

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 70**

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and the International Union of Operating Engineers Local 70 (hereinafter "Local 70") for the purpose of ensuring effective staffing, training, and operational continuity during the new plant launch at Saint Paul Regional Water Services (SPRWS). Given the complexities of the plant's launch, both SPRWS and Local 70 agree to the following terms regarding staffing requirements and vacation requests for Local 70 Employees in the SPRWS Production Division only:

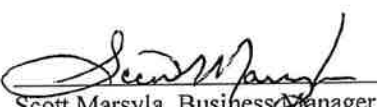
1. Non-Traditional Staffing:
  - a.) Local 70 employees in the SPRWS Production Division may be required to adjust their standard work schedules during this period to accommodate increased demands. This includes modified or extended shift hours as necessary.
  - b.) The City shall offer all work that falls under the jurisdiction of Local 70 in this order to meet the operational and training needs of the launch:
    - i. Qualified (certified in title or trained to work out of classification) Local 70 employees on regular time,
    - ii. Qualified non-Local 70 (MMSA Supervisors) employees on regular time,
    - iii. Offering overtime to all qualified Local 70 employees,
    - iv. Offering overtime to qualified non-Local 70 employees.
  - c.) Employees are expected to remain flexible and adapt to changes in staffing needs as the situation evolves during the launch period.
2. Vacation and Time-off Requests:
  - a.) Local 70 employees in the Saint Paul Regional Water Services Production Division agree to limit their vacation requests during the period from May 2025 through July 2025.
  - b.) Vacation requests that are deemed essential (e.g., family emergencies or unavoidable personal reasons) may be granted on a case-by-case basis, subject to operational requirements.
3. Both parties agree that health, safety, and well-being are of utmost importance. All staffing arrangements and schedule adjustments will comply with applicable labor laws and health and safety regulations.
4. Employees will be given reasonable notice of any schedule changes, and SPRWS will make every effort to minimize disruption to personal lives.
5. This MOA will become effective once the facility is operational and will run approximately 8 weeks from said date. The City anticipates the start date of operation to be May 1, 2025.
6. Any modifications or extensions to this agreement will require the mutual consent of both parties.
7. This MOA sets no precedent and is not applicable to any other classifications in the Union.

**FOR THE CITY:**


  
\_\_\_\_\_  
Jason Schmidt  
Deputy Director Human Resources

4/19/25  
Date

**FOR THE UNION:**

  
\_\_\_\_\_  
Scott Marsyla, Business Manager  
Operating Engineers Local 70

4-11-25  
Date

  
\_\_\_\_\_  
Travis Aslakson, Business Representative  
Operating Engineers, Local 70

4-10-2025  
Date

*[Handwritten signature]*

Steward

Date

Operating Engineers, Local 70