

**City of St. Paul and the Machinists  
2018-2020 Contract Negotiations  
Summary Agreement Sheet**

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

**Date of TA: February 12, 2018**

**Duration: January 1, 2018 – December 31, 2020**

**Wages:**      **Effective January 1, 2018 (closest payroll period): 1.5%**  
                  **Effective July 1, 2018 (closest payroll period): 1%**  
                  **Effective January 1, 2019 (closest payroll period): 1.5%**  
                  **Effective April 1, 2019 (closest payroll period): 1.25%**  
                  **Effective January 1, 2020 (closest payroll period): 2.75%**

**Article 7 – Discipline**

7.3 – Replace 7.3 removing the requirement for a 5 day preliminary suspension and retaining the right to a meeting to offer an explanation of the relevant facts and circumstances surrounding the events preceding the discharge decision.

**Article 9 - Tool Insurance and Clothing**

All sections - Updated annual reimbursement rates equal to the same percentage as the negotiated wage increase for each year of the agreement.

9.4 – modify language to allow annual safety glasses reimbursement and to require safety glasses to be ANSIZ87 certified.

**Article 13 - Active Employee Insurance**

Agreed to implement the rates from the August 2017 LMCHI agreement.

**Article 20 – Wage Schedule**

20.2 & 20.3 – Eliminate articles and incorporate rates for Vehicle Mechanic Leadworker and Welder Leadworker and apply the negotiated wage increase to these titles.

**Article 25 - Pension**

25.1 – Increase contributions to the I.A.M. National Pension Fund by 10 cents on January 1 in each year of the agreement - \$1.15 per hour on January 1, 2018; \$1.25 per hour on January 1, 2019; and \$1.35 per hour on January 1, 2020.

**Article 26 - Duration and Effective Date**

26.2 - Three year contract (2018 - 2020)

**Notices Given:**

Snow-tagging – Employees will be paid at their regular rate of pay during their next regular shift.

Infor Rounding Rules – all pay rates will be calculated using Infor’s normal rounding rules. The City will increase the base rate of all titles by \$0.02/hour to eliminate impact to any particular title.

**Other items were non-substantive, housekeeping agreements.**