Union:

 3-25-25
Date

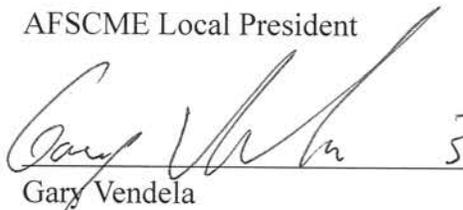
Paul Gammel
AFSCME Field Representative

 3.25.25
Date

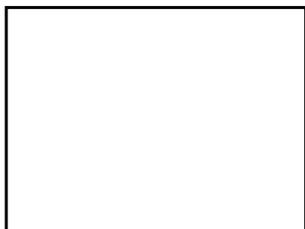
Jennings Mergenthal
Local Negotiations Committee Chair

 3-26-25
Date

Oanh Vu
AFSCME Local President

 3-25-25
Date

Gary Vendela
AFSCME Field Director



APPENDIX A: RECOGNITION

The following positions are included in the bargaining unit:

Accounts Payable Specialist
Anthro Collections Asst
Archeology, Curatorial Assistant
Archaeology Research Asst
Archaeology Tech II
Assistant Scientist
Assistant Curator Native American Ethnographic Collections
Biology Collections Manager
Business Systems Data Admin
Building & Grounds Worker
Building & Grounds Worker II
Camper Support Lead
CFESC Admin Coordinator
Community Engagement Spec
Conservation Technician
Coord III Materials & Logs
Corp Partnerships Manager
Design Team Asst Manager
Development Marketing Specialist
Digi Sup/Email Mktg Coor
Eval & Research Associate
Event Lead
Event Setup Attendant
Exhibit Fabricator I
Exhibit Fabricator II
Exhibit Fabricator III
Exhibit Fabricator IV
Exhibit Installation Coordinator
Exhibit Maintenance Tech
Experience Designer
Experience Developer
Facilities Attendant
Facilities Manager SCWRS
Facilities Support Attendant
Full Stack Developer I
Full Stack Developer II
Grant Writer
Graphic Production Tech
Individual Giving Specialist
Institutional Giving Coordinator
Instructor Level I
Instructor Level II
KAYSC Dteam Instructor
KAYSC High School Program Coordinator
Lab Technician I

Lab Technician II
Lead Grounds Technician
Learning & Instruction Specialist
Library Mat Coordinator
Marketing Content Coordinator
Marketing Creative Lead
Marketing Digital Specialist
Museum Evaluator I
Museum Evaluator II
Omnitheater/Imm Media Manager
Paleo Collections Assistant
Paleontology Lab Manager
PD Project Leader
Planned Giving/ Major Gifts Officer
Postdoctoral Fellow
Presenters or Actor
Program Counselor
Program Generalist
Program Specialist
Program Team Lead
Registrar
Registration Student Coord III
Revenue Accountant
SCWRS Environmental Research Fellow
SEED Community Engagement Coordinator
Service Desk Analyst
Social Media Content Coordinator
Sr Eval Research Assoc
Sr Experience Developer
Sr Manager Donor Relations
Sr Project Manager Facilities
Staff Accountant
Staff Support Lead
STEM Ed Ops Coordinator
System Administrator
Technical Designer
Technology Project Manager
Tour Tech
Tour Tech Lead
Traveling Exhibit Fab III
Visit Experience Facilitator Lead
Visitor Experience Facilitator II
Visitor Experience Facilitator
Youth Crew Manager

APPENDIX B: INSURANCE GRID

\$3,000-\$45 Perform	Employee Contribution
Employee	31%
Employee plus Spouse/Domestic Partner	39%
Employee + Child(ren)	25%
Family	37%
\$3,000-\$45 Achieve	
Employee Only	29%
Employee plus Spouse/Domestic Partner	37%
Employee plus Child(ren)	24%
Family	37%
\$4,000-100% HSA Perform	
Employee Only	20%
Employee plus Spouse/Domestic Partner	28%
Employee plus Child(ren)	17%
Family	25%
\$4,000-100% HSA Achieve	
Employee Only	16%
Employee plus Spouse/Domestic Partner	25%
Employee plus Child(ren)	16%
Family	25%
\$6,000-100% HSA Perform	
Employee Only	12%
Employee plus Spouse/Domestic Partner	28%
Employee plus Child(ren)	14%
Family	24%
\$6,000-100% HSA -Achieve	
Employee Only	10%
Employee plus Spouse/Domestic Partner	26%
Employee plus Child(ren)	13%
Family	24%

