

MEMORANDUM OF AGREEMENT

Between

The City of Saint Paul

And

**Bricklayers & Allied Craftworkers Local 1 of MN
North Central States Regional Council of Carpenters
Operative Plasterers and Cement Masons Local 633
Electrical Workers Local 110
Elevator Constructors Local 9
Painters Local 61/District Council 82
Pipefitters Local 455
Plumbers Local 34
Sprinkler-Fitters Local 417
Sheet Metal Workers Local 10**

This MOA is entered into by the City of Saint Paul and Bricklayers & Allied Craftworkers Local 1 of MN, North Central States Regional Council of Carpenters, Operative Plasterers and Cement Masons Local 633, Electrical Workers Local 110, Elevator Constructors Local 9, Painters Local 61/District Council 82, Pipefitters Local 455, Plumbers Local 34, Sprinkler-Fitters Local 417 and Sheet Metal Workers Local 10 (“TRADES Union”) for the purpose of providing a one-time “lump sum” payment to eligible employees. The parties recognize the significant economic challenges that the City has encountered and continues to face due to the COVID-19 pandemic. The parties also recognize the positive potential impact of the American Rescue Plan (ARP) funds which have been dispersed to the City for use in combating the effects of the COVID-19 pandemic. Since these ARP funds have been issued without guarantee of future disbursement, the parties agree to the following:

- 1) Employees who have been continuously employed since January 4, 2021 (Pay Period 2, 2021) through November 19, 2021 (Pay Period 24, 2021) are eligible for a lump sum payment. Continuously employed means the employee must have been in paid status or protected statuses such as, FMLA, USERRA, or Emergency Pandemic Leave (EPL), for some part of each pay period.
- 2) Part-time employees are eligible for a pro-rated payment.
- 3) Graduated lump sum payments will be based on the following:
 - a. 4% of salary for portion of base wage in primary title up to \$25,000; plus
 - b. 2% of salary for portion of base wage in primary title between \$25,001- \$50,000; plus
 - c. 1% of salary for portion of base wage in primary title between \$50,001 - \$100,000; plus
 - d. .5% of salary for portion of base wage in primary title in excess of \$100,001
 - e. Overtime hours are not included in the calculation of base wage.
- 4) Lump sum payments will be made by December 31, 2021.
- 5) Payments are subject to normal withholdings.
- 6) Payments made under this MOA are not subject to the Grievance Procedure article of the collective bargaining agreement.
- 7) This MOA is the result of the current economic conditions and Federal Government’s response in assisting units of local government. It sets no precedent and will not be referenced in future negotiations between the parties.

FOR THE CITY:




Jason Schmidt
Labor Relations Manager

9-21-2021

Date


FOR THE UNION:



Douglas Schroeder, Business Representative
Bricklayers & Allied Craftworkers Local 1 of MN

9/17/21

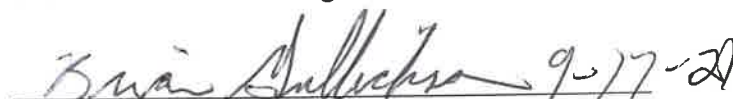
Date



Barbara Pecks, Business Representative
North Central States Regional Council of Carpenters

9/17/21


Date



Brian Gullickson, Business Agent
Operative Plasterers & Cement Masons Local 633

9-17-21

Date



Jamie McNamara, Business Manager
Electrical Workers Local 110

9-16-2021


Date



Dave Griefenhagen, Business Manager
Elevator Constructors Local 9

9-17-2021

Date



Jordan Fry, Business Representative
Painters Local 61/District Council 82

9-17/21

Date



Tony Poole, Business Manager
Pipefitters Local 455

9/17/21


Date



Thomas McCarthy, Business Manager
Plumbers Local 34

9-17-21

Date



Trinidad Uribe, Business Representative
Sprinkler-Fitters Local 417

9-17-21

Date



Matt Fairbanks, Business Representative
Sheet Metal Workers Local 10

9/14/2021

Date