MEMORANDUM OF AGREEMENT
BETWEEN
THE CTIY OF ST PAUL
AND
AFSCME TECHNICAL 1842

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and AFSCME Local 1842 (hereinafter "the Union") in order to provide a uniform allowance for the following Saint Paul Regional Water Services (hereinafter "SPRWS") employees:

1) Customer facing office employees in the Engineering Division. These employees hold the title of Engineering Aide II, and Water Utility Technician I/II/III and are excluded from the SPRWS Dress for Your Day Policy due to the customer facing nature of their roles.
    - Due to their regular job assignment of interacting with customers, the Union members at SPRWS explained above will be required to wear a uniform. This uniform will consist of a business casual dress code along with the requirement to wear a shirt/top with the SPRWS logo.

The parties agree that:

1) In order to meet these requirements, the affected employees will receive a uniform allowance to purchase pre-approved apparel.
2) To purchase uniform items, employees must order from one of the following stores:
    a) MN Glove located at 203 Marie Avenue East, West Saint Paul, MN 55118
    b) The SPRWS Online Store (https://www.companycasuals.com/SPRWS/start.jsp)
3) The allowance amounts will be as follows:
    a) $400.00 initial allowance will be provided to any employee that has not previously received a uniform allowance from SPRWS including new hires into these roles.
    b) $200.00 annual allowance effective January 2021 and January 2022.
        - Employees will not receive the annual allowance in the same calendar year they receive an initial issue.
4) This MOA sets no precedent and is not applicable to any other classifications in the bargaining unit.
5) The MOA shall become effective when signed by both parties and shall expire December 31, 2022.

FOR THE CITY:

5/24/21

Jason Schmidt — Date
Labor Relations Manager

FOR THE UNION:

5/21/21

Melinda Pearson, State Field Director — Date
AFSCME District Council 5
Local 1842

5-19-21

Lisa Martin, President — Date
AFSCME Technical, Local 1842