



**Labor Negotiations**  
**Winona Area Public Schools Board Negotiations Committee**  
**and**  
**Plant Operations and Maintenance Union**  
**Meeting Minutes: Thursday, May 19, 2022**

<b>Meeting Location:</b>	District Office Conference Rooms, 903 Gilmore Avenue, Winona, MN
<b>Meeting Start:</b>	2:33pm
<b>Meeting End:</b>	3:32pm
<b>Board Committee Members Present:</b>	Nancy Denzer, Tina Lehnertz, Emily Solheid, Sarah Slaby
<b>Maintenance Committee Members Present:</b>	Dan Becker, Jim Brand, Jeff Hackbarth, Robert Muras
<b>Other Attendees:</b>	
<b>Members Absent:</b>	Jim Schul, Lauren Cowell

**I. Introductions**

**A. Committee Membership**

1. Plant Operation and Maintenance Union Negotiations Committee Members and Board Negotiations Committee Members were provided with a copy of the committee membership roster for the 2022-2025 contract negotiations. Each member took a moment to introduce themselves and their role in the district.

**B. Negotiation Norms**

1. Plant Operations and Maintenance Union Negotiations Committee Members and Board Negotiations Committee Members were provided with a copy of the proposed negotiations norms. No further discussion. Committee members consented to a tentative agreement on the Negotiations Norms as discussed.

**II. Maintenance Topics for Discussion**

- A. The Plant Operations and Maintenance Union Negotiations Committee presented proposals in the following areas: decreasing the number of steps to offer a more competitive starting wage; language that cleaned up the vacation approval process; a change to the payout for sick time at retirement; a sick leave buy back policy; and salary schedule increases. The Board Negotiations Committee will provide a response to any items not addressed at the June 1, 2022 meeting.

**II. District Topics for Discussion**

- A. The Board Negotiations Committee presented a proposal modifying the language in Article VIII, Section 2. Vacation Use, and Section 3. Personal Leave. The Plant Operations and Maintenance Union Negotiations Committee was agreeable to this language adding a line association with coverage issues, and a tentative agreement was reached
- B. The Board Negotiations Committee presented a proposal eliminating the designated paid holidays in the contract and just outlining the number of paid holidays an employee would be entitled to. The Plant Operations and Maintenance Union Negotiations Committee was agreeable to this proposal and a tentative agreement was reached.
- C. The Board Negotiations Committee presented a proposal clarifying the language in Article IX. Section 1. Sick Leave. This language proposal clarifies a practice of proration of benefits for part-time employees and the use of donated sick leave. The committees discussed the term fiscal year in a practical sense. This item will be added to the May 24, 2022 agenda for further review and discussion.

### **III. Schedule**

- A. The Plant Operations and Maintenance Union and Board Negotiations Committees agreed to schedule the next negotiations session on June 1, 2022 at 2:30pm in the District Office Conference Rooms.