

**Manual & Maintenance Supervisory Association and City of St. Paul
2021-2022 Contract Summary**

Below is a summary of the agreements made during the negotiation of the 2021-2022 collective bargaining agreement between the City of St. Paul and the MMSA.

Date of TA: November 19, 2021

Duration: Two years (2021-2022)

Wages: 2021: 2021: 1% (Jan 1st or closest pay period)
2022: 2% (Jan 1st or closest pay period)
2022: 0.5% (July 1st or closest pay period)

ARTICLE 2 – RECOGNITION: Update job classifications and add equity language:
2.6 The Union supports City goals, policies and practices intended to advance race and gender equity, reverse disparity trends and eliminate systemic racism to achieve fair, just and equitable opportunities and outcomes for all people.

ARTICLE 6 – ASSOCIATION SECURITY: Update language to comply with Janus.

ARTICLE 7 – EMPLOYEE RIGHTS: Modify response duration to 10 business days.

ARTICLE 11 – OVERTIME AND PREMIUMS: Clean up obsolete Shift Differential language; increase Abatement premium from \$0.60 hr. to \$1.90 hr. effective 1/1/22.

ARTICLE 12 - UNIFORMS: Increase safety shoe allowance to \$250 per payroll year effective 1/1/22. Provide new \$300 uniform allowance to four zoo staff effective 1/1/22.

ARTICLE 13 - VACATION: Add 0.5 days to each level of vacation schedule effective 1/1/22.

ARTICLE 14 - HOLIDAYS: Juneteenth added to the holiday schedule.

ARTICLE 15 - INSURANCE: Incorporate 2021 and 2022 contribution rates.

ARTICLE 17 – SEVERANCE PAY: Eliminate obsolete language. Effective 1/1/22 add new level to schedule of 600 hours = \$7,500 payout; increase payout for 1800 hours from \$15,000 to \$18,000; and decrease minimum eligibility from 20 years to 19 years.

ARTICLE 18 – WORKING OUT OF CLASS: Parties agree to a Labor-Management Committee at SPRWS to discuss WOOC.

ARTICLE 22 – DEFERRED COMPENSATION: City contribution increased by \$75 at each level effective 1/1/22. Clarification language added regarding eligibility.

MOA: Update all MOA's.; revise Forestry MOA to include new pay structure based hourly rate at OT – 1 hr for weekdays, 2 hrs for weekends, 3 hrs for Holidays.

PUBLIC WORKS ON-CALL - The parties agree to engage in a Labor-Management Committee with the goal of reaching an agreement for On-Call pay in Public Works Street Maintenance and Sewer Operations divisions similar to the Parks Forestry On-Call MOA. The parties agree to make a good faith effort to achieve this goal

All other agreements were of a housekeeping nature.