

Memorandum of Agreement
between
The City of Saint Paul
and the
International Union of Painters and Allied Trades
District Council #82
2018 Wage and Fringe Adjustment

APPENDIX C

The basic hourly wage rate for regular employees appointed to the following classes who participate in PERA shall be:

	Effective 05/01/2016 (Or closest pay period)	Effective 05/01/2017 (Or closest pay period)	Effective 05/01/2018 (Or closest pay period)
Painter	\$30.39	\$31.09	\$31.09
Lead Painter	\$31.32	\$32.02	\$32.02

The basic hourly wage rate for regular and probationary employees appointed to the following classes who are not participating in PERA shall be:

	Effective 05/01/2016 (Or closest pay period)	Effective 05/01/2017 (Or closest pay period)	Effective 05/01/2018 (Or closest pay period)
Painter	\$32.67	\$33.42	\$33.42
Lead Painter	\$33.67	\$34.42	\$34.42

The basic hourly wage rate for temporary employees appointed to the following classes who are not participating in PERA shall be:

	Effective 05/01/2016 (Or closest pay period)	Effective 05/01/2017 (Or closest pay period)	Effective 05/01/2018 (Or closest pay period)
Painter	\$32.75	\$33.50	\$34.52
Lead Painter	\$33.75	\$34.50	\$35.52

APPENDIX C (Continued)

In the event that the Union elects to have the fringe benefit contributions made by the Employer increased during the contract period, the basic hourly wage rates shall be reduced by the amount of such increase.

When performing the following types of work, the rate of pay shall be seventy-five cents (\$.75) per hour over the basic hourly wage rate for any class covered by this Agreement:

Sandblasting, swing-stage work, erected structural steel skeleton work, all bridge work, all exterior work where safety belt or window jacks are used, spray painting, for application of materials over 50% creosote, and for application of all two component epoxy materials.

Effective: January 1, 2010: The Employer agrees to pay \$75.00 toward the cost of a pair of safety shoes purchased by an employee who is a member of this unit. The Employer shall contribute toward the cost of one pair of shoes per contract year and shall not be responsible for any additional cost for any additional shoes thereafter. The reimbursement of \$75.00 shall be made only after investigation and approval by the immediate supervisor of that employee. This \$75.00 Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes.

***Effective **May 1, 2016** (or closest payroll period), there will be an additional \$1.95 per hour added to the total package. The parties will agree prior to that date as to the distribution of the increase between the wages and fringes.

*** Effective **May 1, 2017** (or closest payroll period), there will be an additional \$1.80 per hour added to the total package. The parties will agree prior to that date as to the distribution of the increase between the wages and fringes.

***Effective **May 1, 2018** (or closest payroll period), there will be an additional \$1.75 per hour added to the total package. The parties will agree prior to that date as to the distribution of the increase between the wages and fringes.

APPENDIX D

Effective **May 1, 2018** (or closest pay period), for regular and probationary employees, the Employer shall:

- (1) contribute to a designated the **District Council 82 Health Care Plan** \$8.25 per hour for all hours worked by employees covered by this Agreement.
- (2) contribute to the **St. Paul Painting Industry Pension Plan** \$8.34 per hour for all hours worked by employees covered by this Agreement. In the event the **St. Paul Painting Industry Pension Plan** is merged into the **Minneapolis Painting Industry Pension Fund** or a new defined benefit plan sponsored by District Council 82, the Employer agrees to make contributions to the new plan to the same extent as the Employer's obligations as set forth herein.
- (3) contribute to the **International Union of Painters and Allied Trades Industry Pension Fund** the sum of \$3.05 per hour for all hours worked by employees covered by this agreement.
- (4) contribute \$4.28 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Savings Program**.
- (5) contribute to the **Finishing Trades Institute of the Upper Midwest** \$0.81 per hour for all hours worked by employees covered by this Agreement.
- (6) deduct \$2.24 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Dues Fund**.
- (7) contribute to a **Safety Training Awards Recognition Program (STAR)** \$0.10 per hour for all hours worked by employees covered by this Agreement.

Effective **May 1, 2018** (or closest pay period), for all temporary employees, the Employer shall:

- (1) contribute to a designated the **District Council 82 Health Care Plan** \$8.25 per hour for all hours worked by employees covered by this Agreement.
- (2) contribute to a the **St. Paul Painting Industry Pension Plan** \$8.55 per hour for all hours worked by employees covered by this Agreement.
- (3) contribute to the **International Union of Painters and Allied Trades Industry Pension Fund** the sum of \$3.05 per hour for all hours worked by employees covered by this agreement.
- (4) contribute \$3.00 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Savings Program**.
- (5) contribute to the **Finishing Trades Institute of the Upper Midwest** \$0.78 per hour for all hours worked by employees covered by this Agreement.
- (6) deduct \$2.24 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Dues Fund**.
- (7) contribute to a **Safety Training Awards Recognition Program (STAR)** \$0.10 per hour for all hours worked by employees covered by this Agreement.

APPENDIX D (Continued)

During the Annual Allocation between wages and fringe benefits the Union shall have the discretion to allocate a portion of the wages and/or fringe benefits of members of the Union to the Painters and Allied Trades District Council 82 Defined Contribution Plan, thereby making the Employer obligated to contribute this amount allocated to the Plan per hour for all hours worked by employees covered by this Agreement. Any amount allocated shall be subtracted from wages and/or other fringe benefits, and shall not affect the total negotiated package of wages and benefits.

The EMPLOYER shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

Employees covered by this Agreement shall not be governed by nor be eligible for, the accumulation of vacation, sick leave, holiday, funeral leave, jury duty, or insurance fringe benefits that are or may be established by Civil Service Rules, Council Ordinance or Council Resolution.

The Employer's fringe benefit obligation to employees is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

APPENDIX E

APPRENTICE PAINTERS RATES – MAY 1, 2018

Journeyman Rate: \$37.70

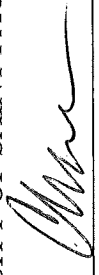
Hours	Base	Health & Welfare	DC82 Defined Pension	IUPAT Pension	FTI-UM	STAR	TOTAL	Vac*	Dues*
0 - 2000 (50%)	\$18.85	\$8.25	\$3.97	\$1.83	\$0.78	\$0.10	\$33.78	\$3.00	\$1.38
2001 - 4000 (65%)	\$24.51	\$8.25	\$3.97	\$1.83	\$0.78	\$0.10	\$39.44	\$3.00	\$1.58
4001 - 5000 (80%)	\$30.16	\$8.25	\$3.97	\$1.83	\$0.78	\$0.10	\$45.09	\$3.00	\$1.78
5001 - 6000 (90%)	\$33.93	\$8.25	\$3.97	\$1.83	\$0.78	\$0.10	\$48.86	\$3.00	\$1.91


*Savings at \$3.00 and check-off dues are included in the Base Rate.

PREMIUM RATE: \$0.75 applies to Apprentice

WITNESSES:

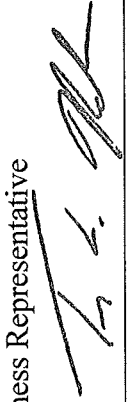
CITY OF SAINT PAUL


 Chara Blanch
 Labor Relations Specialist
 Date 5/11/18


 Jason Schmidt
 Labor Relations Manager
 Date 5/11/2018

INTERNATIONAL UNION OF PAINTERS
 AND ALLIED TRADES, DISTRICT COUNCIL #82


 Jeff Jewett
 Business Representative
 Date 5/11/18


 Terry L. Nelson
 Business Manager/Secretary-Treasurer
 Date 5/11/18