MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND THE
PLUMBERS LOCAL 34
May 1, 2025 WAGE AND FRINGE ADJUSTMENT

APPENDIX C

1. The basic hourly wage rate for temporary and emergency employees appointed to the following classes of positions shall be:

	Effective **05/01/2025** (or closest payroll period)
Plumber	$58.48*
Lead Plumber	$62.93*
Plumbing Inspector	$62.93*
Plumbing Inspector -Water Utility	$62.93*
Senior Plumbing Inspector**	$64.63*

*This rate includes the $8.25 taxable vacation contribution.

Apprentice Wage and Benefit Schedule

	1st Year	2nd Year	3rd Year	4th Year	5th Year
Check	$22.60	$25.12	$30.14	$35.16	$40.18
Credit Union	$3.78	$4.04	$4.99	$6.22	$6.75
Total Taxable	**$26.38**	**$29.16**	**$35.13**	**$41.38**	**$46.93**
Health & Welfare	$13.68	$13.68	$13.68	$13.68	$13.68
Retirees H & W	--	--	--	$1.55	$1.55
App Training Fund	$0.64	$0.75	$0.80	$0.85	$0.90
Int'l National Training	$0.10	$0.10	$0.10	$0.10	$0.10
Pension	--	$1.75	$3.75	$4.50	$7.00
Pension Supplement	$1.00	$1.00	$2.23	$2.85	$4.05
Total Non-Taxable	**$15.42**	**$17.28**	**$20.56**	**$23.53**	**$27.28**
Total Package	**$41.80**	**$46.44**	**$55.69**	**$64.91**	**$74.21**

APPENDIX C (Continued)

For the duration of this agreement, wages shall be set in accordance with the following guidelines:

	5/1/25 (or closest payroll period)	**5/1/26 (or closest payroll period)**
Plumber	Outside Rate	Outside Rate
	Plumber Rate plus an Hourly Premium above Plumber Rate as follows:	
Lead Plumber	$4.45	$4.70
Plumbing Inspector		
Plumbing Inspector – Water Utility		
Senior Plumbing Inspector	$6.15	$6.40

An additional $0.50 per hour premium shall be paid to the individual in each department designated as the Master of Record. The Employer retains the exclusive right to select that individual; however, the employee must agree to be designated.

Effective **May 1, 2025** (or closest payroll period), there will be an additional **$4.55** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **May 1, 2026** (or closest payroll period), there will be an additional **$4.30** per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contributions) remains constant.

In the event Local 34 and any plumbing contractor affiliated or not affiliated with Twin Cities Piping Industry Association and doing business in the seven-county metropolitan area agree to a total commercial package different from the above total commercial package such differences shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

The State of Minnesota has changed the Public Employees Retirement Association (PERA) contribution rates for employers and employees. The current rate for applicable employees is 7.5%.

Effective **January 1, 2020**, all employees hired will be "Non-PERA."

APPENDIX D

Unless specifically noted, the contribution levels represent pre-tax amounts. Effective **May 1, 2025** (or the closest pay period) for participating employees working in a title listed under the heading, Group A, in Appendix A, the Employer shall:

(1) Deduct **$8.25** per hour to a Union designated fund for all hours worked by the employees covered by this agreement. A payroll deduction in this amount shall be made from the hourly rates listed in Appendix C
(2) Contribute **$34.32** per hour to a Union designated fund for all hours worked by the employees covered by this agreement.

The Employer will not make the above contributions for Holidays or vacation.

All contributions made in accordance with this Appendix D shall be forwarded to the Twin City Pipe Traders Service Association. The Employer shall establish Workers Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to participating employees as defined in Articles 12.3 is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

WITNESSES

CITY OF SAINT PAUL		**PLUMBERS LOCAL #34**	
Christy Harriman (Apr 25, 2025 15:51 CDT)	Apr 25, 2025	Dean W Gale (Apr 25, 2025 15:46 CDT)	Apr 25, 2025
Christy Harriman Labor Relations Specialist	Date	Dean Gale Business Manager	Date