

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: October 15, 2013

TOPIC: Approval of an Employment Agreement With International Union of Painters & Allied Trades District Council 82 to Establish Terms and Conditions of Employment for 2013-2016

A. PERTINENT FACTS:

1. New Agreement is for the three-year period May 1, 2013 through April 30, 2016.
2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry.

Uniforms: Effective May 1, 2013, employees working in this bargaining unit will be provided uniforms from the District.

Tools: Effective May 1, 2013, employer will provide employees in this bargaining unit with the necessary tools to accomplish daily work. Tools are the property of the District and must be returned upon employment separation.

Fringes: Effective May 1, 2013, employer will contribute to the Fair Contracting Foundation Fund. The District will contribute \$.01 and the members will contribute \$.01 for a total of \$.02. The Fair Contracting Foundation Fund provision will sunset on April 30, 2016.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates.
4. The District has eight regular FTE in this bargaining unit.
5. The estimated total of all new costs (including wage adjustment, insurance, pension adjustments and non-taxable costs) for this agreement has been calculated as follows:
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom International Union of Painters & Allied Trades District Council 82, is the exclusive representative; duration of said Agreement is for the period of May 1, 2013 through April 30, 2016.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: September 17, 2013

TOPIC: Approval of an Employment Agreement with Operative Plasterers Local Union No. 265, to Establish Terms and Conditions of Employment for 2013-16

A. PERTINENT FACTS:

1. New Agreement is for the three-year period June 1, 2013 through May 31, 2016.
2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry.

Uniforms: Effective June 1, 2013, employees working in this bargaining unit will be provided uniforms from the District.

Tools: Effective June 1, 2013, employer will provide employees in this bargaining unit with the necessary tools to accomplish daily work. Tools are the property of the District and must be returned upon employment separation.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates and outdated references.
4. The District has one regular F.T.E. in this bargaining unit.
5. The estimated total of all new costs (including wage adjustment, insurance and pension adjustments) for this agreement has been calculated as follows:
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom Operative Plasterers Local Union No. 265 is the exclusive representative; duration of said Agreement is for the period of June 1, 2013 through May 31, 2016.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: October 15, 2013

TOPIC: Approval of an Employment Agreement with Bricklayers and Allied Craftworkers Local Union No. 1 of Minnesota to Establish Terms and Conditions of Employment for 2013-2016

A. PERTINENT FACTS:

1. New Agreement is for the three-year period May 1, 2013 through April 30, 2016.
2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry.

Uniforms: Effective May 1, 2013, employees working in this bargaining unit will be provided uniforms from the District.

Tools: Effective May 1, 2013, employer will provide employees in this bargaining unit with the necessary tools to accomplish daily work. Tools are the property of the District and must be returned upon employment separation.

Fringes: Effective May 1, 2013, employer will contribute to the Fair Contracting Foundation Fund which is included as a part of the prevailing wage.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates.
4. The District has three regular F.T.E. in this bargaining unit.
5. The estimated total of all new costs (including wage adjustment, insurance, pension adjustments and non-taxable costs) for this agreement has been calculated as follows:
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief of Staff.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom Bricklayers and Allied Craftworkers Local Union No. 1 of Minnesota, is the exclusive representative; duration of said Agreement is for the period of May 1, 2013 through April 30, 2016.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: November 12, 2013

TOPIC: Approval of an Employment Agreement With Cement Mason, Plasterers and Shophands Local 633 to Establish Terms and Conditions of Employment for 2013-16

A. PERTINENT FACTS:

1. New Agreement is for the three-year period May 1, 2013 through April 30, 2016.
2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry. Year one reflects a \$.86 wage increase. The second and third year will be a reopener for wages only.

Uniforms: Effective May 1, 2013, employees working in this bargaining unit will be provided uniforms from the District.

Tools: Effective May 1, 2013, the District will provide employees in this bargaining unit with the necessary tools to accomplish daily work. Tools are the property of the District and must be returned upon employment separation.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates and outdated references.
4. The District has 1 regular F.T.E. in this bargaining unit.
5. The estimated total of all new costs (including wage adjustment, insurance, pension adjustments and non-taxable costs) for this agreement has been calculated as follows:
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Laurin Cathey, Executive Director of Human Resources; Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom Minnesota Cement Masons, Plasterers and Shophands Local 633, is the exclusive representative; duration of said Agreement is for the period of May 1, 2013 through April 30, 2016.

**INDEPENDENT SCHOOL DISTRICT NO. 625
BOARD OF EDUCATION
SAINT PAUL PUBLIC SCHOOLS**

DATE: December 17, 2013

TOPIC: Approval of an Employment Agreement with the North Central States Regional Council of Carpenters to Establish Terms and Conditions of Employment for 2013-2016

A. PERTINENT FACTS:

1. New Agreement is for the three-year period May 1, 2013 through April 30, 2016.
2. Contract changes are as follows:

Wages: Wage and benefit changes reflect prevailing wage for the industry. Year one reflects a \$.86 wage increase. The second and third year will be a reopener for wages only.

Uniforms: Effective May 1, 2013, employees working in this bargaining unit will be provided uniforms from the District.

Tools: Effective May 1, 2013, employer will provide employees in this bargaining unit with the necessary tools to accomplish daily work. Tools are the property of the District and must be returned upon employment separation.

Fringes: Effective May 1, 2013, employer will contribute to the Fair Contracting Foundation Fund which is included as a part of the prevailing wage.

3. The remaining language provisions of the previous contract remain essentially unchanged, except for necessary changes to dates.
4. The District has eight regular F.T.E. in this bargaining unit.
5. The estimated total of all new costs (including wage adjustment, insurance, pension adjustments and non-taxable costs) for this agreement has been calculated as follows:
6. This item will meet the District's target area goal of alignment.
7. This request is submitted by Laurin Cathey, Executive Director of Human Resources; Julie Coffey, Assistant Director of Employee/Labor Relations; Joyce Victor, Negotiations/Employee Relations Assistant Manager; and Michelle Walker, Chief Executive Officer.

B. RECOMMENDATION:

That the Board of Education of Independent School District No. 625 approve and adopt the Agreement concerning the terms and conditions of employment of those employees in this school district for whom the North Central States Regional Council of Carpenters, is the exclusive representative; duration of said Agreement is for the period of May 1, 2013 through April 30, 2016.