

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
AFSCME TECHNICAL LOCAL 1842**

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and AFSCME Local 1842 (hereinafter "Union"), for the purpose of establishing the funding of uniforms for City employees working within the Parks Department at the Como Campus (presently classifications of Horticulturist I and Horticulturist II).

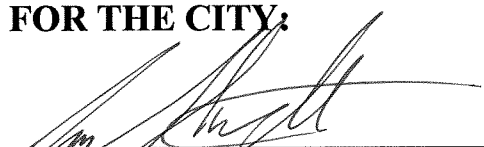
This MOA shall supersede all other language regarding uniform allowances for Local 1842 employees at the Como Campus. This MOA has no affect on any other employees.

Employees who are assigned to work at the Como Campus and required by the City to wear a uniform shall receive the following:


- 1) Upon hire, an eligible employee will receive an initial uniform. Full-time employees will receive two long-sleeve t-shirts, four short-sleeve t-shirts, one polo shirt, one lightweight fleece or sweatshirt, one vest, or equivalent garments. Each employee will also receive a payment of \$100 for initial purchase of pants and shorts.
- 2) On May 1<sup>st</sup> of each year, or closest payroll period, eligible employees will receive a payment of \$100 for the annual purchase of pants or shorts.
- 3) Employees who require additional shirts throughout the year due to normal wear and tear will be issued additional shirts by the City.
- 4) Staff working seasonally or part-time will receive full payments for pants and shirts but may be issued reduced uniform proportionate to hours worked and specific assignments.

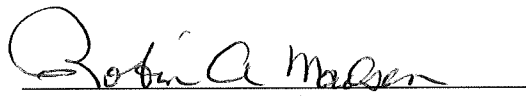
Employees are expected to report to work in a clean and presentable uniform and in a manner consistent with the Como Campus employee dress code. This MOA shall run concurrently with the 2011-2012 Collective Bargaining Agreement. This MOA sets no precedent.

**FOR THE CITY:**

  
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Jason Schmidt  
Labor Relations Manager

**FOR THE UNION:**

  
\_\_\_\_\_  
Chris Cowen, Business Representative  
AFSCME Local 1842

  
\_\_\_\_\_  
Robin Madsen, President  
AFSCME Local 1842

Date: 3/28/2011

Date: 3-23-11