

MEMORANDUM OF AGREEMENT

Between
The City of Saint Paul
And
AFSCME Legal 3757

This MOA is entered into by the City of Saint Paul and AFSCME Legal 3757 (Union) for the purpose of addressing the employment status of employees hired through the American Rescue Plan (ARP) Funds. The parties recognize the transitional nature of these grant funded positions. As such, it is expected that ARP funded positions will end when the ARP funding expires. To attract the most qualified employees and not disrupt the seniority status of permanent certified employees, the parties agree to the following:

- 1) The City will designate which positions are ARP related and notify the appropriate union.
- 2) Such positions will be in place for the duration of the ARP funding only.
- 3) Employees hired per #1 above will be hired in a "Provisional" employment status.
- 4) Such employees will be eligible for representation by the appropriate union.
- 5) Such employees will be eligible for the benefits defined by the applicable collective bargaining agreement.
- 6) Civil Service Rules 6, 7, 8, and 11 regarding establishment of hiring lists and rules associated with employment of provisional employees while lists are in place will be waived for these grant funded positions.
- 7) If an employee is hired into an ARP related position and is subsequently hired into a certified non-grant funded position of the same classification, seniority will be retroactive to the date of original hire in the classification. Such employees will not be subject to a one-year probationary period if they have already worked more than one year (2080 hours).
- 8) Employees hired under this MOA and who remain in the grant funded positions are not entitled to access the layoff/bumping provisions of the associated collective bargaining agreement and/or Civil Service Rules.
- 9) When the ARP related position ends, the affected employee shall be separated.
- 10) If current employees are hired for grant funded positions or those created based on the grant, that are at a higher-level classification than their current classified position, they will work "Out of Classification" in the grant funded position for the duration of the grant. Such appointments are not subject to Civil Service Rule 28B(5) which limits step placement to 5% above the certified position.
- 11) This MOA affects no other terms and conditions of employment.

FOR THE CITY:

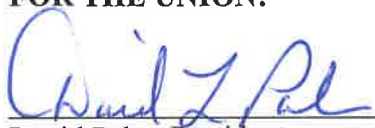


Jason Schmidt
Labor Relations Manager



Date

FOR THE UNION:



David Palm, President
AFSCME Legal, Local 3757



Date



Dane Ryan, Field Representative
AFSCME District Council 5



Date