

**City of St. Paul International Union  
Operating Engineers Local 70  
2021-2022 Contract Negotiations  
Agreement Summary**

**Date of TA:** March 2, 2021

**Duration:** January 1, 2021 – December 31, 2022

**Wages:** Effective January 1, 2021 (closest payroll period): No change  
Effective January 1, 2022 (closest payroll period): 1.5%

**Article 1 – Recognition**

1.1 Titles updated.

**Article 3 – Dues**

Fair Share language removed.

**Article 7 – Hours, Premium Pay**

Clean up obsolete shift differential language.

7.2 Notice given – Multiple call-in's during the same four-hour period ended.

**Article 8 – Sick Leave**

Clean up obsolete language.

**Article 10 – Severance**

Delete obsolete language and add requirement for notice for severance.

**New Eligibility Criteria:**

10.4 Employees who intend to voluntarily leave City employment must provide two weeks notice of their intent to leave employment to be eligible for severance under this Article.

**Article 14 – Discipline**

Revise oral reprimand language.

14.8 Discipline under Article 14.1(1) (Oral Reprimand) shall not be subject to the terms of Article 23 – GRIEVANCE PROCEDURE. However, after one (1) year of no discipline from the date of the reprimand, said reprimand will not be used against the employee as part of progressive discipline.

**Article 15 – Insurance**

Implement rates from August 26, 2020 LMCHI agreement.

**Article 16 – Holidays**

Align Holiday observance for Libraries employee with other bargaining units in 2022.

16.1 **Holiday recognized and observed:** The following days shall be recognized and observed as paid holidays:

- New Years’ Day – January 1
- Martin Luther King Day – 3<sup>rd</sup> Monday of January
- Presidents’ Day – 3<sup>rd</sup> Monday of February
- Memorial Day –The last Monday of May
- Independence Day – July 4
- Labor Day – 1<sup>st</sup> Monday of September
- Veterans’ Day – November 11
- Thanksgiving Day – 4<sup>th</sup> Thursday of November
- \*The Day after Thanksgiving
- Christmas Day – December 25

\*For all employees assigned to the Library, the Day after Thanksgiving shall be considered a normal work day and Christmas Eve shall be recognized and observed as a paid holiday effective 1/1/22.

**Article 17 – Vacation**

Effective 1/1/22 increase accrual rate for 1-4 year. Add vacation cash out language.

17.6 An employee may also, at the discretion of the Department Head and additionally, limited by the availability of funds in the Department’s budget, sell up to five (5) days, or any portion thereof, of accrued and unused vacation once per year. Such election must be made in writing on or before December 1st of each year. If the employee elects to sell vacation, the payment for such sold vacation shall be made in a lump sum in the nearest full payroll period following the election date. The payment shall be in the amount equal to the number of hours sold times the employee’s regular rate of pay in effect as of the date of such election. This section shall not be subject to the provisions of Article 23 (Grievance Procedure) of this Agreement.

**Article 18 – Wage Schedule**

Steps allowed in both years.

- Effective January 1, 2021 (closest payroll period): Maintain current rates
- Effective January 1, 2022 (closest payroll period): 1.5%

**Article 21 – Safety Shoes/Uniforms**

Increase the amount for safety shoes from \$175 to \$200 effective 1/1/2022.

**Article 22 – Deferred Compensation**

Remove obsolete language, clarify eligibility and increase Deferred Compensation by \$200 at the middle and \$100 level in 2022.

22.1 Effective January 1, 2022, Employees with at least one year of certified City service will be eligible for a deferred compensation match in the following amounts:

21.1(1) Employees who have completed 1 - 9 years of certified City service = \$300.00 per year.

21.1(2) Employees who have completed 10 - 19 years of certified City service = \$700.00 per year.

21.1(3) Employees who have completed 20+ years of certified City service = \$900.00 per year.

Eligibility is subject to the criteria listed below. This match shall continue during each year of this Agreement.