

**City of St. Paul and AFSCME Clerical, Local 2508**  
**2018-2020 Contract Negotiations**  
**Summary Agreement Sheet**

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and the AFSCME Clerical, Local 2508.

**Date of TA: December 19, 2017**

**Duration: January 1, 2018 – December 31, 2020**

**Wages:**  
**Effective January 1, 2018 (closest payroll period): 1.5%**  
**Effective July 1, 2018 (closest payroll period): 1%**  
**Effective January 1, 2019 (closest payroll period): 1.5%**  
**Effective April 1, 2019 (closest payroll period): 1.25%**  
**Effective January 1, 2020 (closest payroll period): 2.75%**

**Article 3 – Hours of Work**

3.13 – Effective January 1, 2019, change night shift differential to pay 6.5% of the employee's base rate for hours worked between 6:00 pm and 6:00 am

3.14 – New Section - Employees who are absent without leave for five consecutive work shifts are considered to have resigned their position

**Article 9 – Vacation**

9.6 – New Section – Employees with 180 days of sick leave may convert 2 days of sick leave for one day of vacation up to a maximum of 5 days of vacation.

9.7 – New Section – Employees may sell up to 5 days of vacation at department's discretion.

**Article 10 - Insurance**

Implement the rates from the August 2017 LMCHI agreement for 2018-2020

10.16 – New Section - Early retirees who otherwise qualify per Article 10.13 to select a health insurance plan on the exchange. The City contributes \$350.00 per month into PEHP.

10.17 – New Section – Early retirees may waive the City's contribution in order to qualify for the Federal premium subsidy.

**Article 17 – Leaves of Absence**

17.3 – Add grandparent and grandchild to family members for whom and employee may use sick leave for bereavement.

17.6 – Eliminate section

**Article 21 – Discipline**

21.5 – Strike language and replace with language eliminating the suspension preceding the termination decision and allowing employees to have a meeting to explain relevant facts and circumstances surrounding the events preceding a discharge decision and/or any mitigating circumstances.

**Article 22 – Vacancies**

Eliminate Article

**Article 29 – Uniform Reimbursement**

Update rates by the general wage increase per article 29.1 for Animal Control Officers (29.2), Technical Trainees (29.3), Zoo Keepers (29.4), Parking Enforcement Officers (29.5), Meter Readers (29.6) and Maintenance Trainees (29.7).

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**Article 32 – Terms of Agreement**

32.3 - Three year contract (2018 - 2020)

**Notices Given:**

- Infor Rounding Rules – all pay rates will be calculated using Infor’s normal rounding rules. The City will increase the base rate of all titles by \$0.02/hr. to eliminate impact to any particular title.
- Snow tagging – Employees who perform snow tagging duties will be paid at their regular rate of pay for their subsequent shift.

**Other items were non-substantive, housekeeping agreements.**