

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
AFSCME LOCAL 1842**


The City of Saint Paul (hereinafter "City") and AFSCME Local 1842 (hereinafter "Union") enter into this Memorandum of Agreement (hereinafter "MOA") for the purpose of providing health insurance benefits to those part-time Library employees who move from working less than 64 hours bi-weekly to working at least 64 hours bi-weekly as part-time Library Associates.

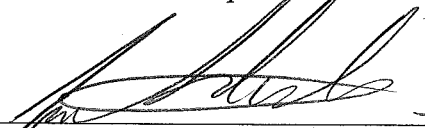
For Library employees already working at the Library, who accept a 64 hour per pay period (.8 FTE) Library Associate position, health care benefits will be awarded in the same manner as new hires in such Library Associate positions, with the following caveats:

- 1) Part-time Library Associates qualifying through this MOA will work no fewer than 64 hours per pay period. They must use earned sick leave or vacation to cover any hours that fall below that threshold. If they do not have sufficient sick leave or vacation to cover their absence, they must take a leave of absence without pay and without earning pro-rated benefits on the leave of absence hours. Leave of Absence No Pay shall not occur in more than two pay periods per payroll year. Doing so, will result in the loss of the .8 Library Associate position and reduction to .5 insurance coverage level at the beginning of the next month's insurance period.
- 2) A Library Associate in a .8 LAPT position who wishes to reduce hours may leave the .8 position at his/her request and will immediately reduce to a .5 insurance coverage level at the beginning of the next month's insurance period. After leaving a .8 position, he/she must wait one (1) year to apply for another such position.
- 3) This MOA shall be in effect concurrent with the Collective Bargaining Agreement between the parties and will end on December 31, 2013.

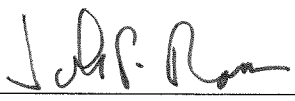
No precedent is established by this MOA and it shall not be referenced by either party in future dealings.

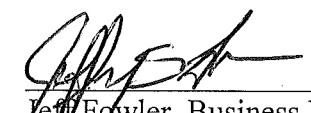
**FOR THE CITY:**

  
\_\_\_\_\_  
Ben Reber Date  
Labor Relations Specialist

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

**FOR THE UNION:**

  
\_\_\_\_\_  
John Ross, President Date  
AFSCME Local 1842

  
\_\_\_\_\_  
Jeff Fowler, Business Representative Date  
AFSCME Local 1842