

MEMORANDUM OF AGREEMENT

2022-2023 TERMS AND CONDITIONS OF EMPLOYMENT FOR LABORERS

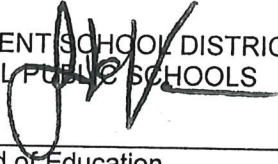
This Memorandum of Agreement is by and between Independent School District No. 625 ("District"), Employer, and the Laborers Local 563, exclusive representative for laborers. The purpose of this agreement is to establish terms and conditions of employment for the period of May 1, 2022 through April 30, 2023.

PERTINENT FACTS:


The employment agreement with School District laborers requires a wage reopener for the second year, May 1, 2022 through April 30, 2023. The terms and conditions in the 2021-2024 contract, except for Appendices A and B, will remain in force through April 30, 2024. Revised Appendices A and B are attached to this Memorandum of Agreement and constitute the annual wage/benefit changes for this group for the period May 1, 2022, through April 30, 2023.

All other terms and conditions of employment remain unchanged and in force through April 30, 2024.

INDEPENDENT SCHOOL DISTRICT NO. 625
SAINT PAUL PUBLIC SCHOOLS



Chair, Board of Education




Assistant Director of Employee Labor Relations



Date

LABORERS LOCAL 563



Business Manager



Date

Attachments: 2023-2023 Appendix A and Appendix B

APPENDIX A

HOURLY WAGE AND BENEFIT RATES

A-1 The total hourly cost to the Employer for wages plus any and all fringe benefits contributions or deductions for employees under this Agreement shall not exceed the following amounts:

	<u>Effective 9/11/2021</u>	<u>Effective 4/23/2022</u>	<u>Effective 4/22/2023</u>
Journeyworker Laborer	\$59.90	\$62.40	*
Foreman*	\$62.90	\$65.40	*
Landscape Laborer	\$44.45	\$46.20	*
Plaster Tender	\$61.28	\$63.78	*

*Foreman is compensated at \$3.00 over the Journeyworker scale.

****NOTE FOR APPENDIX A-1:** Where amounts have not been listed in the above table, any annual adjustments in the total cost of wages and benefits will be determined by the agreed-upon total packages of wages and benefits in the applicable Minnesota Laborers Agreements.

A-2 The total taxable hourly rate including wages and the vacation contributions and excluding all other benefit costs and obligations for employees for whom the employer contributes to PERA and who are appointed to the following classes of positions shall be as follows:

	<u>Effective 9/11/2021</u>	<u>Effective 4/23/2022</u>	<u>Effective 4/22/2023</u>
Journeyworker Laborer	\$37.78	\$39.59	*
Foreman	\$40.57	\$42.38	*
Landscape Laborer	\$26.28	\$27.39	*

***NOTE FOR APPENDIX A-2:** Where amounts have not been listed in the above table, the hourly rates shall be determined at a later date based on the allocation agreed to by the Employer and the Union of the total hourly cost of wages and benefits as defined in Appendix A-1.

A-2A The basic hourly wage rates in this Appendix (A-2A) are for compensation analysis purposes only. These figures represent the portion of the Appendix A-1 rates above specifically allocated to wages for employees who are not exempt from PERA. These rates do NOT include taxable benefit contributions and therefore should NOT be used for taxable payroll calculations. See Appendix A-2 above for total taxable payroll information.

	<u>Effective 9/11/2021</u>	<u>Effective 4/23/2022</u>	<u>Effective 4/22/2023</u>
Journeyworker Laborer	\$35.23	\$36.84	*
Foreman	\$38.02	\$39.63	*
Landscape Laborer	\$23.78	\$24.84	*

*NOTE FOR APPENDIX A-2A: Where amounts have not been listed in the above table, the hourly rates shall be determined at a later date based on the allocation agreed to by the Employer and the Union of the total hourly cost of wages and benefits as defined in Appendix A-1.

