

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**THE CTIY OF SAINT PAUL**  
**AND**  
**AFSCME CLERICAL, LOCAL 2508**

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and AFSCME Clerical, Local 2508 (hereinafter "the Union") in order to provide an agreement regarding "Fair Share" fee collection language and compliance with the Supreme Court decision.

The parties agree:

1. On June 27, 2018, the United States Supreme Court decided Janus v. AFSCME Council 31 broadly ruling that public-sector employers and unions may not require that an agency fee, or any other payment to a union, be withheld from a non-union member's paycheck, unless the non-member clearly and affirmatively consents to the payment and
2. All "Fair Share" language and references were removed from the Agreement during this negotiation to remain compliant with the above-mentioned Supreme Court decision.
3. Should the State or Federal statutes change regarding "Fair Share" fees, the applicable language and references shall be added back into the Agreement without negotiations.
4. This MOA shall set no precedent.
5. The MOA shall become effective when signed by both parties and shall renew annually.

**FOR THE CITY:**

 7/20/23  
Toni Newborn Date  
Human Resources Director

**FOR THE UNION:**

 7.17.23  
Jennifer Guertin, President Date  
AFSCME Clerical, Local 2508

 7/25/23  
Dane Ryan, Field Representative Date  
AFSCME Council 5