

May 1, 2021 – April 30, 2024

MAINTENANCE LABOR AGREEMENT

- between -

THE CITY OF SAINT PAUL

- and -

UNITED ASSOCIATION

PLUMBERS LOCAL 34

and

SPRINKLER FITTERS

LOCAL UNION NO. 417

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PREAMBLE

This Agreement is entered into between the City of Saint Paul, hereinafter referred to as the Employer, and the United Association Plumbers Local 34 and Sprinkler Fitters Local Union No. 417, hereinafter referred to as the Union.

The Employer and the Union concur that this Agreement has as its objective the promotion of the responsibilities of the City of Saint Paul for the benefit of the general public through effective labor-management cooperation.

The Employer and the Union both realize that this goal depends not only on the words in the Agreement but rather primarily on attitudes between people at all levels of responsibility.

Constructive attitudes of the Employer, the Union, and the individual employees will best serve the needs of the general public.

ARTICLE 1 - PURPOSE

- 1.1 The Employer and the Union agree that the purpose for entering into this Agreement is to:
- 1.1 (1) Achieve orderly and peaceful relations, thereby establishing a system of uninterrupted operations and the highest level of employee performance that is consistent with the safety and well-being of all concerned;
 - 1.1 (2) Set forth rates of pay, hours of work, and other conditions of employment as have been agreed upon by the Employer and the Union;
 - 1.1 (3) Establish procedures to orderly and peacefully resolve disputes as to the application or interpretation of this Agreement without loss of productivity.
- 1.2 The Employer and the Union agree that this Agreement serves as a supplement to legislation that creates and directs the Employer. If any part of this Agreement is in conflict with such legislation, the latter shall prevail. The parties, on written notice, agree to negotiate that part in conflict so that it conforms to the statute as provided by Article 26 (SEVERABILITY).

ARTICLE 2 - RECOGNITION

- 2.1 The Employer recognizes the Union as the exclusive representative for collective bargaining purposes for all personnel having an employment status of regular, probationary, provisional and temporary, employed in the classes of positions defined in Appendix A as certified by the Bureau of Mediation Services in accordance with Case No. 73-PR-527-A dated May 11, 1973 and Case No. 86-PR-951 dated May 14, 1986.

ARTICLE 3 - EMPLOYER RIGHTS

- 3.1 The Employer retains the right to operate and manage all personnel, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct, and determine the number of personnel; and to perform any inherent managerial function not specifically limited by this Agreement.
- 3.1 (1) Selection of personnel will be based on the merit system defined in the City Charter Section 12.01
- 3.2 Any "term or condition of employment" not established by this Agreement shall remain with the Employer to eliminate, modify, or establish following written notification to the Union.

ARTICLE 4 - UNION RIGHTS

- 4.1 The Employer shall deduct from the wages of employees who authorize such a deduction in writing an amount necessary to cover monthly Union dues. Such monies deducted shall be remitted as directed by the Union.
- 4.1 (1) The Employer shall not deduct dues from the wages of employees covered by this Agreement for any other labor organization.
- 4.1 (2) The Union shall indemnify and save harmless the Employer from any and all claims or charges made against the Employer as a result of the implementation of this Article.
- 4.2 The Union may designate one (1) employee from the bargaining unit to act as a Steward and shall inform the Employer in writing of such designation. Such employee shall have the rights and responsibilities as designated in Article 23 (GRIEVANCE PROCEDURE).
- 4.3 Upon notification to a designated Employer supervisor, the Business Manager of the Union, or his designated representative shall be permitted to enter the facilities of the Employer where employees covered by this Agreement are working.

ARTICLE 5 - SCOPE OF THE AGREEMENT

- 5.1 This Agreement establishes the “terms and conditions of employment” defined by M.S. 179.63, Subd. 18 for all employees exclusively represented by the Union. This Agreement shall supersede such “terms and conditions of employment” established by Civil Service Rule, Council Ordinance, and Council Resolution.
- 5.2 Effective May 1, 2009, employees represented by this agreement are not subject to nor do they have any rights under the Saint Paul Civil Service Rules.

ARTICLE 6 - PROBATIONARY PERIODS

- 6.1 All personnel, originally hired or rehired following separation, in a regular employment status shall serve a twelve (12) month probationary period during which time the employee’s fitness and ability to perform the position’s duties and responsibilities shall be evaluated.
- 6.1 (1) At any time during the probationary period an employee may be terminated at the discretion of the Employer without appeal to the provisions of Article 23 (GRIEVANCE PROCEDURE).
- 6.1 (2) An employee terminated during the probationary period shall receive a written notice of the reason(s) for such termination, a copy of which shall be sent to the Union.
- 6.2 All personnel promoted to a higher class shall serve a six (6) month promotional probationary period during which time the employee’s fitness and ability to perform the position’s duties and responsibilities shall be evaluated.

