

**City of St. Paul and the Tri-Council
2016-2017 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 Tri-Council.

Date of TA: December 11, 2015

Duration: January 1, 2013 – December 31, 2015

**Wages: Effective January 1, 2016 (closest payroll period): 2.5%
Effective January 1, 2017 (closest payroll period): 2.5%**

Article 3 (Union Rights)

3.4 - Add language to allow for a payroll deduction for Political Action Funds.

Article 4 (Payroll Deductions)

4.4 - City will include the contribution to the Laborers National Industrial Pension Fund (currently \$1.98/hr in 2016 and \$2.18 in 2017) in the overtime and PERA calculation rate.

Article 8 (Hours, Overtime, Snowplowing)

8.10 - New Shift Differential language added to the contract which will pay employees who work a shift eligible for shift differential instead of currently requiring the employee to be regularly assigned to a shift eligible for shift differential.

Article 9 (Insurance)

Agreed to implement the rates from the 8/25/15 LMCHI agreement.

9.2 - 2016 Single: \$577.05/month (employee pays \$0) plus \$80/month VEBA and additional \$75/month VEBA for Wellness completion.

2016 Family: \$1,351.86/month (employee pays \$156.74) plus \$45/month VEBA and additional \$75/month for Wellness completion.

9.3 - 2017 Single: \$611.67/month (employee pays \$0) plus \$75/month VEBA and additional \$75/month VEBA for Wellness completion.

2017 Family: \$1,426.52/month (employee pays \$172.60) plus \$45/month VEBA and additional \$75/month for Wellness completion.

Article 11 (Seniority)

11.4 - Vacation assigned on a first come first serve basis, class seniority will be removed.

Article 12 (Vacation)

12.1 - Clarified that accrual of vacation starts with employment, not after one year.

Article 19 (Sick Leave)

19.2 - Language will be revised to comply with the new State law – Women’s Economic Security Act (WESA)

Article 20 (Parental Leave)

20.1 - Language will be revised to comply with the new State law – Women’s Economic Security Act (WESA)

Article 24 (Terms of Agreement)

24.2 - Two year contract (2016 & 2017)

Appendix A (Wage Schedules, Premiums)

Premiums (E) - One employee of each Asphalt crew will receive Raker pay.

Appendix C (General Policies Regarding Seniority)

Department of Public Works (A, 5) - Complaint assignment shall be bid annually. If an employee fails to meet the expectations of the position, it will be re-bid.

Appendix D (General Policies Regarding Overtime)

Department of Public Works (A, 1) - Sewers will revise calling policy so that all employees are called.

Water Utility (C) - Water Utility overtime revised to a senior may, junior must system with Laborer positions on a rotating mandatory list. Subsequently modified through a Memorandum of Agreement to include all bargaining unit positions on a rotating basis.

Miscellaneous

Sewers will continue to pay for successfully passing wastewater license test as a training item. Meet and confer to resolve on-call/call-back issue in Forestry.

MOA – Agree to re-sign the following MOA

Military Pay Salary Differential

Notices Given:

Temporary employees are only eligible for expressly defined benefits/rights.

Night Differential will be paid on an employee’s regular rate of pay.

Call in Pay – if an employee is called back within 4 hours it is considered the same original Call in.

Floating Holidays must be used during the calendar year. They are not subject to carryover or being cashed out.

Appendix C is the general policy on overtime; the City retains the right to adjust based on productivity needs of specific divisions.

Other items were non-substantive, housekeeping agreements.