

**City of St. Paul and the Machinists
2016-2017 Contract Negotiations
Summary Agreement Sheet**

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

Date of TA: January 27, 2016

Duration: January 1, 2016 – December 31, 2017

**Wages: Effective January 1, 2016 (closest payroll period): 2.5%
Effective January 1, 2017 (closest payroll period): 2.5%**

Article 9 (Tool Insurance and Clothing)

9.1 – add one jacket per week

9.3 – add section allowing department to reimburse employees up to \$150 for prescription safety glasses

9.4 – modify language to increase tool allowance and safety shoe reimbursement equal to the same percentage as the negotiated wage increase for each year of the agreement

Article 13 (Active Employee Insurance)

Agreed to implement the rates from the 8/25/15 LMCHI agreement.

13.2 - 2016 Single: \$577.05/month (employee pays \$0) plus \$80/month VEBA and additional \$75/month VEBA for Wellness completion.

2016 Family: \$1,351.86/month (employee pays \$156.74) plus \$45/month VEBA and additional \$75/month for Wellness completion.

2017 Single: \$611.67/month (employee pays \$0) plus \$75/month VEBA and additional \$75/month VEBA for Wellness completion.

2017 Family: \$1,426.52/month (employee pays \$172.60) plus \$45/month VEBA and additional \$75/month for Wellness completion.

13.5 – clarified language that the City will contribute \$5,000 life insurance for all benefit eligible employees

Article 16 (Vacation)

16.1 - Clarified that accrual of vacation starts with employment, not after one year and clarified that all certified employment is included in vacation accrual.

Article 22 (Sick Leave)

22.1 – Effective July 1, 2016, reduce sick leave accrual by one day per year (from 0.0539 per working hour to 0.05005 per working hour).

Article 26 (Duration and Effective Date)

26.2 - Two year contract (2016 & 2017)

Appendix A (Wages and Classifications)

Effective January 1st of each year increase wages in all classifications by 2.5%

Notices Given:

Call in Pay – if an employee is called back within 4 hours it is considered the same original Call in.

Other items were non-substantive, housekeeping agreements.