APPENDIX C: WAGE GRID

Base Compensation Range Effective July 1, 2024*						
21	Minimum		Midpoint		Maximum	
	\$201,802		\$257,400		\$312,998	
	Zone 1		Zone 2		Zone 3	
	\$201,802	\$238,867	\$238,868	\$275,933	\$275,934	\$312,998
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$201,802 - \$214,157	\$214,158 - \$238,867	\$238,868 - \$251,223	\$251,224 - \$275,933	\$275,934 - \$288,288	\$288,289 - \$312,998
	\$97.02 - \$102.96	\$102.97 - \$114.84	\$114.85 - \$120.78	\$120.79 - \$132.66	\$132.67 - \$138.60	\$138.61 - \$150.48
20	Minimum		Midpoint		Maximum	
	\$177,074		\$225,860		\$274,646	
	Zone 1		Zone 2		Zone 3	
	\$177,074	\$209,598	\$209,599	\$242,122	\$242,123	\$274,646
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$177,074 - \$187,915	\$187,916 - \$209,598	\$209,599 - \$220,440	\$220,441 - \$242,122	\$242,123 - \$252,964	\$252,965 - \$274,646
	\$85.13 - \$90.34	\$90.35 - \$100.77	\$100.78 - \$105.98	\$105.99 - \$116.40	\$116.42 - \$121.62	\$121.63 - \$132.04
19	Minimum		Midpoint		Maximum	
	\$157,120		\$196,400		\$235,680	
	Zone 1		Zone 2		Zone 3	
	\$157,120	\$183,307	\$183,308	\$209,493	\$209,494	\$235,680
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$157,120 - \$165,849	\$165,850 - \$183,307	\$183,308 - \$192,036	\$192,037 - \$209,493	\$209,494 - \$218,223	\$218,224 - \$235,680
	\$75.54 - \$79.74	\$79.75 - \$88.13	\$88.14 - \$92.33	\$92.34 - \$100.72	\$100.73 - \$104.91	\$104.92 - \$113.31
18	Minimum		Midpoint		Maximum	
	\$136,620		\$170,775		\$204,930	
	Zone 1		Zone 2		Zone 3	
	\$136,620	\$159,390	\$159,391	\$182,160	\$182,161	\$204,930
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$136,620 - \$144,210	\$144,211 - \$159,390	\$159,391 - \$166,981	\$166,982 - \$182,160	\$182,161 - \$189,751	\$189,752 - \$204,930
	\$65.68 - \$69.33	\$69.34 - \$76.63	\$76.64 - \$80.28	\$80.29 - \$87.58	\$87.59 - \$91.23	\$91.24 - \$98.52

17	Minimum		Midpoint		Maximum	
	\$120,000		\$150,000		\$180,000	
	Zone 1		Zone 2		Zone 3	
	\$120,000	\$140,000	\$140,001	\$160,000	\$160,001	\$180,000
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$120,000 - \$126,667	\$126,668 - \$140,000	\$140,001 - \$146,667	\$146,668 - \$160,000	\$160,001 - \$166,667	\$166,668 - \$180,000
	\$57.69 - \$60.90	\$60.91 - \$67.31	\$67.32 - \$70.51	\$70.52 - \$76.92	\$76.93 - \$80.13	\$80.14 - \$86.54
16	Minimum		Midpoint		Maximum	
	\$102,640		\$128,300		\$153,960	
	Zone 1		Zone 2		Zone 3	
	\$102,640	\$119,747	\$119,748	\$136,853	\$136,854	\$153,960
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$102,640 - \$108,342	\$108,343 - \$119,747	\$119,748 - \$125,450	\$125,451 - \$136,853	\$136,854 - \$142,556	\$142,557 - \$153,960
	\$49.35 - \$52.09	\$52.10 - \$57.57	\$57.58 - \$60.31	\$60.32 - \$65.79	\$65.81 - \$68.54	\$68.55 - \$74.02
15	Minimum		Midpoint		Maximum	
	\$91,200		\$114,000		\$136,800	
	Zone 1		Zone 2		Zone 3	
	\$91,200	\$106,400	\$106,401	\$121,600	\$121,601	\$136,800
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$91,200 - \$96,267	\$96,268 - \$106,400	\$106,401 - \$111,467	\$111,468 - \$121,600	\$121,601 - \$126,667	\$126,668 - \$136,800
	\$43.85 - \$46.28	\$46.29 - \$51.15	\$51.16 - \$53.59	\$53.60	\$58.47 - \$60.90	\$60.91 - \$65.77
14	Minimum		Midpoint		Maximum	
	\$82,263		\$102,000		\$121,737	
	Zone 1		Zone 2		Zone 3	
	\$82,263	\$95,421	\$95,422	\$108,579	\$108,580	\$121,737
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$82,263 - \$86,649	\$86,650 - \$95,421	\$95,422 - \$99,808	\$99,809 - \$108,579	\$108,580 - \$112,966	\$112,967 - \$121,737
	\$39.55 - \$41.66	\$41.67 - \$45.88	\$45.89 - \$47.98	\$47.99 - \$52.20	\$52.21 - \$54.31	\$54.32 - \$58.53
13	Minimum		Midpoint		Maximum	
	\$75,246		\$93,300		\$111,354	
	Zone 1		Zone 2		Zone 3	
	\$75,246	\$87,282	\$87,283	\$99,318	\$99,319	\$111,354
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$75,246 - \$79,258	\$79,259 - \$87,282	\$87,283 - \$91,295	\$91,296 - \$99,318	\$99,319 - \$103,331	\$103,332 - \$111,354
	\$36.18 - \$38.10	\$38.11 - \$41.96	\$41.97 - \$43.89	\$43.90 - \$47.75	\$47.76 - \$49.68	\$49.69 - \$53.54

