

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE CITY OF SAINT PAUL  
AND  
INTERNATIONAL ASSOCIATION OF SHEET METAL, AIR, RAIL AND  
TRANSPORTATION WORKERS, LOCAL 10**

This Memorandum of Agreement (hereinafter “MOA”) is entered into by the City of Saint Paul (hereinafter “City”) and International Association of Sheet Metal, Air, Rail and Transportation Workers (hereinafter “the Union”) in order to provide a correction to the Sheet Metal Worker collective bargaining agreement relating to Appendix B, total hourly cost to the Employer for wages, which include any contributions and deductions for the Lead Sheet Metal Worker and Sheet Metal Inspector classifications.

The parties agree:

1. In the 2024-2027, Sheet Metal Worker, collective bargaining agreement, an error was made in the overall package cost for the Lead Sheet Metal Worker and Sheet Metal Inspector;
2. Appendix B shall be updated as follows:

**APPENDIX B**

**The total hourly cost to the Employer for wages plus any and all contributions or deductions stated in Appendix C of this agreement shall not exceed the following amounts:**

	Effective closest pay period following Council adoption
Sheet Metal Worker	\$88.30
Lead Sheet Metal Worker	\$92.80
Sheet Metal Inspector	
1 <sup>st</sup> Step	\$90.30
2 <sup>nd</sup> Step (Lead Sheet Metal Worker)	\$92.80
Senior Mechanical Inspector – Sheet Metal (General Lead)	\$97.30

\*to include the \$1.00 negotiated

**APPENDIX B (Continued)**

**The basic hourly wage rate for temporary employees (Outside Rates) appointed to the following classes shall be:**

	Effective closest pay period following Council adoption
Sheet Metal Worker	\$53.71
Lead Sheet Metal Worker	\$58.21
Sheet Metal Inspector	
1st Step	\$55.71
2nd Step	\$58.21
Senior Mechanical Inspector-Sheet Metal	\$62.71

The basic hourly wage rates for temporary employees whose length of service and earnings require that they be subject to Public Employees Retirement Association (PERA) contributions shall be the temporary rate divided by 1.075 effective January 1, 2015. This rate is subject to further increase or decrease by the State of Minnesota.

**The basic hourly wage rate for Non-PERA employees appointed to the following classes hired after July 1, 2020 shall be:**

	Effective closest pay period following Council adoption	<u>Vacation/Holiday Rate*</u>
Sheet Metal Worker	\$53.71	\$47.74
Lead Sheet Metal Worker	\$58.21	\$51.74
Sheet Metal Worker		
1 <sup>st</sup> Step	\$55.71	\$49.52
2 <sup>nd</sup> Step	\$58.21	\$51.74
Senior Mechanical Inspector-Sheet Metal	\$62.71	\$55.74

**APPENDIX B (Continued)**

**The basic hourly wage rate for provisional, regular, and probationary employees appointed to the following classes hired before July 1, 2020 shall be:**

	Effective closest payroll period following Council adoption
Sheet Metal Worker	\$44.41
Lead Sheet Metal Worker	\$48.13
Sheet Metal Inspector	
1st Step	\$46.07
2nd Step	\$48.13
Senior Mechanical Inspector-Sheet Metal	\$51.85

\*\* Effective April 26, 1997, this rate includes the above taxable deductions in addition to 72 hours of paid holidays and 160 hours of paid vacation per fiscal year. Effective **May 1, 2024**, any hours exceeding 120 hours will be paid out in the end of the fiscal year. Vacation must be approved by the Head of the Department.

The above rates in Appendix B include the \$3.81 taxable Savings & Organizing deduction which includes the \$1.03 taxable Organizing Fund deduction.

After appearing on the payroll for 1040 hours in the first step, an employee in the Sheet Metal Inspector classification may be granted a wage increase to the second step.

Effective **May 1, 2024** (or closest payroll period), there will be an additional \$4.50 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$4.50 between wages and fringes. This amount will be decreased by any increase in industry funds.

Effective **May 1, 2025** (or closest payroll period), there will be an additional \$4.25 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$4.25 between wages and fringes. This amount will be decreased by any increase in industry funds.

Effective **May 1, 2026** (or closest payroll period), there will be an additional \$4.25 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution of the \$4.25 between wages and fringes. This amount will be decreased by any increase in industry funds.

Effective **July 1, 2020** all employees hired will be "Non-PERA."

3. This MOA shall become effective the pay period following City Council approval.

**FOR THE CITY:**

Jason Schmidt  
Jason Schmidt (Sep 6, 2024 16:12 CDT) Sep 6, 2024  
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Jason Schmidt Date  
Labor Relations Manager

Christy Harriman  
Christy Harriman (Sep 6, 2024 16:09 CDT) Sep 6, 2024  
\_\_\_\_\_  
Christy Harriman Date  
Labor Relations Specialist

**FOR THE UNION:**

Matt Fairbanks  
Matt Fairbanks (Sep 6, 2024 16:08 CDT) Sep 6, 2024  
\_\_\_\_\_  
Matt Fairbanks Date  
Business Representative