MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF SAINT PAUL AND THE TRI-COUNCIL

This Memorandum of Agreement (MOA) is entered into by the City of St. Paul (hereinafter "City") and The Tri-Council (hereinafter "Union") for the purpose of establishing the process for determining compensation for potholing and skim paving work performed on a weekend overtime shift by employees in the Tri-Council. Public Works needs to increase efforts to address pavement conditions after an unusually momentous series of winter weather events. Therefore, the parties agree to the following:

- 1. Any employee in an active classified (certified) employment status in the Tri-Council bargaining unit who works a weekend overtime shift (beginning no earlier than 12:00 AM on Saturday and ending no later than 11:59 PM Sunday) on a pothole patching or skim paving crew between September 23 and December 15, 2023 will be paid a flat rate incentive amount as follows:
 - a. A flat rate of \$123.00, subject to regular taxes and withholdings, will be paid to all Street Services Workers who work an entire 8 hour weekend overtime shift.
 - b. A flat rate of \$143.00, subject to regular taxes and withholdings, will be paid to all HEOs and Asphalt Plant Operators who work an entire 8 hour weekend overtime shift.
 - c. Incentive pay will not be paid to any employee who fails to appear for an overtime shift or who does not work an entire 8 hour overtime shift.
- 2. This MOA will remain in effect until December 15, 2023.
- 3. Weekend shifts will be posted in advance and assigned by shift seniority to those employees who sign up.
- 4. Payment of incentive pay is not subject to the grievance process.

5. This MOA sets no precedent.

FOR THE CYPY:

Jason Schmidt Date

Labor Relations Manager

FOR THE UNION:

A. Lange, Business Manager Laborers, LIUNA Local 363

9-27-2:

Troy Gustafson, Business Representative

Date

General Drivers, Teamsters Local 120

1-26-2023

onathan Turner, Business Representative

Operating Engineers, Local 49

Date