ARTICLE 6 - PROBATIONARY PERIODS (Continued)

- 6.2 (1) At any time during the promotional probationary period an employee may be demoted to the employee's previously held class at the discretion of the Employer without appeal to the provisions of Article 23 (GRIEVANCE PROCEDURE).
- 6.2 (2) An employee demoted during the promotional probationary period shall be returned to the employee's previously held class and shall receive a written notice of the reasons for demotion, a copy of which shall be sent to the Union.

ARTICLE 7 – PHILOSOPHY OF EMPLOYMENT AND COMPENSATION

- 7.1 The Employer and the Union are in full agreement that the philosophy of employment and compensation shall be a “cash” hourly wage and “industry” fringe benefit system.
- 7.2 The Employer shall compensate employees for all hours worked at the basic hourly wage rate and hourly fringe benefit rate as found in Articles 12 (WAGES) and 13 (FRINGE BENEFITS).
- 7.3 No other compensation or fringe benefit shall be accumulated or earned by an employee except as specifically provided for in this Agreement.

ARTICLE 8 – HOURS OF WORK

- 8.1 The normal work day shall be mutually agreed upon between the employee and employer prior to the start of the week to be either eight (8) consecutive hours per day for a five (5) day work week or ten (10) consecutive hours for a four (4) day work week, excluding a thirty (30) minute unpaid lunch period between 6:00 a.m. and 5:30 p.m.
- 8.2 The normal work week shall be within the five (5) consecutive normal work days Monday through Friday between the hours of 6:00 a.m. and 5:30 p.m.

For Employees in the title of Fire Protective System Inspector:

The normal work day shall be mutually agreed upon between the employee and employer prior to the start of the week to be either eight (8) consecutive hours per day for a five (5) day work week or ten consecutive hours for a four (4) day work week, excluding a thirty (30) minute unpaid lunch period between 6:00 a.m. and 5:30 p.m.

Employees in the title of Fire Protective Systems Inspector through mutual agreement between the employee and the City may have a normal work day of ten consecutive hours excluding a thirty (30) minute unpaid lunch period between 6:00 a.m. and 5:30 p.m.

- 8.3 If, during the term of this Agreement, it is necessary in the Employer's judgment to establish second and third shifts or a normal work day or work week other than that provided in Article 8.1 or 8.2, the Union agrees to enter into negotiations immediately to establish such conditions.

ARTICLE 8 – HOURS OF WORK (Continued)

- 8.4 This section shall not be construed as, and is not a guarantee of, any hours of work per normal work day or per normal work week.
- 8.5 All employees shall be at the location designated by their supervisor, ready for work, at the established starting time and shall remain at an assigned work location until the end of the established work day unless otherwise directed by their supervisor.
- 8.6 All employees are subject to call-back by the Employer as provided by Article 10 (CALL IN/CALL BACK).
- 8.7 Employees reporting for work at the established starting time and for whom no work is available shall receive pay for two (2) hours, at the basic hourly rate, unless notification has been given not to report for work prior to leaving home, or during the previous work day.

ARTICLE 9 - OVERTIME

- 9.1 Time on the payroll in excess of the normal hours set forth above shall be “overtime work” and shall be done only by order of the Department Head. An employee shall be recompensed for work done in excess of the normal hours by being granted compensatory time on a time-and-one-half basis or by being paid on a time and one-half basis for such overtime work. The basis on which such overtime shall be paid shall be determined solely by the Employer.
- 9.2 The rate of one and one-half (1 1/2) the basic hourly rate shall be the overtime rate for work performed under the following circumstances:
- 9.2(1) Time worked in excess of eight (8) hours in any one normal work day, or
- 9.2(2) Time worked in excess of ten (10) hours in any one normal work day for Fire Protective Systems Inspectors who have mutually agreed to a ten (10) hour normal work day, or
- 9.2(3) Time worked in excess of forty (40) hours in a seven (7) day period.
- 9.3 For the purpose of calculating overtime compensation overtime hours worked shall not be “pyramided”, compounded or paid twice for the same hours worked.
- 9.4 Overtime hours worked as provided by this Article shall be paid in cash or compensatory time as determined by the Employer.
- 9.5 Compensatory time shall be granted or payment made for overtime not later than one year from the time when it is earned. No more than one hundred and fifty (150) hours of overtime may be accumulated in the form of compensatory time. Whenever the time limit or maximum hour limit is exceeded, or when a department determines that compensatory time cannot be granted, payment must be made at the authorized rate. When overtime is paid this shall be shown on the payroll.

ARTICLE 10 - CALL IN/CALL BACK

- 10.1 The Employer retains the right to call in or call back employees before an employee has started a normal work day or normal work week and after an employee has completed a normal work day or normal work week.
- 10.2 Employees called in or called back shall receive a minimum of four (4) hours straight time pay at the basic hourly rate or shall be compensated in accordance with Article 9 (OVERTIME), when applicable, whichever is greater.
- 10.2 (1) Notwithstanding Article 10.2, employees called in four (4) hours or less prior to their normal work day shall complete the normal work day and be compensated only for the overtime hours worked in accordance with Article 9 (OVERTIME).

