

**City of St. Paul and AFSCME Local 2508  
2013 Contract Negotiations  
Summary Agreement Sheet**

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and AFSCME Clerical Unit.

**Date of TA: December 6, 2012**

**Duration: January 1, 2013 – December 31, 2015**

**Wages: Effective April 1, 2013 (closest payroll period): 1.0%**  
**Effective October 1, 2013 (closest payroll period): .5%**  
**Effective April 1, 2014 (closest payroll period): 2.0%**  
**Effective April 1, 2015 (closest payroll period): 2.0%**

**Article 29 – Uniform Allowance**

City agrees to provide initial issue and \$100 per calendar year for Engineering Aides I and II required to wear a uniform.

**Article 25 - TEMPORARY AND PROVISIONAL EMPLOYEES**

25.1 It is recognized that temporary and provisional employees are within the unit covered by this Agreement, however, except as specifically provided by this Agreement, temporary and provisional employees shall not have or acquire any rights or benefits other than specifically provided by the provisions of the Civil Service Rules and/or the Saint Paul Salary Plan and Rates of Compensation. Temporary and Provisional employees are not certified and remain in at “at will” status.

City also agrees to forward the Union a list of all provisional and temporary employees in bargaining unit titles at the Union’s request.

**Article 10 – INSURANCE**

Parties agree to implement terms of August 14, 2012 TA on Health Insurance.

**Article 17 – Leaves of Absence**

Increase number of years an employee may serve in elected or appointed full-time paid position with the exclusive representative from one (1) to two (2) years.

**Article 21 – Discipline**

New Article 21.9 – Discipline under Article 21.1(1) (Oral Reprimand) shall not be subject to the terms of Article 6 – 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 – Wages**

Parties agree to reduce the number of days responsible Managers have to complete their portion of a JAQ before forwarding it to HR from forty (40) to thirty (30) days, and increase the number of days for HR to complete a job study from forty-five (50) to sixty (60) days.

**MOAs – Agree to re-sign the following MOAs**

PT Library Associate benefits (attach to back of contract)  
Promotion rights for PT Library Associates (attach to back of contract)  
Holiday Pay for Public Health (include in contract)  
Uniforms for Horticulturists (combine with other Parks MOA)  
Uniforms for Parks and Rec employees (combine with Horticulturist MOA)

Notice:

Labor Relations agrees to recommend Oral and Written reprimands only be issued to the employee's supervisor, the department director, and Human Resources.

**All other agreements were non-substantive, housekeeping agreements.**