

SUMMARY AGREEMENT SHEET PROFESSIONAL EMPLOYEES ASSOCIATION

Below is a summary of the changes made to the 2013-2015 Collective Bargaining Agreement between the City of St. Paul and the Professional Employees Association.

1. **Date of Tentative Agreement:** April 19, 2013
2. **Duration** - 3 years (2013-2015)
3. **Wages:** Agreed to the following wage increases:
 - o 4/1/13* 1%
 - o 10/1/13* 0.5%
 - o 4/1/14* 2%
 - o 1/1/15* 1% (**Note: In exchange for concession of elimination of Promotion Rule**)
 - o 4/1/15* 2%
4. **Vacation-Article 8.2:** Added new language to Article 8.2 specify the vacation year as calendar year versus fiscal year.
5. **Seniority-Article 13.3:** Added Grants Assistant-Grant Specialist- Grants Manager series to clarify titles as part of the promotional series.
6. **Uniform-Article 17.1 & 17.2:** Cleaned up and consolidate Article 17.1 to read as follows:
 - a. (17.1) For those employees required by the Employer to wear safety shoes or boots, the Employer will contribute \$65 per year toward the purchase of safety shoes or boots, as an annual cash payment to be placed on the paycheck.
 - b. (17.2) Fire Protection Engineers who are required to wear a specified uniform shall receive be reimbursed for uniform items purchased up to
 - o \$550 per calendar year in 2013
 - o \$570 per calendar year in 2014
 - o \$590 per calendar year in 2015
7. **ARTICLE 12 – INSURANCE:** Implemented terms of August, 2012 health insurance MOA.
8. **ARTICLE 13 – SENIORITY:** Ended Civil Service Rule promotion rule in exchange for a 1% increase effective January 1, 2015.
9. **ARTICLE 18 – DISCIPLINE:** Added language to contract making oral reprimands exempt from grievance procedure and have a reckoning period of one year.
10. **Other Language Changes:** Other language changes were of a housekeeping nature for clarification and cleanup.