# MEMORANDUM OF AGREEMENT

### **BETWEEN**

## THE CITY OF SAINT PAUL

#### AND

# INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 70

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and the International Union of Operating Engineers Local 70 (hereinafter "Union") for the purpose of changing the applicability of "promotion rights" following the Administrative Law Judge Jeanne M. Cochran's order in case # 68-3100-31036.

The parties agree to the following:

- 1) The order in case #68-3100-31036 creates a conflict between "Promotion Rights" as established by the Civil Service Rules (7, 8, and 14) and the Minnesota Veteran's Preference Act.
- 2) The Civil Service Rules cannot be in conflict with a State law.
- 3) Effective with the signing of this MOA by all parties, classifications represented by this bargaining unit shall not be subject to promotion rights as established by the Civil Service Rules.
- 4) Effective on the first pay period after the signing of this MOA, all classifications represented by the Union will receive a 1% pay increase. This increase applies to all steps in all classifications.
- 5) If the City is unable to adjust the step rates prior to payroll processing, backpay will be issued as soon as possible.
- 6) The parties will incorporate this change into the next Collective Bargaining Agreement.
- 7) This agreement does not affect any other term or condition of the Collective Bargaining Agreement.

	INTERNATIONAL UNION OF OPERATING		TING
CITY OF SAINT PAUL		Engineers, Local 70	
Jason Schmidt Labor Relations Manager	12/15/14 Date	Dave Monsour, Business Manager	11/21/2014 Date
	,	Wyn Massey, Business Representat	$\frac{1/2D/20}{\text{Date}}$
		Steward S. Piccaylet	(au 11/20/2014) Date
		Thowar F. Steller Steward	Date
		Steward Steward	12/05/14 Date
		Steward Plust	12 Dec 2014  Date
		Steward	Date

Steward

Date