A-3. The total taxable hourly rate including wages and the vacation contribution for employees who are exempt from PERA and are appointed to the following classes of positions shall be:

	<u>Effective 9/11/2021</u>	<u>Effective 4/23/2022</u>	<u>Effective 4/22/2023</u>
Journeyworker Laborer	\$40.61	\$42.56	*
Foreman	\$43.61	\$45.56	*
Landscape Laborer	\$28.25	\$29.44	*
Plaster Tender	\$41.02	\$42.97	*

*NOTE FOR APPENDIX A-3: Where amounts have not been listed in the above table, the hourly rates shall be determined at a later date based on the allocation agreed to by the Employer and the Union of the total hourly cost of wages and benefits as defined in Appendix A-1.

A-4 For employees working in the classifications of Journeyworker Laborer and Foreman, the following fringe benefit contributions shall be made to the Minnesota Laborers' Fringe Benefit Funds for each hour worked:

	<u>Effective 9/11/2021</u>	<u>Effective 4/23/2022</u>	<u>Effective 4/22/2023</u>
Health and Welfare	\$8.65	\$8.90	*
Pension	\$10.27	\$10.52	*
Vacation (Taxable Contribution)	\$2.55	\$2.75	*
Training	\$.37	\$.42	*

*NOTE FOR APPENDIX A-4: Where amounts have not been listed in the above table, the fringe benefits contribution amounts shall be determined at a later date based on the allocations in the applicable Minnesota Laborers Agreement.

A-4A For employees working in the classification of Landscape Laborer the following fringe benefit contributions shall be made to the Minnesota Laborers' Fringe Benefit Funds for each hour worked:

	<u>Effective 9/11/2021</u>	<u>Effective 4/23/2022</u>	<u>Effective 4/22/2023</u>
Health and Welfare	\$8.65	\$8.90	*
Pension	\$7.18	\$7.44	*
Vacation (Taxable Contribution)	\$2.50	\$2.55	*
Training	\$.37	\$.42	*

*NOTE FOR APPENDIX A-4A: Where amounts have not been listed in the above table, the fringe benefits contribution amounts shall be determined at a later date based on the allocations in the applicable Minnesota Laborers Agreement.

A-4B For employees working in the classification of Plaster Tender the following fringe benefit contributions shall be made to the Minnesota Laborers' Fringe Benefit Funds for each hour worked:

	<u>Effective 9/11/2021</u>	<u>Effective 4/23/2022</u>	<u>Effective 4/22/2023</u>
Health and Welfare	\$8.65	\$8.90	*
Pension	\$11.24	\$11.49	*
Vacation (Taxable Contribution)	\$2.55	\$2.75	*
Training	\$.37	\$.42	*

*NOTE FOR APPENDIX A-4B: Where amounts have not been listed in the above table, the fringe benefits contribution amounts shall be determined at a later date based on the allocations in the applicable Minnesota Laborers Agreement.

A-5 The Employer agrees to pay 100% of the wages and benefits per the applicable Minnesota Laborers' Agreements for each year of this Agreement.

A-6

1. For employees working in titles listed in this Appendix A who are subject to Public Employees Retirement Association contributions, the rate of pay shall be the hourly rate shown in this Appendix A for such title divided by one (1) plus the Employer PERA rate.
2. If the Union elects to have the fringe benefit contributions listed in this Appendix A increased or decreased, the Employer shall adjust the applicable hourly pay rates and contribution amounts accordingly.

APPENDIX B

TOOLS, EQUIPMENT, AND CLOTHING

Employer will provide employee with necessary tools to accomplish daily work. Tools are the property of the employer, will be inventoried and must be returned upon employment separation. Tools are to be used for district use only.

The District will provide uniform clothing. Employees in this bargaining unit are required to wear the District uniform when on duty.

Each employee is responsible for laundering and pressing uniforms. If a uniform shirt becomes damaged beyond repair during the course of duty, it will be replaced when the damaged shirt is returned to the District.