

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
DISTRICT LODGE NO. 77
INTERNATIONAL ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and the District Lodge No. 77 International Association of Machinists and Aerospace Workers (hereinafter "Union") for the purpose of changing the applicability of "promotion rights" following the Commissioner of Veteran's Affairs order in case # 68-3100-31036.

The parties agree to the following:

- 1) The order in case #68-3100-31036 identifies a conflict between "Promotion Rights" as established by the Civil Service Rules (7, 8, and 14) and the Minnesota Veteran's Preference Act.
- 2) The Civil Service Rules cannot be in conflict with a State law.
- 3) Effective January 1, 2015, classifications represented by this bargaining unit shall not be subject to promotion rights as established by the Civil Service Rules.
- 4) Effective on the first pay period after January 1, 2015, the City will increase the I.A.M. National Pension Fund contribution listed in Article 25.1 of the collective bargaining agreement by \$0.15 per hour for all eligible employees. This means the current rate effective April 1, 2014 shall be increased to \$0.75 per hour. Effective April 1, 2015, the rate shall be increased to \$0.85 per hour.
- 5) Effective on the first pay period after January 1, 2015, the City will increase the hourly rate for all steps in all classifications of titles represented by the Union by \$0.11 per hour.
- 6) If the City is unable to adjust the contribution rate prior to payroll processing, backpay will be issued as soon as possible.
- 7) The parties will incorporate this change into the next Collective Bargaining Agreement.
- 8) This agreement does not affect any other term or condition of the Collective Bargaining Agreement.

City of Saint Paul



Jason Schmidt
Labor Relations Manager
12/29/14
Date

District Lodge No. 77



John Steigauf
Business Representative
12-29-14
Date