

**City of St. Paul and the Operating Engineers Local 70  
2018-2020 Contract Negotiations  
Summary Agreement Sheet**

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and the Operating Engineers, Local 70.

Date of TA: April 27, 2018

Duration: January 1, 2018 – December 31, 2020

Wages: Effective January 1, 2018 (closest payroll period): 1.5%  
Effective July 1, 2018 (closest payroll period): 1%  
Effective January 1, 2019 (closest payroll period): 1.5%  
Effective April 1, 2019 (closest payroll period): 1.25%  
Effective January 1, 2020 (closest payroll period): 2.75%

**Article 7 – Hours, Premium Pay**

7.1 – Add additional titles assigned to Water Operations Division the ability to select the 1040 Overtime Plan with authorization of the Production Manager.

7.1 - Effective July 1, 2018 – Water Department employees may elect a normal work day and normal work week of four 9 hour days and one 4 hour day

7.4 - Effective January 1, 2019, change night shift differential to pay 6.5% of the employee's base rate for hours worked between 6:00 pm and 6:00 am

**Article 8 – Sick Leave**

8.1 - Effective January 1, 2019 - Sick leave accrual reduces from 14 days per year to 13 days per year.

**Article 14 – Discipline**

14.5 – Strike language and replace with language eliminating the suspension preceding the termination decision and allowing employees to have a meeting to explain relevant facts and circumstances surrounding the events preceding a discharge decision and/or any mitigating circumstances.

14.8 – New Section – Remove Oral Reprimands from the grievance process.

**Article 15 – Insurance**

Implement the rates from the August 2017 LMCHI agreement for 2018-2020

15.8 – New Section - Early retirees who otherwise qualify per Article 15.5 to select a health insurance plan on the exchange. The City contributes \$350.00 per month into PEHP.

15.9 – New Section – Early retirees may waive the City's contribution in order to qualify for the Federal premium subsidy.

**Article 17 – Vacation**

17.4 – Reduce the sick leave credits necessary to convert sick leave to vacation from 180 days to 140 days. Substantive proposal to reduce the sick leave credits needed to convert sick to vacation.

17. 5 – Add language allowing the Department Director to credit current employees with previous work experience within 90 days of ratification of the contract and newly hired employees at the time of hire for their vacation accrual rate.

**Article 21 – Safety Shoes/Uniforms**

21.1 – Effective January 1, 2019, increase the Safety Shoe Allowance from \$125.00 to \$175.00 each year.

**Article 22 – Deferred Compensation**

22.1 – Effective January 1, 2019, increase the deferred compensation match from \$200 for all employees to: \$300 for 1-9 years of service, \$500 for 10-19 years of service, and \$800 for 20+ years of service.

**Article 24 - New Article – Probationary Period**

24.1 - Effective January 1, 2019, employees shall have a one (1) year probationary period.

**Article 25 – Terms of Agreement**

25.3 - Three year contract (2018 - 2020)

**Notices Given:**

- Infor Rounding Rules – all pay rates will be calculated using Infor’s normal rounding rules.

**Other items were non-substantive, housekeeping agreements.**