ARTICLE 11 - WORK LOCATION, RESIDENCY

- 11.1 Employees shall report to work location as assigned by a designated Employer supervisor. During the normal work day employees may be assigned to other work locations at the discretion of the Employer.
- 11.2 The resolution pertaining to residency approved July 26, 1979, under Council File No. 273378 shall apply to all employees covered by this Agreement.

ARTICLE 12 - WAGES

- 12.1 The basic hourly wage rates as established by Appendix C and Appendix F shall be paid for all hours worked by an employee.
- 12.2 Regular, provisional and temporary employees shall be compensated in accordance with Article 12.1 (WAGES) and have fringe benefit contributions and/or deductions made on their behalf as provided for by Article 13 (FRINGE BENEFITS).
- 12.3 All regular employees employed after February 15, 1974, shall be compensated in accordance with Article 12.1 (WAGES) and have fringe benefit contributions and/or deductions made on their behalf as provided for by Article 13 (FRINGE BENEFITS).

ARTICLE 13 - FRINGE BENEFITS

- 13.1 The Employer shall make contributions on behalf of and/or make deductions from the wages of employees covered by this Agreement in accordance with Appendix D and Appendix G for all hours worked.

ARTICLE 14 – SELECTION OF SENIOR PLUMBING INSPECTOR, LEAD PLUMBER AND GENERAL FOREMAN

- 14.1 The selection of personnel for the classes of positions Lead Plumber and Senior Plumbing Inspector shall remain solely with the Employer.
- 14.2 The classes of positions Lead Plumber and Senior Plumbing Inspector shall be filled by employees of the bargaining unit on a “temporary assignment”.
- 14.3 All “temporary assignments” shall be made only at the direction of a designated Employer supervisor.
- 14.4 Such “temporary assignments” shall be made only in cases where the class of positions is vacant for more than one (1) normal work day.

ARTICLE 15 - VACATION

- 15.1 Employees shall be required to take at least ten (10) vacation days per year. These days shall be granted with Employer approval. These vacation days shall be considered non-work days.

ARTICLE 16 - HOLIDAYS

- 16.1 The following eleven (11) days shall be designated as holidays:

New Year’s Day, January 1
Martin Luther King Day, 3rd Monday in January
Presidents’ Day, Third Monday in February
Memorial Day, last Monday in May
Juneteenth Day, June 19
Independence Day, July 4
Labor Day, first Monday in September
Veteran’s Day, November 11
Thanksgiving Day, fourth Thursday in November
Day after Thanksgiving, fourth Friday in November
Christmas Day, December 25

- 16.2 When New Year’s Day, Juneteenth Day, Independence Day or Christmas Day falls on a Sunday, the following Monday shall be considered the designated holiday. When any of these four (4) holidays falls on a Saturday, the preceding Friday shall be considered the designated holiday.
- 16.3 The eleven (11) holidays shall be considered non-work days. Employees may request authorization to work on these days.
- 16.4 Temporary, provisional, probationary and regular employees shall be eligible for a paid holiday for Labor Day, the first Monday in September.

ARTICLE 16 – HOLIDAYS (Continued)

- 16.5 Fire Protective Systems Inspectors shall be eligible for a paid holiday for President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and the Day after Thanksgiving.
- 16.6 If, in the judgment of the Employer, personnel are necessary for operating or emergency reasons, employees may be scheduled, "called in" or "called back" in accordance with Article 10 (CALL IN/CALL BACK).
- 16.7 Employees working on the holidays listed below shall be paid on a straight time basis, in addition to their regular holiday pay as defined in this article.

Martin Luther King Day	Presidents' Day
Juneteenth Day	Day after Thanksgiving
Veterans' Day	

- 16.8 Employees, other than Fire Protective Systems Inspectors, working on the holidays listed below shall be recompensed for work done any of these days by being granted compensatory time on a double time basis or by being paid on a double time basis, in addition to their regular holiday pay as defined in this article.

New Year's Day	Memorial Day
Thanksgiving Day	Christmas Day
Independence Day	Labor Day

- 16.9 Fire Protective Systems Inspectors, working on the holidays listed below shall be recompensed for work done any of these days by being granted compensatory time on a double time basis or by being paid on a double time basis, in addition to their regular holiday pay as defined in the article.

New Year's Day	Christmas Day
Labor Day	

- 16.10 Fire Protective Systems Inspectors, working on the holidays listed below shall be recompensed for work done on this day by being granted compensatory time on a time-and-one-half basis, or by being paid on a time-and-one-half basis for such hours worked, in addition to their regular holiday pay as defined in the article.

Thanksgiving Day	Independence Day
Memorial Day	

ARTICLE 17 – DISCIPLINARY PROCEDURES

- 17.1 The Employer shall have the right to impose disciplinary actions on employees for just cause.

ARTICLE 17 – DISCIPLINARY PROCEDURES (Continued)

17.2 Disciplinary actions by the Employer shall include only the following actions:

- 17.2 (1) Oral reprimand
- 17.2 (2) Written reprimand
- 17.2 (3) Suspension
- 17.2 (4) Demotion
- 17.2 (5) Discharge

17.3 Employees who are suspended, demoted, or discharged shall have the right to appeal these disciplinary actions by following the grievance procedures specified in Article 23 (GRIEVANCE PROCEDURE) of this Agreement.

