

**SUMMARY OF TENTATIVE AGREEMENTS**  
**BETWEEN IUPAT DISTRICT COUNCIL 82/LOCAL 61 AND CITY OF SAINT PAUL**

**ECONOMIC**

1. **Duration:** 3 years effective May 1, 2019
2. **Wages and Benefits** – outside rate - \$2.00 increase each year to be allocated by the Union, retroactive to May 1, 2019 (or closest pay period).
3. **Article 29 – Duration & Pledge.** Add this language as section 29.3: “*Retroactive pay adjustments shall apply to all employees of the bargaining unit who are employees on the date of signing of the Agreement except those who have been terminated for cause.*”
4. **Updates to Appendix D.**
  - a. Update the name of the local pension based on the merger. The new name is the “*District Council 82 Painting Industry Pension Plan.*”
  - b. Add the “*Finishing Trades Institute*” (national apprenticeship training fund).
  - c. Change references to deductions for a “*Dues Fund*” to refer to deductions for “*Union Dues.*”
  - d. Correct typographical errors.
5. **Funding Improvement Plan – Appendix D**

Add the following language to Appendix D: “*The parties agree to make contributions to the IUPAT Industry Pension Plan for purposes of the Funding Improvement Plan as follows: Beginning May 1, 2019, for each hour, or portion thereof, for which an employee works, the Employer shall make a minimum contribution of \$3.05 to the IUPAT Industry Pension Plan. \*remains subject to Article 24.*”
6. **Appendix D (Union Counterproposal to City Proposal No. 13—Awaiting Employer Response)**

Add the following language to the existing Appendix D: “*The Employer shall report and remit the total amount of fringe benefits contributions and Dues and Savings deductions on a monthly basis for all hours worked by each employee as required in this Appendix D to the Fund Administrator using a form provided by the Fund Administrator. The Fund Administrator will be responsible for applying those contributions and deductions to the appropriate funds and recipients as provided by Appendix D or any subsequent Wage and Fringe Benefit Adjustment. The Employer is not required to send separate checks for each contribution or deduction or to calculate a breakdown of each contribution and deduction provided that the total amount remitted to the Fund Administrator for the month is correct.*”

## LANGUAGE

**7. Preamble and Title Page:** Change the name of the union to “*International Union of Painters and Allied Trades, District Council 82/Local 61.*”

**8. Sections 2.1, 11.2, 19.2 – delete “provisional” employees.**

**9. Section 4.4 Request for employee data**

Add the following language: “*The Employer shall provide to the Union upon request an updated bargaining unit list of employees including name, address, telephone number (if available home and mobile), email address (if available), work hours, classification, date of hire, and seniority date.*”

**10. Section 22.2, Update the ordinance reference, as follows:**

“*The subcontracting work done by employees covered by this Agreement shall in all cases be done in accordance with section 82.07 of the Saint Paul Code of Ordinances.*”

**11. Section 23.1, Revise to read:**

“*The terms and conditions of this Agreement will be applied to employees equally without regard to, or discrimination for or against, any individual because of race, color, creed, sex, age, disability, or any other basis protected by applicable law, or because of membership or non-membership in the Union.*”