

**SUMMARY AGREEMENT SHEET  
CLASSIFIED CONFIDENTIAL EMPLOYEES ASSOCIATION**

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and CCEA.

**Date of TA**

April 12, 2013

**Duration**

January 1, 2013 - December 31, 2015

**Wages**

The rates in the wage schedule in Appendix A shall reflect the following adjustments:

- Effective April 1, 2013: 1.0%
- Effective October 1, 2013: 0.5%
- Effective April 1, 2014: 2.0%
- Effective April 1, 2015: 2.0%

**Health Insurance**

- a. The insurance contribution increases follow the Memorandum of Agreement reached with the various bargaining units for 2013-2015.
- b. Modified language to make thirty hour per week employees eligible for full-time benefits while eliminating  $\frac{3}{4}$ - and  $\frac{1}{2}$ -time insurance for all employees.
- c. Allow all employees to receive basic life insurance without having to elect a medical plan.

**Vacation**

- a. Modified language giving professional employees the opportunity to exchange vacation for cash to allow for all bargaining unit members to have the opportunity to exchange vacation for cash, pending availability of funds.
- b. Added article giving all bargaining unit members the opportunity to exchange excess sick leave for vacation.

**Severance Pay**

Add language to mirror PEA's severance agreement to reduce minimum number of years to 10 and increase minimum payment from \$4,000 to \$6,000.

**Hours of Work**

- a. Eliminated comp time and overtime pay for Professional employees grade 12 and above, and replaced with language on discretionary administrative leave.
- b. Replaced contract language on call-in pay with language granting two hours if an employee called in and not put to work and minimum four hours pay if employee called in and put to work.

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**Holidays**

Eliminated holiday pay for temporary employees.

**Leaves of Absence**

Reduced hours available under Voluntary Leave – No Pay with benefits article from 480 hours to 160 hours.

**Maintenance of Standards**

Modify Article 15.2 to make promotion rules specified in Civil Service Rules 8.A.3 and 14 not apply to classifications represented by the bargaining unit.

**Other Language Changes:**

Other language changes were of a housekeeping nature for clarification and cleanup.