ARTICLE 18 - ABSENCES FROM WORK

18.1 Employees who are unable to report for their normal work day have the responsibility to notify their supervisor of such absence as soon as possible, but in no event later than the beginning of such work day.

18.2 Failure to make such notification may be grounds for discipline as provided in Article 17 (DISCIPLINARY PROCEDURES).

18.3 Failure to report for work without notification for three (3) consecutive normal work days may be considered a “quit” by the Employer on the part of the employee.

ARTICLE 19 - SENIORITY

19.1 Seniority, for the purposes of this Agreement, shall be defined as follows:

- 19.1 (1) “Master Seniority” - The length of continuous regular and probationary service with the Employer from the last date of employment in any and all class titles covered by this Agreement.
- 19.1 (2) “Class Seniority” - The length of continuous regular and probationary service with the Employer from the date an employee was first appointed to a class title covered by this Agreement.

19.2 Seniority shall not accumulate during an unpaid leave of absence, except when such a leave is granted for a period of less than thirty (30) calendar days; is granted because of illness or injury; is granted to allow an employee to accept an appointment to the unclassified service of the Employer or to an elected or appointed full-time position with the Union.

19.3 Seniority shall terminate when an employee retires, resigns, or is discharged.

ARTICLE 19 – SENIORITY (Continued)

- 19.4 In the event it is determined by the Employer that it is necessary to reduce the work force, all temporary employees shall be released prior to the layoff of permanent employees. Further, it is management's intent that permanent employees will be laid off by class title within each Department based on inverse length of "Class Seniority". However, management reserves the right to institute layoffs out of seniority for legitimate business reasons. The Union will receive written notification of the legitimate business reason. Management's exercise of this right shall not be arbitrary or capricious. If the Union believes that an out-of-order layoff has occurred for an arbitrary or capricious reason, such decision may be grieved under Article 23 (GRIEVANCE PROCEDURE). Upon request, the parties agree to a meet and confer to discuss any out of order layoff. This Article shall not be used in place of Article 17 (DISCIPLINARY PROCEDURES) to discharge employees.
- 19.4 (1) For the purpose of this Article, pursuant to Article 14 (SELECTION OF SENIOR PLUMBING INSPECTOR, LEAD PLUMBER AND GENERAL FOREMAN) temporary assignments are not deemed separate class titles within departments.
- 19.5 In the event it is determined by the Employer that it is necessary to reduce the number of Plumbing Inspectors in the Department of Safety and Inspections, employees will be laid off in inverse order of their "Class Seniority".
- 19.6 The selection of vacation periods shall be made by class title based on length of "Class Seniority", subject to the approval of the Employer.

ARTICLE 20 - JURISDICTION

- 20.1 Disputes concerning work jurisdiction between and among unions is recognized as an appropriate subject to determination by the various unions representing employees of the Employer.
- 20.2 The Employer agrees to be guided in the assignment of work jurisdiction by any mutual Agreements between the unions involved.
- 20.3 In the event of a dispute concerning the performance or assignment of work, the unions involved and the Employer shall meet as soon as mutually possible to resolve the dispute. Nothing in the foregoing shall restrict the right of the Employer to accomplish the work as originally assigned pending resolution of the dispute or to restrict the Employer's basic right to assign work.
- 20.4 Any employee refusing to perform work assigned by the Employer and as clarified by Sections 20.2 and 20.3 above shall be subject to disciplinary action as provided in Article 17 (DISCIPLINARY PROCEDURES).
- 20.5 There shall be no work stoppage, slow down, or any disruption of work resulting from a work assignment.

ARTICLE 21 - SEPARATION

- 21.1 Employees having a probationary or regular employment status shall be considered separated from employment based on the following actions:
- 21.1 (1) **Resignation.** Employees resigning from employment shall give written notice fourteen (14) calendar days prior to the effective date of the resignation.
 - 21.1 (2) **Discharge.** As provided in Article 17 (DISCIPLINARY PROCEDURES).
 - 21.1 (3) **Failure to Report for Duty.** As provided in Article 18 (ABSENCES FROM WORK).
- 21.2 Employees having a temporary or provisional employment status may be terminated at the discretion of the Employer before the completion of a normal work day.

ARTICLE 22 - TOOLS

- 22.1 All employees shall personally provide themselves with the tools of the trade as listed in Appendix B.

