

**Summary Agreement Sheet
CITY OF SAINT PAUL
AND
SAINT PAUL SUPERVISORS ORGANIZATION**

Date of Tentative Agreement: November 30, 2017

The following represents a summary of the agreements between the City of St. Paul and Saint Paul Supervisors Organization:

- 1. Wages:** (Increases take effect on closest payroll period)
 - Effective 1/1/2018: 1.5%
 - Effective 7/1/2018: 1.0%
 - Effective 1/1/2019: 1.5%
 - Effective 4/1/2019: 1.25%
 - Effective 1/1/2020: 2.75%

- 2. Article 16 – Severance.** Increase severance rates to a maximum of \$15,000 by 2019.

- 3. Section 17.1 – Sick Leave –** Reduce sick leave from 14 to 12 days per year.

- 4. Section 20 – Post Employment Health Savings Plan –** Increase contributions to up to \$1,200.

- 5. ARTICLE 5 – WORK SCHEDULES –** Add language mirroring non-rep language pertaining to incentive pay:

- 6. Duration -** three-year agreement.

- 7. Bereavement leave –** modify language to include civil service rule.

- 8. Early Retiree Opt Out of City Insurance Plan – TA on “AFSCME MOU” as modified to reflect SPSO.**

- 9. Housekeeping.**
 - TA to update language, dates and delete obsolete language per final draft.
 - Renew agreed-upon MOUs.

- 10. ARTICLE 8 – DISCIPLINE –** Eliminate Loudermill period prior to termination.

- 11. ARTICLE 10 – GRIEVANCE PROCEDURE -** TA to change 14 to 10 days
 - a. Add language for when parties fail to strike arbitrators in timely manner.

- 12. ARTICLE 13 – INSURANCE –** Implement August 2017 MOA
 - a. Add language to allow credit for years of part-time service.

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- 13. **ARTICLE 17 – SICK LEAVE** – Have language mirror statute on family sick leave.
- 14. **ARTICLE 14 – VACATION** – Modify Post-Employment Health Plan language.
- 15. **ARTICLE 16 – SEVERANCE PAY** – add language pertaining to laid off employees.
- 19. **Holiday Language.** Employees must be in paid status to receive holiday pay.
- 20. **Tunnel Pay** – Eliminate application of Section III.B. of Salary and Compensation Plan to members of bargaining unit.

All other changes were of a grammatical or housekeeping nature.