


**MEMORANDUM OF AGREEMENT  
BETWEEN  
CITY OF ST. PAUL  
AND  
AFSCME CLERICAL LOCAL 2508**

This Memorandum of Agreement is entered into between the City of St. Paul ("City") and the AFSCME Clerical Local 2508 ("Union") for the purpose of determining the rate of pay at which Union members will be paid during the period in which they are allowed to work during the evening for their own convenience. The parties agree to the following:

- 1) On occasion, and for their own convenience, Union members have been allowed to work during evening hours and/or split their work shift.
- 2) Article 3.13 of the collective bargaining agreement states that any employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. is eligible for a 6.5% shift differential.
- 3) As it is the choice of these employees to work during evening hours or split shifts, employees who request to work during the night differential time period without being required to do so will not receive night differential pay.
- 4) This MOA does not apply to those employees who are regularly scheduled between 6:00 p.m. and 6:00 a.m.
- 5) This MOA may be included in the next collective bargaining agreement or will renew annually unless one party provides notice of a desire to end.

**For the City of Saint Paul**

  
\_\_\_\_\_  
Jason Schmidt,  
Labor Relations Manager

11/24/20  
\_\_\_\_\_  
Date

**For the Union**

  
\_\_\_\_\_  
Jen Guerin, President  
AFSCME Clerical, Local 2508

11.24.20  
\_\_\_\_\_  
Date