

City of St. Paul and AFSCME Clerical Local 2508
2021-2022 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 AFSCME Clerical, Local 2508.

Date of TA: December 16, 2020

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

Job classifications represented by the groups were updated.

Article 10 - Insurance

Implement the rates from the August 26, 2020 LMCHI agreement for 2021-2022

Add language from MOA regarding administration costs, preventive dental and additional dental coverage premiums.

10.25 (New) For each eligible employee covered by this Agreement who is benefit eligible and who selects health insurance coverage provided by the Employer, and who is laid off or has their hours reduced not of their choosing to the point of not being benefit eligible, the Employer shall, for up to five months, continue its contribution towards the cost of single or family health insurance premium. This Article shall only be valid during the duration of the current contract (2021-2022) and shall not carry over into subsequent agreements

Article 15 – Wages

15.2(1) – Retro pay for job studies will begin at the start of the pay period immediately following the 90 day window.

Article 24 - Severance

24.2(3) Reduce minimum hours eligibility from 600 to 500 hours for the beginning level only.

Article 26 – Nondiscrimination

26.1 Revise to the following: The terms and conditions of this Agreement will be applied equally to employees without regard to, or discrimination for or against any individual on any basis set forth in federal or state law or City ordinance.

Article 28 – Safety

28.1 Add: This includes incidents where an employee reasonably feels threatened, harassed, or intimidated by the behavior of a member of the public while performing their work duties.

28.2 (Safety shoe allowance) Increase from \$150 to \$175 effective January 1, 2021. Parties will meet to discuss other job specific footwear.

28.5 (New) In the event the employer closes a facility due to non-weather-related health and safety concerns/imminent threat of danger, employees who are sent home will be paid for the remainder of their shift.

Article 29 – Uniform Reimbursement

Update rates by the general wage increase per Article 29.1 for specified job classifications.

Como Zoo Attendants continue to receive 2 or 3 shirts upon hire based on hours.

Article 32 – Terms of Agreement

32.3 – Two-year contract (2021 - 2022)

MOA's:

- Shift Differential Waiver – 2508 already signed.
- DSI Animal Control On-Call
- OTC On-Call

Notices Given:

- Article 29 (Uniform Reimbursement) doesn't allow for "rollover."

Other items were non-substantive, housekeeping agreements. Gender neutral terms applied, "Acts of God" replaced."