

**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 recognizing and adding June 19<sup>th</sup> (Juneteenth Day) as a paid holiday under the collective bargaining agreement. The parties agree to the following:

- 1) Juneteenth (June 19<sup>th</sup>) will be added to the list of Recognized and Observed Holidays in Article 16 (Holidays).
- 2) This change is effective 2021.
- 3) The Parties agree to add Juneteenth Day to the next collective bargaining agreement as follows:

**Article 15.1**

**Holidays Recognized and Observed:** The following days shall be recognized and observed as paid holidays:

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving*
<u>Juneteenth Day</u>	Christmas Day
Independence Day	

Eligible employees shall receive pay for each of the holidays listed above, on which they perform no work. On holidays that the employee does perform work, the employee will be compensated at time and one-half for the hours worked, in addition to the holiday pay. Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.


- 4) This MOA affects no other terms and conditions of employment.

**FOR THE CITY:**

  
\_\_\_\_\_  
Jason Schmidt  
Labor Relations Manager

6/22/21  
Date

**FOR THE UNION:**

  
\_\_\_\_\_  
Sherman Phillips, Business Representative  
International Association of Machinists and  
Aerospace Workers, District Lodge Number 77

6/21/2021  
Date