ARTICLE 23 - GRIEVANCE PROCEDURE

- 23.1 The Employer shall recognize the Steward selected in accordance with Union rules and regulations as the grievance representative of the bargaining unit. The Union shall notify the Employer in writing of the name of the Steward and of his/her successor when so named.
- 23.2 It is recognized and accepted by the Employer and the Union that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and shall therefore be accomplished during working hours only when consistent with such employee duties and responsibilities. The Steward involved and a grieving employee shall suffer no loss in pay when a grievance is processed during working hours, provided, the Steward and the employee have notified and received the approval of their supervisor to be absent to process a grievance and that such absence would not be detrimental to the work programs of the Employer.
- 23.3 The procedure established by this article shall be the sole and exclusive procedure for the processing of grievances, which are defined as an alleged violation of the terms and conditions of this Agreement.
- 23.4 Grievances shall be resolved in conformance with the following procedure:
- Step 1.** Upon the occurrence of an alleged violation of this Agreement, the employee involved shall attempt to resolve the matter on an informal basis with the employee's supervisor. If the matter is not resolved to the employee's satisfaction by the informal discussion it may be reduced to writing and referred to Step 2 by the Union. The written

ARTICLE 23 - GRIEVANCE PROCEDURE (Continued)

grievance shall set forth the nature of the grievance, the facts on which it is based, the alleged section(s) of the Agreement violated, and the relief requested. Any alleged violation of the Agreement not reduced to writing by the Union within seven (7) calendar days of the first occurrence of the event giving rise to the grievance or within the use of reasonable diligence should have had knowledge of the first occurrence of the event giving rise to the grievance, shall be considered waived.

Step 2. Within seven (7) calendar days after receiving the written grievance a designated Employer supervisor shall meet with the Union Steward and attempt to resolve the grievance. If, as a result of this meeting, the grievance remains unresolved, the Employer shall reply in writing to the Union within three (3) calendar days following this meeting. The Union may refer the grievance in writing to Step 3 within seven (7) calendar days following receipt of the Employer's written answer. Any grievance not referred in writing by the Union within seven (7) calendar days following receipt of the Employer's answer shall be considered waived.

Step 3. Within seven (7) calendar days following receipt of a grievance referred from Step 2 a designated Employer supervisor shall meet with the Union Business Manager or his/her designated representative and attempt to resolve the grievance. Within seven (7) calendar days following this meeting the Employer shall reply in writing to the Union stating the Employer's answer concerning the grievance. If, as a result of the written response the grievance remains unresolved, the Union may refer the grievance to Step 4. Any grievance not referred in writing by the Union to Step 4 within seven (7) calendar days following receipt of the Employer's answer shall be considered waived.

Step 4. If the grievance remains unresolved, the Union may within seven (7) calendar days after the response of the Employer in Step 3, by written notice to the Employer, request arbitration of the grievance. The arbitration proceedings shall be conducted by an arbitrator to be selected by mutual Agreement of the Employer and the Union within seven (7) calendar days after notice has been given. If the parties fail to mutually agree upon an arbitrator within the said seven (7) day period, either party may request the Bureau of Mediation Services to submit a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to strike two (2) names from the panel. The Union shall strike the first (1st) name; the Employer shall then strike one (1) name. The process will be repeated and the remaining person shall be the arbitrator.

- 23.5 The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the specific issue submitted in writing by the Employer and the Union and shall have no authority to make a decision on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be based solely on the arbitrator's interpretation or application of the express terms of this Agreement and to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the Employer, the Union and the employees.

ARTICLE 23 – GRIEVANCE PROCEDURE (Continued)

- 23.6 The fees and expenses for the arbitrator’s services and proceedings shall be borne equally by the Employer and the Union, provided that each party shall be responsible for compensating its own representative and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made providing it pays for the record.
- 23.7 The time limits in each step of this procedure may be extended by mutual Agreement of the Employer and the Union.

ARTICLE 24 - RIGHT OF SUBCONTRACT

- 24.1 The Employer may, at any time during the duration of this Agreement, contract out work done by the employees covered by this Agreement. In the event that such contracting would result in a reduction of the work force covered by this Agreement, the Employer shall give the Union a ninety (90) calendar day notice of the intention to sub-contract.
- 24.2 The sub-contracting of work done by the employees covered by this Agreement shall in all cases be made only to Employers who qualify in accordance with Ordinance No. 14013.

ARTICLE 25 - NON-DISCRIMINATION

- 25.1 The terms and conditions of this Agreement will be applied to employees equally without regard to, or discrimination for or against, any individual because of race, color, creed, sex, age, or because of membership or non-membership in the Union.
- 25.2 Employees will perform their duties and responsibilities in a non-discriminatory manner as such duties and responsibilities involve other employees and the general public.

ARTICLE 26 - SEVERABILITY

- 26.1 In the event that any provision(s) of this Agreement is declared to be contrary to law by proper legislative, administrative, or judicial authority from whose finding, determination, or decree no appeal is taken, such provision(s) shall be voided. All other provisions shall continue in full force and effect.
- 26.2 The parties agree to, upon written notice, enter into negotiations to place the voided provisions of the Agreement in compliance with the legislative, administrative, or judicial determination.

ARTICLE 27 - WAIVER

- 27.1 The Employer and the Union acknowledge that during the meeting and negotiating which resulted in this Agreement, each had the right and opportunity to make proposals with respect to any subject concerning the terms and conditions of employment. The Agreements and understandings reached by the parties after the exercise of this right are fully and completely set forth in this Agreement.

