

**Professional Employees Association and City of St. Paul
2021-2022 Contract Summary**

Below is a summary of the agreements made during the negotiation of the 2021-2022 collective bargaining agreement between the City of St. Paul and the Professional Employees Association.

Date of TA: July 8, 2021

Duration: Two years (2021-2022)

Wages: 2021: 2021: 1% (Jan 1st or closest pay period)
2022: 2% (Jan 1st or closest pay period)
2022: 0.5% (July 1st or closest pay period)

ARTICLE 5 – CHECK OFF: Revised to comply with current laws.

ARTICLE 6 – HOURS OF WORK AND OVERTIME: Removed obsolete language and added voluntary waiver language.

6.9 **Library Employee Night/Sunday Differential.** Any Library employee who works on a shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m. shall be paid a night differential of five percent (5.0%) for the hours worked between 6:00 p.m. and 6:00 a.m.

Any Library employee who works on Sunday shall be paid a differential of five percent(5.0%) for all hours worked.

6.10 **Night Differential.** Any employee who works on a shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., there shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.

The night differential shall be six and a half percent (6.5%) of the base rate and shall be paid only for those night shift hours actually worked between the hours of 6:00 p.m. and 6:00 a.m.

6.11 On occasion, and for their own convenience, Association members have been allowed to work during evening hours. As it is the choice of these employees to work during evening hours, employees who request to work during the night differential time period without being required to do so will not receive night differential pay.

ARTICLE 9 - HOLIDAYS: Juneteenth added to the holiday schedule.

ARTICLE 12 - INSURANCE: Incorporate 2021 and 2022 contribution rates, eliminate language regarding 3/4 and 1/2 time contributions, reduce eligibility for RHI coverage to 20 years and clarify eligibility.

ARTICLE 22 – SEVERANCE PAY: Add two-week notice provision for severance eligibility effective 1/1/22.

ARTICLE 24 – DEFERRED COMPENSATION: City contribution increased by \$100 effective 1/1/22. Clarification language added to match current contribution process.

MOA: OTC On-Call: remove expiration language and make the document automatically renewing.

All other agreements were of a housekeeping nature.