

MEMORANDUM OF AGREEMENT
Between
The City of Saint Paul
And
FIRE SUPERVISORY ASSOCIATION INTERNATIONAL
ASSOCIATION OF FIREFIGHTERS
Local 3939

This MOA (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and Fire Supervisory Association International Association of Firefighters Local 3939 (hereinafter "Union") for the purpose of recognizing and adding June 19th (Juneteenth Day) as a paid holiday under the collective bargaining agreement. The parties agree to the following:

- 1) Juneteenth Day will be added to the list of holidays recognized in Article 13.6 (Vacation/Holidays).
- 2) This change is effective 2021.
- 3) The Parties agree to add Juneteenth Day to the next collective bargaining agreement as follows:

13.6 Effective January 1, 2019, New Years' Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth Day (June 19th), July 4th, Labor Day, Veterans' Day, Thanksgiving Day, the Day after Thanksgiving and Christmas Day are considered major holidays.

13.6 (1) If an employee entitled to a holiday is required to work on New Years' Day, Martin Luther King Day, Presidents' Day, Memorial Day, Juneteenth Day, July 4th, Labor Day, Veterans' Day, Thanksgiving Day, the Day after Thanksgiving or Christmas Day he/she shall be recompensed for work done on this day by being granted compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such hours worked, in addition to his/her regular holiday pay.

- 4) This MOA affects no other terms and conditions of employment.


FOR THE CITY:



Jason Schmidt
Labor Relations Manager

7/14/2021
Date

FOR THE UNION:



Mike Smith, President
Fire Supervisory Association International
Association of Firefighters, Local 3939

7/14/2021
Date