ARTICLE 27 – WAIVER (Continued)

- 27.2 Therefore, the Employer and the Union for the duration of this Agreement agree that the other party shall not be obligated to meet and negotiate over any term or conditions of employment whether specifically covered or not specifically covered by this Agreement. The Union and Employer may, however, mutually agree to modify any provision of this Agreement.
- 27.3 Any and all prior ordinances, Agreements, resolutions, practices, policies, and rules or regulations regarding the terms and conditions of employment, to the extent they are inconsistent with this Agreement, are hereby superseded.

ARTICLE 28 - CITY MILEAGE

- 28.1 Automobile Reimbursement Authorized: Pursuant to Chapter 33 of the Saint Paul Administrative Code, as amended, pertaining to reimbursement of City officers and employees for the use of their own automobiles in the performance of their duties, the following provisions are adopted.
- 28.2 Method of Computation: To be eligible for such reimbursement, all officers and employees must receive written authorization from the Department Head. Employees of this bargaining unit shall receive the current IRS mileage reimbursement rate.
- 28.3 The City will provide parking at a location and manner of the Employer's choice within a reasonable distance of the work site for City employees on either of the above mentioned types of reimbursement plans who are required to have their personal car available for City business. Such parking will be provided only for the days the employee is required to have his or her own personal car available.

ARTICLE 29 - SAFETY

- 29.1 Accident and injury free operations shall be the goal of the Employer and Employees. The Employer and employees will, to the best of their ability abide by, and live up to the requirements of the several State and Federal Construction Safety Codes and Regulations.
- 29.2 To this end the Employer shall from time to time issue rules or notices to his Employees regarding on the job safety requirements. Any Employee violating such rules or notices shall be subject to disciplinary action. No Employee may be discharged for refusing to work under unsafe conditions.
- 29.3 Such safety equipment as required by governmental regulations shall be provided without cost to the Employee. At the Employer's option, the Employees may be required to sign for safety equipment and shall be obligated to return same upon discharge, layoff, quit or other termination in comparable condition as when issued, providing reasonable wear and tear. The Employer shall have the right to withhold the cost of such safety equipment if not returned.

ARTICLE 29 – SAFETY (Continued)

29.4 The Employer agrees to pay \$30.00 toward the cost of a pair of safety shoes purchased by an employee who is a member of this unit. The Employer shall only contribute toward the cost of one pair of shoes per contract year. This reimbursement of \$30.00 shall be made only after investigation and approval by the immediate supervisor of the employee. This \$30.00 Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes or boots.

ARTICLE 30 - LEGAL SERVICES

- 30.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, or indifference to rights of others, the Employer shall defend, save harmless and indemnify employee against tort claim or demand whether groundless or otherwise arising out of alleged acts or omission occurring in the performance or scope of the Employee's duties.
- 30.2 Notwithstanding the provisions of Section 30.1 the Employer shall not be required to defend or indemnify any employee against personal liability, or damages, costs or expense (a) resulting from a claim, suit, verdict, finding, determination or judgment that the employee has committed an intentional tort or torts, including but not limited to slander, libel and/or other defamatory harms; or (b) arising out of cross claims, counterclaims, affirmative defenses and/or separate actions brought against such employee in response to or resulting from claims, allegations, demands or actions (whether or not litigation was actually commenced) brought, made or instituted by such employee.
- 30.3 Notwithstanding the provisions of section 30.1 or 30.2, the Employer may at its sole discretion defend an employee against allegations, claims, demands or actions wholly or in part based on or arising out of claimed intentional torts, and in such cases, the employee consents to the extent lawfully permitted to such representation without regard to actual or potential conflicts of interest.
- 30.4 Each employee, within twenty (20) days after receiving notice of (1) a tort claim or demand, action, suit or proceeding against him/her, (2) a judgment, verdict, finding or determination, either of which arises out of alleged or found acts or omissions occurring in the performance or scope of the employee's duties, shall notify the City by giving written notice thereof to the Office of the City Clerk.

ARTICLE 31 - UNIFORM ALLOWANCE

- 31.1 Fire Protective Systems Inspectors in the Department of Safety and Inspections who are required to wear a specified uniform shall receive a uniform reimbursement of \$645.60 in 2021, and \$655.28 in 2022 to be paid by the department through a reimbursement account.

ARTICLE 31 - UNIFORM ALLOWANCE (Continued)

- 31.2 Plumbing Inspectors in the St. Paul Regional Water Services who are required to wear a uniform as determined by the Employer shall receive an initial issuance upon hire of \$300.00 toward the purchase of uniform items. They shall receive a uniform maintenance allowance beginning in the first year after initial issuance of \$300.00 per calendar year.

