


MEMORANDUM OF AGREEMENT
Between
The City of Saint Paul
And
International Association of Machinists and Aerospace Workers
District Lodge No. 77

This MOA is entered into by the City of Saint Paul and International Association of Machinists and Aerospace Workers, District Lodge No. 77 ("Union") for the purpose of revising the previously negotiated wage adjustment and lump sum payment in the 2021-2022 collective bargaining agreement. The parties recognize the unique circumstances effecting the collective bargaining of union agreements for the 2021-2022 round of bargaining. As these circumstances changed and evolved, so did the City's position on offering across the board (ATB) increases in 2021-2022. To preserve labor stability in the workforce, the City decided to offer unions who had previously agreed to the pattern of a lump sum wage payment and 0% ATB in 2021 and 1.5% ATB in 2022, the opportunity to change to a 1% ATB in 2021 with no lump sum payment and 2.5% (split) ATB in 2022. Based on this new wage proposal, the parties agree to the following:

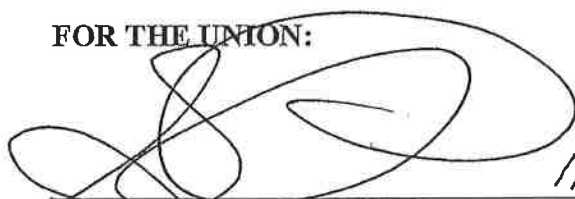
- 1) This MOA supersedes any and all previous wage offers agreed to by the parties for 2021-2022.
- 2) The parties previously agreed to a lump sum graduated rate payment for 2021 and no ATB increase, and a 1.5% ATB increase on January 1, 2022.
- 3) The Union has decided to forgo the lump sum payment and ATB increase in #2 above in exchange for the following:
 - a. January 1, 2021 (closest pay period) = 1% ATB
 - b. January 1, 2022 (closest pay period) = 2% ATB
 - c. July 1, 2022 (closest pay period) = 0.5% ATB
 - d. No lump sum payment in either year.
- 4) Application of ATB's will follow normal payroll processes.
- 5) This MOA is the result of the current economic conditions and Federal Government's response in assisting units of local government. It sets no precedent and will not be referenced in future negotiations between the parties.

FOR THE CITY:



 Jason Schmidt Date
 Labor Relations Manager

FOR THE UNION:



 Sherman Phillips, Business Manager Date
 International Association of Machinists and
 Aerospace Workers, District Lodge No. 77