

# MEMORANDUM OF AGREEMENT

Between

CITY OF SAINT PAUL

And

LIUNA LABORERS LOCAL 363

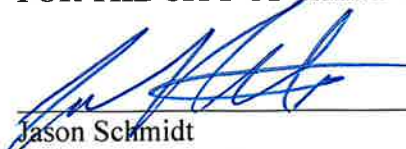
This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter the "City") and LIUNA Laborers Local 363 (hereinafter the "Union") for the purposes of establishing and clarifying requirements for the newly created Utility Trainee job classification (hereinafter "Trainee") assigned to LIUNA Laborers Local 363 of the Tri-Council bargaining unit.

The parties mutually agree to the following:

1. The Utility Trainee job classification is considered non-permanent and limited in duration. Trainees will be on probation for the duration of their employment in this title. An extension of the standard one (1) year probation may be agreed upon between the City and Union for candidates who may need additional time to successfully complete the program. No employee will remain in in the Trainee job classification for longer than two (2) years.
2. For overtime, trainees will be placed at the end of the Water Utility Worker I (WUWI) overtime list for the division in which they are working.
3. The Utility Trainee position will be placed in positions that had historically been filled by Utility Aides. The Utility Trainee position will not be used as a replacement for any Water Utility Worker I positions.
4. Trainees who successfully obtain their Class D driver's license and complete the trainee program based upon a competency-based evaluation will be placed on a competency eligible list and considered for promotion to WUWI when vacancies occur.
5. Completion of the Trainee program will count for a total of four (4) months of WUWI probationary time for any Trainees promoted into the WUWI classification. As a result, promoted trainees will only have an eight (8) month probation as WUWI.
6. Trainees who are promoted to WUWI shall be given higher seniority than WUWIs hired from the outside the same year without directly applicable prior experience.
7. Trainees may be discharged without the right of grievance or appeal while in the training program.
8. Trainees will have access to transportation provided by SPRWS for their work commutes within Saint Paul.
9. The wage for trainees will be the following in January 2024. The rates will increase by applicable across the board adjustments in the Tri-Council contracts for subsequent years.
  - a. Step 1: No Driver's License & may utilize transportation: \$22.48
  - b. Step 2: Driver's License & utilizing transportation: \$23.53
  - c. Step 3: Driver's License & no transportation assistance: \$24.50

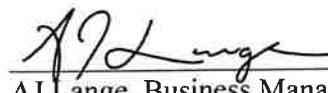
The MOA shall become effective January 1, 2024 and shall renew annually thereafter unless one party provides written notice of the desire to end the MOA prior to its renewal for a subsequent year.

**FOR THE CITY OF SAINT PAUL:**

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

5/14/24  
Date

**FOR TRI-COUNCIL:**

  
\_\_\_\_\_  
AJ Lange, Business Manager  
LIUNA City Employees, Local 363

5/14/2024  
Date