ARTICLE 32 - DURATION AND PLEDGE

- 32.1 Unless otherwise specifically stated elsewhere herein, this Agreement is effective the date of signing by the Employer and the Union and shall remain in effect through the 30th day of April, 2024, and continue in effect from year to year thereafter unless notice to change or to terminate is given in the manner provided in Article 32.2.
- 32.2 If either party desires to terminate or modify this Agreement, effective as of the date of expiration, the party wishing to modify or terminate the Agreement shall give written notice to the other party, not more than ninety (90) or less than sixty (60) calendar days prior to the expiration date, provided, that the Agreement may only be so terminated or modified effective as of the expiration date.
- 32.3 In consideration of the terms and conditions of employment established by this Agreement and the recognition that the GRIEVANCE PROCEDURE herein established is the means by which grievances concerning its application or interpretation may be peacefully resolved, the parties hereby pledge that during the term of the Agreement;
- 32.3 (1) The Union and the employees will not engage in, instigate, or condone any concerted action in which employees fail to report for duty, willfully absent themselves from work, stop work, slow down their work, or absent themselves in whole or part from the full, faithful performance of their duties of employment.
 - 32.3 (2) The Employer will not engage in, instigate, or condone any lock-out of employees.
 - 32.3 (3) This constitutes a tentative Agreement between the parties which will be recommended by the Director of Human Resources, but is subject to the approval of the Administration of the City, and is also subject to ratification by the Union.

APPENDIX A

The classes of positions recognized by the Employer as being exclusively represented by the Union are as follows:

- Fire Protective Systems Inspectors
- Lead Plumber
- Plumber
- Senior Plumbing Inspector
- Plumbing Inspector
- Plumbing Inspector--Water Department

and other classes of positions that may be established by the Employer where the duties and responsibilities assigned are determined by the Bureau of Mediation Services to be appropriately represented by this bargaining unit.

APPENDIX B

6' Folding rule

APPENDIX C

- The basic hourly wage rate for temporary and emergency employees appointed to the following classes of positions shall be:

	Effective <u>05/01/2021</u> (or closest payroll period)
Plumber	\$50.47*
Lead Plumber	\$54.67*
Plumbing Inspector	\$54.42*
Plumbing Inspector -Water Utility	\$54.42*
Senior Plumbing Inspector**	\$56.12*

*This rate includes the \$6.37 taxable vacation contribution.

Apprentice Wage and Benefit Schedule – Indentured after January 1, 2013

	1st Year	2nd Year	3rd Year	4th Year	5th Year
Check	19.84	22.06	26.46	30.88	35.28
Credit Union	3.17	3.21	3.74	6.04	6.44
Total Taxable	23.01	25.27	30.20	36.92	41.72
Health & Welfare	9.16	9.16	9.16	9.16	9.16
Retirees H & W	--	--	1.30	1.30	1.30
App Training Fund	.62	.66	.67	.67	.67
Int'l National Training	.10	.10	.10	.10	.10
Pension	--	1.40	3.50	4.41	6.85
Pension Supplement	2.58	2.80	2.30	2.48	3.15
Total Non-Taxable	12.46	14.12	17.03	18.12	21.23
Total Package	35.47	39.39	47.23	55.04	62.95

The basic hourly rate for temporary employees whose length of employment and earnings require that they be subject to Public Employees Retirement Association (PERA) contributions shall be the temporary rate divided by 1.075 effective January 1, 2015. This amount is subject to further increase or decrease by the State of Minnesota.

- The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classes of positions and who are eligible to participate in PERA shall be:

APPENDIX C (Continued)

	Effective <u>05/01/2021</u> (or closest payroll period)
Plumber	\$ 46.95*
Lead Plumber	\$ 50.86*
Plumbing Inspector	\$ 50.62*
Plumbing Inspector - Water Utility	\$ 50.62*
Senior Plumbing Inspector**	\$ 52.20*

*This rate includes the \$6.37 taxable vacation contribution.

*Effective January 1, 1998, this rate includes a taxable vacation contribution

**The hourly rate of Senior Plumbing Inspector is \$1.45 above the Plumbing Inspector rate.

***The hourly rate of the Senior Plumbing Inspector is increased by \$0.25 per hour.

***The hourly rate of the Lead Plumber is increased by \$0.25 per hour.

Effective **May 1, 2021** (or closest payroll period), there will be an additional **\$2.50** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **May 1, 2022** (or closest payroll period), there will be an additional **\$2.50** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **May 1, 2023** (or closest payroll period), there will be an additional **\$2.50** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contributions) remains constant.

In the event Local 34 and any plumbing contractor affiliated or not affiliated with Twin Cities Piping Industry Association and doing business in the seven county metropolitan area agree to a total commercial package different from the above total commercial package such differences shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

The State of Minnesota has changed the Public Employees Retirement Association (PERA) contribution rates for employers and employees. The current rate for applicable employees is 7.5%.

Effective **January 1, 2020**, all employees hired will be "Non-PERA."

