MEMORANDUM AGREEMENT
BETWEEN
THE CTIY OF SAINT PAUL
AND
TRI-COUNCIL

This Memorandum of Agreement (hereinafter "MOA") is entered by the City of Saint Paul (hereinafter "City") and Tri-Council (hereinafter "the Union") to provide an across the board (ATB) increase to all steps in all classifications while the possible reorganization of the Union is considered.

The Parties stipulate that:

1. The parties current collective bargaining agreement has expired.
2. The parties wish to provide an ATB increase to all members to reduce potential backpay processing complications and ensure members maintain competitive salaries.
3. Other unions have negotiated ATB increases for 2026.
4. Once the reorganization of Tri-Council is completed, the parties will negotiate the successor to the 2023-2025 collective bargaining agreement.

Therefore, the Parties agree that:

5. All steps in all classifications of the current collective bargaining agreement will receive a 3% ATB effective April 1, 2026 (closest pay period).
6. The pension fund processing MOA signed on December 19, 2024 will continue to apply unless otherwise negotiated by the parties.
7. All employees on the payroll at the time of final signing of this MOA will receive backpay.
8. This MOA does not prohibit any party from proposing additional and more beneficial economic items for the successor agreement in 2026 (i.e, larger wage increases and/or a retroactive date that's further in the past), nor does it guarantee adoption of any additional economic items in 2026.
9. This agreement will apply to any group that represents members covered by the recently expired collective bargaining agreement.
10. This letter is non-precedent setting.
11. All other terms and conditions remain in effect.

FOR THE CITY:

Jason Schmidt
Jason Schmidt (Apr 22, 2026 15:17:26 CDT) Apr 22, 2026

Jason Schmidt Date
Human Resources Deputy Director

FOR THE UNION:

Jonathan Turner (Apr 22, 2026 09:05:00 CDT) Apr 22, 2026

Jonathan Turner, Business Representative Date
Tri-Council - Operating Engineers, Local 49

Joe Fowler Apr 22, 2026

Joe Fowler, Business Representative Date
Tri-Council – LIUNA Laborers, Local 563

Chris Riley
Chris Riley (Apr 22, 2026 14:45:11 CDT) Apr 22, 2026

Chris Riley, Business Representative Date
Tri-Council – Teamsters, Local 120