

City of St. Paul and Firefighters Local 21
2013 Contract Negotiations
Summary Agreement Sheet

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and Firefighters Local 21.

Date of TA: May 30, 2013

Duration: January 1, 2013 – December 31, 2015

Wages:	Effective April 1, 2013 (closest payroll period):	1.0%
	Effective October 1, 2013 (closest payroll period):	0.5%
	Effective April 1, 2014 (closest payroll period):	2.0%
	Effective April 1, 2015 (closest payroll period):	2.5%

Article 10 (Seniority)

Job Transfer & Bid System adjusted to allow employees with a minimum of three years of service to bid on Medic/Rescue Squad positions. Minimum of four years of service to bid on all other positions.

Article 14 (Insurance)

October 11, 2012 MOA on health insurance premium contribution rates and increased VEBA contribution rates adopted. Eligibility for health insurance reduced to 30 hours per week.

Article 16 (Vacation)

Vacation sell back increased from two days up to four days.

Article 19 (Sick Leave)

Effective 7/1/13 accrual rate for 56 hour employees adjusted to 0.0515 per hour. Employees on 56 hour week will receive a credit of 3.1 sick leave hours per year up to a maximum of 17.05 hours from 12/31/07. Effective 1/1/15 accrual rate reduced to 12 days per year. Employees hired after 12/31/07 who convert sick leave to vacation will have the amount credited to a PEHP. Effective 1/1/15 employees will need to accrue 162 days of sick leave to convert sick leave to vacation.

Article 26 (Severance)

Implement new thresholds for eligibility for the \$30,000 severance payment.

7/10/90 = 1850 hours

To 6/4/96 = 1750 hours

To 12/31/07 = 1600 hours

To 1/1/08 = 1500 hours

Change payout of the \$30,000 severance from three payments to one payment effective after 12/31/15.

Article 31 (Premium Pay)

Eligibility for premium pay is reduced from three years to one year effective 1/1/15.

Article 35 (Bereavement Leave)

New article. Employees working a 40 hour week entitled to three days of bereavement leave per year. Employees working a 56 hour week entitled to two days of bereavement leave per year. No carryover.

MOA's

Agreed to resign Military Pay Differential and Outside Employment MOA's.

Timekeeping

The City and Union will commit to exploring hour for hour timekeeping.

All other agreements were non-substantive, housekeeping agreements.