

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
TRI-COUNCIL, LOCAL 363 LABORERS

This Memorandum of Agreement (MOA) is entered into by the City of Saint Paul (hereinafter referred to as "City") and Tri-Council, Local 363 Laborers (hereinafter referred to as the "Union"). The purpose of this agreement is to provide premium pay for Union employees holding the title of Water Utility Worker I in the Saint Paul Regional Water Services (SPRWS).

The parties agree to the following:

1. **Selection of Leads:** In April of each year, a meeting will be held for all Water Utility Worker I's at Vadnais to see who is interested in serving as a lead when needed. The leads will support the Utility Trainee Program for the summer season which runs May – November. A sign-up sheet will be available at the meeting. Those interested will be interviewed. At Vadnais management's discretion, up to five (5) employees in the title of Water Utility Worker I will be selected to serve as leads each season on an as needed basis. The selection of the leads shall not be subject to the grievance procedure unless an employee believes they have been discriminated against.
2. **Premium Pay:** Water Utility Worker Is selected as leads will be entitled to a 5% premium pay for hours worked guiding Utility Trainees. This will be paid in 4-hour increments when the majority of time is unsupervised.

This MOA shall become effective the pay period following adoption by the City Council and shall renew annually.

CITY OF SAINT PAUL


Jason Schmidt
Labor Relation Manager
2/12/25

DATE

Tri-Council – LIUNA 363


AJ Lange
Business Manager
02/05/2025

DATE