

**SUMMARY AGREEMENT SHEET
PROFESSIONAL EMPLOYEES ASSOCIATION**

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and PEA.

Date of TA

March 24, 2011

Duration

January 1, 2011 - December 31, 2012

Wages

No wage increases during the term of the agreement.

Health Insurance

The insurance contribution increases follow the Memorandum of Agreement reached with the various bargaining units for 2011-2012.

Vacation

New language allowing employees to receive credit for qualifying years of service based on previous public sector or private entity experience as an attorney or law clerk. This change allows greater flexibility in recruitment of experienced job candidates.

Safety Footwear Credit

Agreed to adjust the safety footwear credit from \$50.00 to \$65.00, and changed the method of payment from reimbursement to direct payment on an employee's check.

Hours of Work

Agreed to language clarifying hours of work to include paid rest/lunch breaks in during the normal workday.

Recall Rights

Agreed to add language to guarantee the restoration of all unused sick leave upon recall from layoff.

MOAs: Agreed to re-sign the following Memoranda of Agreement:

On-Call MOA

Other Language Changes:

Other language changes were of a housekeeping nature for clarification and cleanup.