

**Agreement Between
UNIVERSITY OF MINNESOTA
and
LOCAL 1-B, TWIN CITIES
District Council No. 1
of the
Graphic Communications Conference
International Brotherhood of Teamsters**

Effective November 1, 2020 through October 31, 2021

Duration

This contract is effective beginning November 1, 2020 and will terminate upon notice of either party to the other on October 31, 2021. Either party may serve a written notice to the other party sixty (60) days prior to the expiration date of the party's desire to terminate, modify or amend the Agreement.

Terms

The parties agree that all terms in effect at the expiration of the previous contract on October 31, 2020, with the exception of any provision or Letter of Agreement or Memorandum of Understanding with an expiration date, will remain in effect for the duration of the current contract.

Wage Rates

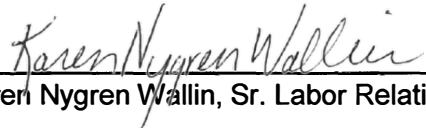
The spring 2020 compensation instructions memo froze Civil Service employee wages for the 2020-2021 fiscal year at the rate paid as of June 7, 2020. Similarly, for the duration of this agreement, wages for J1 and JPW employees will be frozen at the rate paid as of October 31, 2020.

For the University of Minnesota:



Ken Horstman, Interim Vice President of Human Resources


Date 9/30/2020



Karen Nygren Wallin, Sr. Labor Relations Consultant

Date 9/30/2020

For the GCC/IBT Local 1B:



Marty Hallberg

Date 9/30/2020

GRAPHIC COMMUNICATIONS CONFERENCE OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 1B

By _____

The approval by the Conference President of this Contract does not, under any circumstances, make the Conference a party to this Contract no responsible for its observance or for any breach thereof.