

Ramsey/Washington Recycling & Energy

Employee Benefits for IBEW Local Union #23 – Represented Employees

Compensation

New employees will generally be hired at the minimum appropriate salary level as stated in the Labor Agreement.

Floating Holidays

New employees earn two floating holidays after six months of employment. All employees earn two floating holidays on January 1st of every year (beginning the January 1st after initial six months of employment).

Holiday Pay

Holiday pay is available after 6 months of service.

Pay Dates

R&E Board employees are paid on a biweekly schedule with pay days every other Friday. Employees will receive their first check within 30 days of their date of hire. Direct deposit of paychecks is required.

Seniority

Employees will attain seniority after six-months. Seniority will be retroactive to the date of hire.

Paid Time Off

At 6 months of service, new employees will receive 20 hours of paid time off (PTO) in lieu of sick time. Between the first 6 months and 1 year of service, employees will accrue PTO at 3.33 hours per pay period. After 1 year of service, employees will receive 40 hours of PTO on the following January 1st and every January 1st of every year thereafter.

Vacation

Employees earn vacation on their anniversary date at the following increments:

- 1 Year of Service = 1 Week Vacation
- 2-4 Years of Service = 2 Weeks Vacation
- 5-10 Years of Service = 3 Weeks Vacation
- 11+ Years of Service = 8 hours additional vacation per year (Maximum of 6 weeks)

Retirement Program

- Participation in Public Employees Retirement Association (P.E.R.A.) and FICA are required. Both the employee and the employer make contributions in accordance with current legislative requirements.
- Employees are also eligible to participate in a 457(b) plan through the Minnesota State Retirement System.

Insurance Benefits Program

The R&E Board offers insurance benefits to employees. The R&E Board makes monthly employer contributions, combined with employee contributions, to purchase benefits from a menu of items.

- Health/Dental/Vision/Prescription – Insurance is offered through the Union’s Family Medical Care Plan. Medical coverage is through Blue Cross Blue Shield, Dental coverage is through MetLife, Vision coverage is through Vision Service Plan, and Prescription coverage is through Sav-Rx. The FMCP plan offers single and family coverage for the same rate. R&E pays a significant portion of the monthly premium. Coverage is effective on the first of the month after 3 months of employment.
- Life - R&E provides basic life insurance to eligible employees in an amount equal to two times their annual salary. Optional life insurance programs are also available to employees and spouses. Coverage is effective on the first of the month after 6 months of employment.
- Disability- Long-term disability insurance is employer-paid and provides a benefit of 60 percent of an employee's gross pre-disability income if they are disabled for more than six months. Short-term disability insurance is employer-paid and provides 60 percent of gross pre-disability income after seven-day waiting period. Coverage is effective on the first of the month after 6 months of employment.
- Other Union Benefits – Additional Union benefits are also offered including additional life insurance coverage, additional disability benefits, and a Special Fund program to be used for certain specified expenses not covered under another plan.

Request More Information

Specific information regarding the R&E’s monthly contribution, coverage and costs will be provided with the conditional offer of employment or upon request by the applicant.

Payroll Deductions

The R&E Board withholds the following mandatory deductions:

- FICA
- Medicare FICA
- Public Employees Retirement Association (P.E.R.A.)
- State (Minnesota) and federal taxes