

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
THE BRICKLAYERS AND ALLIED CRAFTWORKERS,
LOCAL UNION 1
MINNESOTA / NORTH DAKOTA**

2011 WAGE AND FRINGE ADJUSTMENT

APPENDIX B

- a. The basic hourly wage rate for temporary, provisional, regular and probationary employees **not participating** in PERA appointed to the following classes of positions shall be:

Effective May 1, 2011(or closest pay period)

Class	Base Wage	Taxable Rate: Base plus Vacation & Dues
Bricklayer	\$30.38	\$34.16
Bricklayer Foreman	\$33.88	\$37.66
After 16 hours of journeyman upgrade training	\$34.38	\$38.16
Masonry Inspector		
1st step	\$30.38	\$34.16
2nd step	\$33.88	\$37.66
3 rd step	\$35.63	\$39.41

The rate of pay for Bricklayer Foreman and Step 2 for Masonry Inspector shall be \$3.50 per hour over the Journeyman and Step 1 rates respectively, and \$4.00 per hour over the journeyman and Step 1 rates upon completion of sixteen (16) hours of journeyman upgrade training. The rate of pay for Step 3 for Masonry Inspector shall be \$1.75 per hour over the Step 2 rate.

Effective May 1, 2012 (or closest pay period) there will be an additional \$1.25 added to the hourly total package from which these wages and benefits are calculated. The parties will agree prior to that date as to the distribution of the \$1.25 increase among the wages and various fringes. This amount will be decreased by any increase in Promotional Funds.

APPENDIX C

Effective May 1, 2011 (or closest pay period) the Employer shall:

- a. contribute to a Union designated **Health and Welfare Fund** \$6.15 per hour for all hours worked by employees covered by this Agreement.
- b. contribute to a **Local Pension Fund** \$5.95 per hour for all hours worked by employees covered by this Agreement.
- c. contribute to an **International Union Pension Fund** \$1.73 per hour for all hours worked by employees covered by this Agreement.
- d. contribute to an **Apprenticeship Training Fund** \$.30 per hour for all hours worked by employees covered by this Agreement.
- e. deduct and forward \$2.50 to a **Vacation Fund** per hour for all hours worked by employees covered by this Agreement. This amount shall be in the form of a payroll deduction from the rates in Appendix B (Taxable Rate).
- f. deduct and forward \$1.28 to a **Dues Fund** per hour for all hours worked by employees covered by this Agreement. This amount shall be in the form of a payroll deduction from the rates in Appendix B (Taxable Rate).
- g. contribute to a Union designated **Health Reimbursement Arrangement (HRA)** \$0.75 per hour for all hours worked by employees covered by this Agreement.

The above contributions may be increased or decreased as long as the applicable hourly rates in Appendix B for employees are decreased or increased by the same total amount.

All contributions and/or deductions made in accordance with this Appendix C shall be forwarded to depositories as directed by the Union.

The Employer shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

With the exception of the usage of sick leave banked as a result of the 1994 Memorandum of Agreement, employees covered by this Agreement shall not be eligible for, governed by, or accumulate vacation, sick leave, holiday, funeral leave, jury duty, or insurance fringe benefits that are or may be established by Personnel Rules, Council Ordinance, or Council Resolutions.

APPENDIX C (Continued)

The Employer's fringe benefit obligation is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

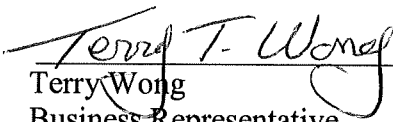
Agreed to this 14th day of June, 2011, and attested to as the full and complete understanding of the parties for the period of time herein specified by the signature of the following representative(s) for the Employer and the Union:

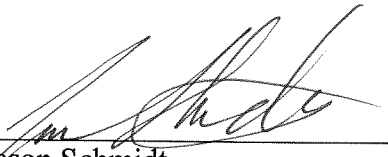
WITNESSES:

City of Saint Paul

Bricklayers and Allied Craftworkers, Local
Union 1, Minnesota / North Dakota

 6/14/11
Ben Reber Date
Labor Relations Specialist

 6-14-11
Terry Wong Date
Business Representative

 6/14/11
Jason Schmidt Date
Labor Relations Manager