MEMORANDUM OF AGREEMENT

Between The City of Saint Paul And

AFSCME District Council 5: Clerical, Local 2508 and Technical, Local 1842 Operating Engineers, Local 70 and Professional Employees Association

This MOA is entered into by the City of Saint Paul and the above listed Unions for the purpose of adjusting the overtime paid to certain employees of the Library who were paid for the 2021 Juneteenth Holiday. Based on the short notice of the additional holiday, Libraries was unable to change scheduled programming and associated assignment of staff which resulted in confusion regarding payment of overtime. In recognition of the unique implementation of this holiday, the parties agree to the following:

- 1) The short notice of implementation of the Juneteenth holiday resulted in the Department being unable to adjust programming and associated staffing to reflect the observed holiday.
- 2) Historically and currently, all library staff are on an Observed Holiday policy.
 - a. Libraries have their own policy due to difference in Day after Thanksgiving and Christmas Eve.
 - b. Traditionally, Libraries has conformed to the Observed holiday policy and closed locations.
- 3) There are approximately 85 employees who were expecting 1.5 pay for working on Juneteenth.
- 4) All of those employees received their Holiday benefit on June 18 (observed).
- 5) All of those employees were paid 80 hours for both PP13 and PP14.
 - a. Service hours have already been recorded for both PPs.
 - b. Had employees been on an "actual" holiday policy schedule, they would not have been paid holiday benefit on June 18th and would have been short eight hours of pay for the pay period ending June 18, 2021.
- 6) Absent an MOA, employees would have had to work additional hours or take leave during PP 13, ending June 18, 2021 to earn their complete service hours for PP 13.
- 7) As such, the City will enter into a "one time only" agreement with no precedent to pay Library employees who worked on 6/19 an additional 0.5 pay per hour *worked* on 6/19/2021.
- 8) Employees who worked on both 6/18/2021 and 6/19/2021 will only be paid 0.5 pay for the difference of 6/18/21 and 6/19/2021 hours worked.
- 9) This agreement resolves all issues raised regarding the implementation of Juneteenth.
- 10) This agreement sets no precedent and will not be referenced in future agreements between the parties.

FOR THE CITY:	
AMINO	03-04-2022
Jason Schmidt	Date
Labor Relations Manager	

FOR THE UNION:

Dane Ryan, Field Representative

AFSCME District Council 5:

Clerical, Local 2508 and Technical, Local 1842

Dan Wietman, Business Representative Date

Operating Engineers Local 70

Regina Etoll, President

Date

Date

Professional Employees Association