12	Minimum		Midpoint		Maximum	
	\$70,202		\$86,000		\$101,798	
	Zone 1		Zone 2		Zone 3	
	\$70,202	\$80,734	\$80,735	\$91,266	\$91,267	\$101,798
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$70,202 - \$73,713	\$73,714 - \$80,734	\$80,735 - \$84,245	\$84,246 - \$91,266	\$91,267 - \$94,777	\$94,778 - \$101,798
	\$33.75 - \$35.44	\$35.45 - \$38.81	\$38.82 - \$40.50	\$40.51 - \$43.88	\$43.89 - \$45.57	\$45.58 - \$48.94
11	Minimum		Midpoint		Maximum	
	\$65,018		\$79,650		\$94,282	
	Zone 1		Zone 2		Zone 3	
	\$65,018	\$74,773	\$74,774	\$84,527	\$84,528	\$94,282
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$65,018 - \$68,270	\$68,271 - \$74,773	\$74,774 - \$78,025	\$78,026 - \$84,527	\$84,528 - \$87,780	\$87,781 - \$94,282
	\$31.26 - \$32.82	\$32.83 - \$35.95	\$35.96 - \$37.51	\$37.52 - \$40.64	\$40.65 - \$42.20	\$42.21 - \$45.33
10	Minimum		Midpoint		Maximum	
	\$61,456		\$73,750		\$86,044	
	Zone 1		Zone 2		Zone 3	
	\$61,456	\$69,652	\$69,653	\$77,848	\$77,849	\$86,044
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$61,456 - \$64,188	\$64,189 - \$69,652	\$69,653 - \$72,385	\$72,386 - \$77,848	\$77,849 - \$80,581	\$80,582 - \$86,044
	\$29.55 - \$30.86	\$30.87 - \$33.49	\$33.50 - \$34.80	\$34.81 - \$37.43	\$37.44 - \$38.74	\$38.75 - \$41.37
9	Minimum		Midpoint		Maximum	
	\$56,581		\$67,970		\$79,300	
	Zone 1		Zone 2		Zone 3	
	\$56,581	\$64,154	\$64,155	\$71,727	\$71,728	\$79,300
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$56,581 - \$59,105	\$59,106 - \$64,154	\$64,155 - \$66,679	\$66,680 - \$71,727	\$71,728 - \$74,252	\$74,253 - \$79,300
	\$27.20 - \$28.42	\$28.43 - \$30.84	\$30.85 - \$32.06	\$32.07 - \$34.48	\$34.49 - \$35.70	\$35.71 - \$38.13
8	Minimum		Midpoint		Maximum	
	\$52,626		\$62,650		\$72,655	
	Zone 1		Zone 2		Zone 3	
	\$52,626	\$59,302	\$59,303	\$65,979	\$65,980	\$72,655
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$52,626 - \$54,851	\$54,852 - \$59,302	\$59,303 - \$61,528	\$61,529 - \$65,979	\$65,980 - \$68,205	\$68,206 - \$72,655
	\$25.30 - \$26.37	\$26.38 - \$28.51	\$28.52 - \$29.58	\$29.59 - \$31.72	\$31.73 - \$32.79	\$32.80 - \$34.93

