

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
INTERNATIONAL UNION OF PAINTERS
AND ALLIED TRADES
DISTRICT COUNCIL #82**

This Memorandum of Agreement (MOA) is entered into by and between the City of Saint Paul (Employer) and the International Union of Painters and Allied Trades District Council #82 (Union) for the purpose of establishing the funding of uniforms for City employees working within the title of Painter for the Saint Paul Regional Water Services (SPRWS).

The City and the Union agree to the following:

1. Effective for the 5/1/22 Collective Bargaining Agreement, newly hired employees, for SPRWS in the title of Painter shall receive a one-time payment for initial uniform items purchased consistent with the Saint Paul Regional Water Services' uniform policy of one hundred and fifty dollars (\$150.00). Such uniform allowance shall be made as a cash payment to be placed on the employee's paycheck.
2. Effective January 1st of each year, or closest pay period, the Employer agrees to provide a uniform allowance of one hundred and fifty dollars (\$150.00) towards the cost of replacing uniforms for employees at SPRWS in the title of Painter. Such uniform allowance shall be made as a cash payment to be placed on the employee's paycheck.

Employees are expected to report to work in a clean and presentable uniform and in a manner consistent with the Saint Paul Regional Water Services' uniform policy. The Employer shall retain the discretion to determine the uniform to be worn. This MOA shall run concurrently with the current Collective Bargaining Agreement and shall renew annually thereafter unless one party provides written notice of the desire to end the MOA prior to its renewal for a subsequent year. This MOA sets no precedent.

FOR THE EMPLOYER:

Jason Schmidt
Labor Relations Manager

Date

FOR THE UNION:

Jordan Fry
Business Representative

Date