

**City of St. Paul and Tri-Council  
2021-2022 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 Tr-Council.

**Date of TA: October 22, 2021**

**Duration: January 1, 2021 – December 31, 2022**

**Wages: Effective January 1, 2021 (closest payroll period): 1%  
Effective January 1, 2021 (closest payroll period): 2%  
Effective January 1, 2022 (closest payroll period): 0.5%**

**Article 1 - Recognition**

New equity language.

**Article 4 – Payroll Deduction**

Revise to comply with Janus.

Revise LIUNA pension language to increase flexibility on future amounts. Rate reduced to \$1.32/hr effective 1/1/21. Note that prior to the settlement of the contract the City proactively reduced the rate effective 7/1/21.

**Article 6 – Safety**

Increase boot allowance to \$225 effective 1/1/21.

Union to provide one day of training to all Tri-C members in 2022.

**Article 8 – Hours, OT, Snowplowing**

Clean up obsolete shift differential language.

Revise language regarding forced titles:

8.12 If any employee is forced to work a night shift because of the title s/he holds, the employee shall be compensated at the appropriate rate of pay for the title being forced to work. This will also apply to hours worked on Saturday and Sunday and for all hours worked on the afternoon shift. The afternoon shift is currently defined as 2:30 p.m. to 11:00 p.m. but is subject to be changed by Management. This will not apply to indirect hours unless the employee forced is in the top ten (10) HEO list for that year per the HEO MOU.

**Article 9 - Insurance**

Implement rates from 8/26/20 Joint MOA on health insurance rates and VEBA contributions.

Eliminate pager requirement.

**Article 10 Employee Rights**

Effective 1/1/22, established rotating list of arbitrators adopted. Local 49 and Local 132 utilize the same list. Local 120 to select a list, if none selected, a different set of arbitrators is adopted.

**Article 11 - Seniority**

Laid off employees to receive a 14 day calendar notice of recall.

Assistant Golf Superintendents on seasonal layoff called back by April 15<sup>th</sup> each year.

**City of St. Paul and Tri-Council  
2021-2022 Contract Negotiations  
Summary Agreement Sheet  
Page Two**

**Article 12 - Vacation**

Effective 1/1/22, one day of vacation added to each level.

**Article 13 - Holidays**

Juneteenth added to the list of Holidays.

**Article 23 – Deferred Compensation**

Article reordered. Clarified that years of service begin on anniversary date and that matches are on a bi-weekly dollar for dollar match.

**Article 24 - Term**

Two-year agreement (2021-2022)

**Appendix A**

Effective 1/1/22, Step 1 of Street Service Worker, Water Utility Worker I, and Park Worker III increased by \$0.20/hr above the general increase.

Clarified that wage rates include the LIUNA pension contribution detailed in Article 4.4 for applicable employees.

HEO – Water rate of pay increased by \$1.20/hr in exchange for elimination of Revolving Power Equipment Operator classification.

Effective 1/1/22, Raker Pay Premium eliminated.

**Appendix C**

Obsolete Tree Trimmer & Power Clam and NSP crew assignment language eliminated.

**Appendix D**

Public Works Sewers – employees on light duty not eligible for overtime.

SPRWS – complete re-write of overtime policy.

**MOA's:**

- Golf Comp time
- Street Maintenance indirect hours
- Street Maintenance holiday pay
- Military Pay differential
- Laborer Trainee
- Forestry On-Call

**Notices Given:**

- City may use outside contractors
- Overtime may be required

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