7	Minimum		Midpoint		Maximum	
	\$49,079		\$57,740		\$66,401	
	Zone 1		Zone 2		Zone 3	
	\$49,079	\$54,853	\$54,854	\$60,627	\$60,628	\$66,401
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$49,079 - \$51,004	\$51,005 - \$54,853	\$54,854 - \$56,778	\$56,779 - \$60,627	\$60,628 - \$62,552	\$62,553 - \$66,401
	\$23.60 - \$24.52	\$24.53 - \$26.37	\$26.38 - \$27.30	\$27.31 - \$29.15	\$29.16 - \$30.07	\$30.08 - \$31.92
6	Minimum		Midpoint		Maximum	
	\$45,441		\$53,460		\$61,479	
	Zone 1		Zone 2		Zone 3	
	\$45,441	\$50,787	\$50,788	\$56,133	\$56,134	\$61,479
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$45,441 - \$47,223	\$47,224 - \$50,787	\$50,788 - \$52,570	\$52,571 - \$56,133	\$56,134 - \$57,916	\$57,917 - \$61,479
	\$21.85 - \$22.70	\$22.71 - \$24.42	\$24.43 - \$25.27	\$25.28 - \$26.99	\$27.00 - \$27.84	\$27.85 - \$29.56
5	Minimum		Midpoint		Maximum	
	\$43,065		\$49,500		\$55,935	
	Zone 1		Zone 2		Zone 3	
	\$43,065	\$47,355	\$47,356	\$51,645	\$51,646	\$55,935
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$43,065 - \$44,495	\$44,496 - \$47,355	\$47,356 - \$48,786	\$48,787 - \$51,645	\$51,646 - \$53,076	\$53,077 - \$55,935
	\$20.70 - \$21.39	\$21.40 - \$22.77	\$22.78 - \$23.45	\$23.46 - \$24.83	\$24.84 - \$25.52	\$25.53 - \$26.89
4	Minimum		Midpoint		Maximum	
	\$41,600		\$45,500		\$51,916	
	Zone 1		Zone 2		Zone 3	
	\$41,600	\$45,039	\$45,040	\$48,477	\$48,478	\$51,916
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$41,600 - \$42,746	\$42,747 - \$45,039	\$45,040 - \$46,186	\$46,187 - \$48,477	\$48,478 - \$49,624	\$49,625 - \$51,916
	\$20.00 - \$20.55	\$20.56 - \$21.65	\$21.66 - \$22.20	\$22.21 - \$23.31	\$23.32 - \$23.86	\$23.87 - \$24.96
3	Minimum		Midpoint		Maximum	
	\$37,440		\$41,860		\$46,280	
	Zone 1		Zone 2		Zone 3	
	\$37,440	\$40,387	\$40,388	\$43,333	\$43,334	\$46,280
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$37,440 - \$38,422	\$38,423 - \$40,387	\$40,388 - \$41,370	\$41,371 - \$43,333	\$43,334 - \$44,316	\$44,317 - \$46,280
	\$18.00 - \$18.47	\$18.48 - \$19.42	\$19.43 - \$19.89	\$19.90 - \$20.83	\$20.84 - \$21.31	\$21.32 - \$22.25

2	Minimum		Midpoint		Maximum	
	\$35,360		\$38,480		\$41,600	
	Zone 1		Zone 2		Zone 3	
	\$35,360	\$37,440	\$37,441	\$39,520	\$39,521	\$41,600
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$35,360 - \$36,053	\$36,054 - \$37,440	\$37,441 - \$38,134	\$38,135 - \$39,520	\$39,521 - \$40,214	\$40,215 - \$41,600
	\$17.00 - \$17.33	\$17.34 - \$18.00	\$18.01 - \$18.33	\$18.34 - \$19.00	\$19.01 - \$19.33	\$19.34 - \$20.00
1	Minimum		Midpoint		Maximum	
	\$33,280		\$35,724		\$38,168	
	Zone 1		Zone 2		Zone 3	
	\$33,280	\$34,909	\$34,910	\$36,539	\$36,540	\$38,168
	Zone 1-A	Zone 1-B	Zone 2-A	Zone 2-B	Zone 3-A	Zone 3-B
	\$33,280 - \$33,823	\$33,824 - \$34,909	\$34,910 - \$35,453	\$35,454 - \$36,539	\$36,540 - \$37,082	\$37,083 - \$38,168
	\$16.00-\$16.26	\$16.27 - \$16.78	\$16.79 - \$17.04	\$17.05 - \$17.57	\$17.58 - \$17.83	\$17.84 - \$18.35