



We have reached a tentative agreement with Agate Management!

Your bargaining team has worked hard to put your interests first! While we didn't get everything that we asked for, we made great progress in strengthening our contract.

These are a few of our wins:

- You received a one-time bonus in June, 2026 based on hours of service.
- Wage Increases
 - 4% on July 1, 2026
 - 3% on July 1, 2027
 - 3% on July 1, 2028
 - Wage Increase Parity, if other non-union employees get a larger percent increase, our percentage will be increased to match theirs.
- Changes for pay differentials for overnights and caseloads resulting in more money for our members.
- Improved Discipline and Grievance language.
- New Severe Weather Hazard Pay language along with new Safety language
- Updated holiday and leave language.
- New language on the creation or modification of job classifications.
- \$25 per month towards auto insurance when a member is required to drive as part of their responsibilities.
- Updated wage grid and job titles.
- Employer contribution for medical plans shall increase by at least 5% in 2027, 2028, and 2029

The Bargaining Team recommends that you vote to accept this contract. If you have questions, please reach out to one of our bargaining team members (contact information below).

The redline contract showing all changes will be posted on [Memberlink](#) soon for your review. If you have questions, please feel free to contact a bargaining team member.

We will be holding the in-person ratification vote on Wednesday, July 22nd at 2309 Nicollet Ave., Minneapolis, Break Room from 10:00 a.m. – 1 p.m. We are also offering a virtual option through Memberlink, on July 22nd from 8:00 a.m. – 11:59 p.m. If you have never used Memberlink, you will need to sign up. **If you need help, please call the Member Action Center (MAC) at 651-450-4990 between the hours of 8:00 – 4:00 p.m., Monday through Friday.** You will need to make sure that you can access your account to vote online. Please keep in mind that the staff will only be available until 4 p.m. so plan ahead.

In solidarity,

Your Local 999 Bargaining Team

Bianca, Adam, George and Arianna