

MEMORANDUM OF AGREEMENT

Between

The City of Saint Paul

And

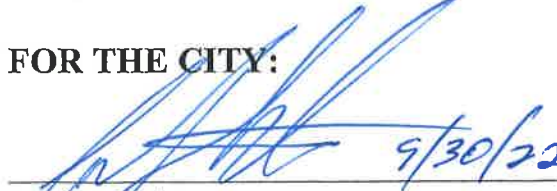
DISTRICT LODGE NO. 77

**INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS
AFL-CIO**

This MOA (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and International Association of Machinists and Aerospace Workers, District Lodge No. 77 (hereinafter "Union") for the purpose of establishing a tuition sponsorship program for Vehicle Technician Trainees who meet certain conditions. The parties agree to the following:

- 1) The City will enter into an agreement with eligible employees to reimburse them for their tuition expenses upon successful completion of a two-year degree program in an approved maintenance technician related program.
- 2) Eligible two-year degree programs will be approved by the City prior to agreement initiation.
- 3) Reimbursement will take place incrementally over a three-year period in the form of a tuition reimbursement payment each pay period (roughly \$200/pay period) in addition to their regular wages.
- 4) Reimbursement will only be provided for costs directly associated with required credits relevant to eligible degree programs. Reimbursement will not be provided for additional costs like books, travel, parking, etc.
- 5) Students will have the opportunity to work part-time as a Technician Trainee while the employee/student is enrolled -or- student can begin full time employment as Technician Trainee after graduation.
- 6) To qualify for reimbursement, eligible employees must: currently be enrolled or enroll in an eligible two-year degree program within six months of the agreement initiation, successfully complete the approved program with a 3.0 GPA or better, be employed full-time in the title of Vehicle Technician Trainee at the City of St. Paul.
- 7) To qualify for reimbursement, graduates must be employed full-time at the City of Saint Paul.
- 8) Total reimbursement is not to exceed \$18,000.
- 9) Vehicle Technician Trainees are included in the Machinists bargaining unit, and as such are eligible for membership in the union.
- 10) This is a pilot program starting October 1, 2022 and shall renew annually unless one party notifies the other of a desire to end the program or renegotiate the terms of this MOA.
- 11) Employees hired through this program shall be eligible for the Tool & Shoe allowance per Article 9.2 of the collective bargaining agreement.
- 12) There will be no more than one Vehicle Technician Trainee who is eligible for tuition reimbursement under this MOA, per work location at the City.
- 13) This MOA affects no other terms and conditions of employment.

FOR THE CITY:

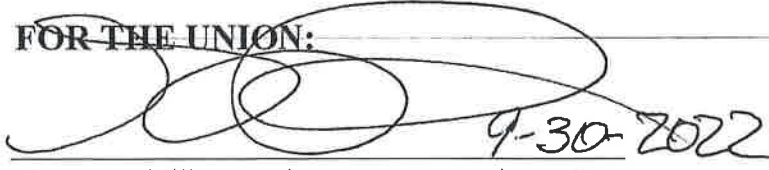


Jason Schmidt

Date

Labor Relations Manager

FOR THE UNION:



Sherman Phillips, Business Representative

Date

International Association of Machinists and
Aerospace Workers, District Lodge Number 77