

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND THE
PLUMBERS LOCAL 34
2019 WAGE AND FRINGE ADJUSTMENT**

APPENDIX C

1. The basic hourly wage rate for provisional, regular and probationary employees without PERA, temporary and emergency employees appointed to the following classes of positions shall be:

	Effective <u>05/01/2019</u> (or closest payroll period)
Plumber	\$48.72*
Lead Plumber	\$52.42*
Plumbing Inspector	\$52.42*
Plumbing Inspector -Water Utility	\$52.42*
Senior Plumbing Inspector**	\$53.87*

*This rate includes the \$6.37 taxable vacation contribution.

Apprentice Wage and Benefit Schedule – Indentured after January 1, 2013

	<u>1st Year</u>	<u>2nd Year</u>	<u>3rd Year</u>	<u>4th Year</u>	<u>5th Year</u>
Check	19.05	21.18	25.41	29.65	33.88
Credit Union	3.17	3.21	3.74	6.04	6.44
Total Taxable	22.22	24.39	29.15	35.69	40.32
Health & Welfare	9.16	9.16	9.16	9.16	9.16
Retirees H & W	--	--	1.30	1.30	1.30
App Training Fund	.62	.66	.67	.67	.67
Int'l National Training	.10	.10	.10	.10	.10
Pension	--	1.40	2.50	3.15	4.85
Pension Supplement	1.00	1.05	1.20	1.29	2.35
Total Non-Taxable	10.88	12.37	14.93	15.67	18.43
Total Package	33.10	36.76	44.08	51.36	58.75

APPENDIX C (Continued)

The basic hourly rate for temporary employees whose length of employment 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 amount is subject to further increase or decrease by the State of Minnesota.

2. The basic hourly wage rate for provisional, regular and probationary employees appointed to the following classes of positions and who are eligible to participate in PERA shall be:

	Effective <u>05/01/2019</u> (or closest payroll period)
Plumber	\$ 45.32*
Lead Plumber	\$ 48.76*
Plumbing Inspector	\$ 48.76*
Plumbing Inspector - Water Utility	\$ 48.76*
Senior Plumbing Inspector**	\$ 50.11*

*This rate includes the \$6.37 taxable vacation contribution.

*Effective January 1, 1998, this rate includes a taxable vacation contribution

**The hourly rate of Senior Plumbing Inspector is \$1.45 above the Plumbing Inspector rate.

Effective **May 1, 2019** (or closest payroll period), there will be an additional \$2.75 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

Effective **May 1, 2020** (or closest payroll period), there will be an additional \$2.75 per hour increase added to the total package. The parties will agree prior to that date regarding the distribution between wages and fringes. This amount will be decreased by any increase in the Industry Fund.

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contributions) remains constant.

In the event Local 34 and any plumbing contractor affiliated or not affiliated with Twin Cities Piping Industry Association and doing business in the seven county metropolitan area agree to a total commercial package different from the above total commercial package such differences shall be immediately applicable to the total compensation paid to employees covered by this Agreement.

The State of Minnesota has changed the Public Employees Retirement Association (PERA) contribution rates for employers and employees. The current rate for applicable employees is 7.5%.

