

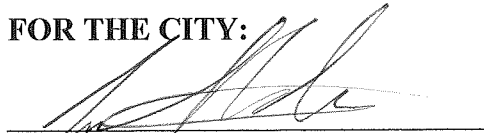
**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
SPRINKLER FITTERS LOCAL #417**

This Memorandum of Agreement (MOA) is entered into by the City of St. Paul (City) and Sprinkler Fitters Local #417 (Local #417), for the purpose of remedying missed payments to the National Pension Fund from January 1, 2012 to June 2, 2012.

The parties agree to the following:

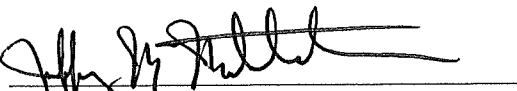
1. The June, 2011 Wage and Fringe Agreement between the City and Local #417 did not contemplate a \$.15 increase to the City's contribution to the National Pension Fund which were scheduled to take place on January 1, 2012 until. The contribution was corrected with the signing of the 2012-2015 Collective Bargaining Agreement.
2. In order to remedy such shortcomings, a deduction commensurate to the total missed contributions must be made to affected employee wages in the pay period following the adoption of this MOA.
3. By agreement between the parties, the City will deduct \$.15 per hour worked by each bargaining unit member between the dates of January 1, 2012 and June 2, 2012 from the employee's paycheck in the first pay period following adoption of this MOA.
4. No precedent is established with the MOA.

FOR THE CITY:



Jason Schmidt
Labor Relations Manager

FOR THE UNION:



Jeff Molschenbacher,
Business Representative
Sprinkler Fitters Local 417

Date: _____

12/17/12

Date: _____

12/11/2012