

**City of St. Paul and AFSCME Technical, Local 1842  
2023-2025 Contract Negotiations  
Summary Agreement**

**Date of TA:** May 9, 2023

**Duration:** January 1, 2023 – December 31, 2025

**Wages:** Effective 1/1/2023 (or closest pay period): 1.5%  
Effective 7/1/2023 (or closest pay period): 1.5%  
Effective 1/1/2024 (or closest pay period): 1.5%  
Effective 7/1/2024 (or closest pay period): 1.5%  
Effective 1/1/2025 (or closest pay period): 1.5%  
Effective 7/1/2025 (or closest pay period): 1.5%

**Appendix A Salary Schedules:**

- a. Add 1% to the 20 year step each year of the contract on January 1<sup>st</sup> or closest pay period (1/1/2023, 1/1/2024 & 1/1/2025)
- b. Effective 1/1/2024, lift floor of wages to \$17.00 except Aquatics titles

**Article 1 – Recognition**

- a. Update recognition clause
- b. Remove fair share language

**Article 5 – Holidays**

Add Juneteenth as a paid Holiday

**Article 9 – Vacation**

Eliminate prohibition on applying additional vacation credit

**Article 10 – Insurance**

Implement rates from 2023-2025 LMCHI agreement.

**Article 11 – Working out of Classification**

Reduce number of days for Out of Class assignments from 15 to 10 days

**Article 14 – Bulletin Boards**

Rename Bulletin to Union Notification Boards and remove the term bulletin from the article

**Article 17 – Leave of Absence**

Provide 8 weeks of paid parental leave for eligible employees

**Article 21 – Discipline**

Allow Oral reprimands to be removed from employee's file after one year with no same/similar

**Article 28 – Safety**

- a. Increase Safety shoes/boots
- b. Safety Vests for requesting employees

**Article 29 – Uniform Reimbursement**

- a. Change from reimbursement to allowance for DSI Inspectors
- b. Include Veterinary Technician classification for uniform eligibility

**Safety Committee**

City agrees to establish of a Citywide Safety Labor Management Committee

**MOAs**

Competency Testing at SPRWS MOA

RHI (Update for ACA compliance) MOA

On-Call pay for DSI Animal Service Officers and Fire Inspectors MOA

Fair Share inclusion language MOA

Other changes were of a housekeeping nature