



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 January 1st after initial six months of employment). These days must be used by 04/30 of the following year from which they are received, or they will be lost.

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.

Sick Leave

Employees receive 16 hours of sick time upon hire. At 2 months of employment, sick leave will begin to accrue at 4 hours per pay period. After one year of service, sick leave shall be earned by employees at the rate of 50 hours per calendar year to be accrued in January. Total sick time hours in a calendar year cannot exceed 50 hours.

Vacation

Employees earn vacation on January 1 of each year at the following increments:

New hire = 16 hours of vacation upon hire

At 6 months and until 2 years = Accrue at rate of 2.15hrs/pay period

On 2-year anniversary date = Receive remaining vacation hours for current calendar year (i.e. 96 hours of vacation less the total amount accrued since January 1 of the same year.)

Jan 1 (following 2-year anniversary - 4 years) = 96 hours each year

Jan 1 (following 5-year anniversary - 10 years) = 136 hours each year

Jan 1 (following 11-year anniversary and beyond) = 144 hours each year + 8 hours per year after 11 years (256 Hours Max)

Retirement Program

- Participation in the 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. 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, their spouse, and children. 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 a 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