

**INDEPENDENT SCHOOL DISTRICT NO. 625  
BOARD OF EDUCATION  
SAINT PAUL PUBLIC SCHOOLS**

**DATE:** June 22, 2021

**TOPIC:** Approval of an Employment Agreement with United Association of Steamfitters, Pipefitters, and Service Technicians, Local Union No. 455, to Establish Terms and Conditions of Employment for 2021-2024

**A. PERTINENT FACTS:**

1. New Agreement is for the three-year period May 1, 2021 through April 30, 2024.
2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry. The first year total increase is \$2.50 for Journeyman, \$2.65 for Lead Pipefitter and \$2.75 for General Lead; and the second and third year will be a reopener for wages only.

Overtime: Effective January 1, 2022, the overtime rate of two times the basic hourly rate and fringes shall be paid for work performed under the circumstances as defined in 9.3.1 and 9.3.2.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates and outdated references.
4. The District has eight (8) regular F.T.E. in this bargaining unit.
5. This item will meet the District's target area goal of alignment.

This request is submitted by Kenyatta McCarty, Executive Director of Human Resources; Jim Vollmer, Assistant Director of Employee/Labor Relations; Daniel Wells, Negotiations/Employee Relations Assistant Manager.

**B. RECOMMENDATION:**

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom United Association of Steamfitters, Pipefitters, and Service Technicians, Local Union No. 455, is the exclusive representative; duration of said Agreement is for the period of May 1, 2021 through April 30, 2024.