



Local 2725,

Your negotiating team has reached a **Tentative Agreement (TA)** for the Maplewood 2026–2028 contract and recommends a vote to **accept**. [Click here for a copy of the TA.](#)

Key highlights of the agreement:

No take-backs on any current articles. Your team successfully defended heavy operating pay and comp.

COLAs:

- 2026 – 3%,
- 2027 – 3%,
- 2028 – 3%
- A compensation study for wage adjustments in 2029
- The 3% will be given in a single installment each year.

Insurance: Aligns with other bargaining units; if a 12% increase occurs, we will bargain the effects to offset costs. Employer will pay 100% of paid medical leave. Two new benefits added.

Position updates: Removed Senior Service Center Rep (position no longer exists). Official titles now include **Sustainability Coordinator, Building Inspector II, Evidence Records Specialists.**

Step adjustments due to under FairMarket Records to Step 7; Heavy Equipment Mechanic to Step 8; Mechanic Crew Chief to Step 9; Maintenance 1 will move through 7 steps and advance to the next grade closest to pay after Step 7.

Probation: Cleaned-up language; 12 months remains.

Out-of-class work: “Shall be paid at a higher rate, but in no case less than \$1.00/hour.”

Bereavement leave: Expanded Language on who is included in Bereavement leave to reflect ESST recognized language.

Overtime prior to over 8 hours must be approved by a supervisor.

Juneteenth: Added from MOU.

Flex time & mileage: Employer will provide flex time for schooling and pay mileage from the closest location. Example: if training is in Oakdale and you live in Forest Lake, mileage starts/ends at Maplewood City Hall as it is closest location to the school.

Mechanics: \$200 additional tools allowance for 2026; in 2027, employer will pay for and maintain all tools. Added John Deere, Skidster, Snow attachments to heavy equipment pay.

Next Steps:

Information/Questions Meeting: Public Works, Thursday, August 28 at 4:45 PM

TA VOTING:

Wednesday, September 3, at two locations: **City Hall** from 3:00–5:00 PM and **Public Works** from 6:00–7:00 PM

Please review the [agreement](#) and attend the **Information Night** if you have questions. Your participation is crucial!

In solidarity,

AFSCME Local 2725 Negotiations Team

Connect with AFSCME Council 5:

