

Councilmember _____ introduced the following resolution and moved for its adoption:

RESOLUTION #25-268

RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) GROUP

WHEREAS, Minnesota Paid Family Medical Leave (MN PFML) is a state-run program launching January 1, 2026, that provides partial wage replacement and job protection for eligible employees during major life event; and

WHEREAS, this MOA is necessary because the current union contract has been adopted through December 31, 2026 and the new law must be reflected within the contract by January 1, 2026; and

WHEREAS, Minnesota employers are required to pay 50% of the Paid Family and Medical Leave premium; and

WHEREAS, a tentative agreement has been reached.

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RAMSEY, ANOKA COUNTY, STATE OF MINNESOTA, as follows:

- 1) That the City of Ramsey approves a Memorandum of Agreement to address the Minnesota Paid Family and Medical Leave law, as follows:
 - Effective January 1, 2026, the Employer and Employee will split the premiums for the Minnesota Paid Family and Medical Leave (PFML) on a 50/50 basis with the Employee share through payroll deductions pursuant to Minn. Stat. §268B.14.
 - Employees may utilize accrued paid leave to supplement PFML not to exceed 100% of the regular wage of the employee.
 - Wages resulting from the use of accrued leave that meet the PERA (Public Employee Retirement Association) definition of Eligible Compensation, shall receive all applicable PERA contributions concurrent with the use of the accrued paid leave.
 - In the event applicable state law changes, all Parties shall have the right to re-negotiate the terms of this MOA.

The motion for the adoption of the foregoing resolution was duly seconded by Councilmember _____, and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same:

and the following abstained:

and the following were absent:

Whereupon said resolution was declared duly passed and adopted by the Ramsey City Council this the 10th day of November, 2025.

Mayor

ATTEST:

City Clerk