## MEMORANDUM OF AGREEMENT BETWEEN CITY OF ST. PAUL, AND AFSCME TECHNICAL LOCAL 1842

This Memorandum of Agreement is entered into between the City of St. Paul ("City") and the AFSCME Technical Local 1842 ("Union") for the purpose of determining the rate of pay at which Union members will be paid during the period in which they are allowed to work during the evening for their own convenience. The parties agree to the following:

- 1) On occasion, and for their own convenience, Union members have been allowed to work during evening hours and/or split their work shift.
- 2) Article 3.13 of the collective bargaining agreement states that any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. is eligible for a 6.5% shift differential.
- 3) As it is the choice of these employees to work during evening hours or split shifts, employees who request to work during the night differential time period without being required to do so will not receive night differential pay.
- 4) This MOA does not apply to those employees who are regularly scheduled between 6:00 p.m. and 6:00 a.m.
- 5) This MOA is effective January 1, 2021 and will renew annually unless one party provides notice of a desire to end.

FOR THE CITY

Jason Schmidt,

Labor Relations Manager

FOR THE UNION

Melinda Pearson, State Field Director

AFSCME-District Council 5

Lisa Martin, President

AFCSME Technical, Local 1842