APPENDIX D

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective **May 1, 2021** (or the closest pay period) for participating employees working in a title listed under the heading, Group A, in Appendix A, the Employer shall:

- (1) contribute to a Union designated **Credit Union** \$6.37 per hour, for which payroll deductions have been made, for all hours worked by participating employees, as defined in Articles 12.3, 12.4 and 12.5 of this Agreement.
- (2) contribute to a **Health and Welfare Fund** \$9.16 per hour for all hours worked by participating employees, as defined above.
- (3) contribute to a **Retiree Health Trust** \$1.55 per hour for all hours worked by participating employees, as defined above.
- (4) contribute to the **Pension Funds** \$16.50 per hour for all hours worked by participating employees, as defined above.
- (5) contribute to the **Journeyman and Apprenticeship Training Fund** \$0.92 per hour for all hours worked by participating employees, as defined above.
- (6) contribute to the **International Training Fund** \$0.10 per hour for all hours worked by participating employees, as defined above.

The Employer will not make the above contributions for Holidays or vacation.

All contributions made in accordance with this Appendix D shall be forwarded to the Twin City Pipe Traders Service Association. The Employer shall establish Workers Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to participating employees as defined in Articles 12.3 is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

APPENDIX E

WORKING CONDITIONS FOR SENIOR PLUMBING INSPECTORS AND PLUMBING INSPECTORS

As a result of the 1974 settlement, the Parties have established craft-determined rates for Senior Plumbing Inspectors and for Plumbing Inspectors, with the specific understanding that such Agreement is restricted to established rates of pay for such classifications. It is, consequently, agreed that the Employer in applying Article 3 (EMPLOYER RIGHTS) of the Maintenance Labor Agreement, shall have the right to operate the Department in the same manner as heretofore, with management rights unaffected, and that the establishment of separate rates for these classifications as well as for Inspector classifications in other Bargaining Units, may not result in disputes over assignments or over rates of pay for work performed, nor will any jurisdictional claims or restrictions be asserted by the Union because members of various Inspector classifications are assigned to work which is also performed by other Inspector classifications.

APPENDIX F

1. The basic hourly wage rate for temporary and employees appointed to the following classification shall be:

Fire Protective Systems Inspector:

Effective	Effective	Effective	Effective	Effective	Effective
**06/01/2021	**01/01/2022	**06/01/2022	**01/01/2023	**06/01/2023	**01/01/2024
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
\$52.93*	TBD*	TBD*	TBD*	TBD*	TBD*

* This rate includes the \$1.00 taxable vacation contribution.

** Or closest payroll date.

2. The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classification shall be:

Fire Protective Systems Inspector:

Effective	Effective	Effective	Effective	Effective	Effective
**06/01/2021	**01/01/2022	**06/01/2022	**01/01/2023	**06/01/2023	**01/01/2024
(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)	(or closest pay period)
\$49.24*	TBD*	TBD*	TBD*	TBD*	TBD*

* This rate includes the \$1.00 taxable vacation contribution.

** Or closest payroll date.

Effective **June 1, 2021** (or closest payroll period), there will be an additional **\$2.60** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **January 1, 2022** (or closest payroll period), there will be an additional **\$0.00** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **June 1, 2022** (or closest payroll period), there will be an additional **\$2.60** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **January 1, 2023** (or closest payroll period), there will be an additional **\$0.00** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **June 1, 2023** (or closest payroll period), there will be an additional **\$2.60** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **January 1, 2024** (or closest payroll period), there will be an additional **\$0.00** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

The basic hourly wage rate for provisional, regular, and probationary employees shall be determined by dividing the rate for temporary and appointed employees (outside rate) by 1.075. The current rate of employer contributions to the Public Employees Retirement Association (PERA) is 7.5% of the employee's basic hourly wage rate defined herein. The current rate of employee PERA contribution is 6.5% of the employee's basic hourly wage rate defined herein. The hourly dollar amount of the PERA contribution shall be determined by multiplying the employee's basic hourly wage rate amount by .075 for employer contributions and by .065 for employee contributions. These percentages may be changed by legislative amendments to the PERA statute. Employee contributions shall be deducted from employee wages, and employer contributions shall be paid to PERA on behalf of each eligible employee by the employer.

Effective **July 1, 2020**, all employees hired will be "Non-PERA."

APPENDIX G

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective **June 1, 2021** (or closest payroll date), for employees working in the title of Fire Protective Systems Inspector, the Employer shall:

- (1) contribute to a Health and Welfare Fund **\$9.91 per hour for all hours worked.**
- (2) contribute to the National Pension Fund **\$7.00 per hour for all hours worked.**
- (3) contribute to the Supplemental Pension Fund **\$12.00 per hour for all hours worked.**
- (4) contribute to the Education Fund **\$0.72 per hour for all hours worked.**
- (5) deduct and forward to the Vacation Fund **\$1.00 per hour for all hours worked.**
- (6) contribute to the International Training Fund **\$0.10 per hour for all hours worked.**
- (7) deduct and forward to the Dues Fund **four percent (4%) of the base wage for all hours worked.**
- (8) deduct and forward to the UA Organizing Assessment **\$0.10 per hour for all hours worked.**

All contributions and deductions made in accordance with this Appendix G shall be forwarded to the Union along with a detail of the contributions and deductions.

The Employer shall establish Worker's Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded the contributions and/or deductions.