Memorandum of Agreement
between
The City of Saint Paul
and the
Plumbers Local 34

This Memorandum of Agreement (MOA) is entered into by the City of Saint Paul (hereinafter "City") and the Plumbers, Local 34 (hereinafter "Union") for the purpose of establishing mandatory contributions to the State's paid leave program. The parties agree with the following:

1. Effective January 1, 2026, Minnesota Paid Leave (hereinafter "MPL") goes into effect for all employees and employers in the State of Minnesota, which includes City of Saint Paul employees.
2. The MPL program provides job protections and partial wage replacement for an employee's own serious medical condition, family leave to care for a family member, bond with a new child, qualifying military exigency or safety reasons outlined in the statute.
3. In accordance with MN Statute 268B.14, the City agrees to pay 50% of the MPL premiums for all employees. The employees agree to pay 50% of the state-run plan or 50% of a qualifying replacement plan maintained by the City, whichever is less.
4. If the City creates an equivalent plan, it shall meet with labor representatives prior to enacting the plan.
5. Covered employees with accrued Earned Safe and Sick time accruals will be allowed to use those balances for supplemental benefit payments during their leave to allow employees the option to receive up to but not to exceed a full salary continuation during their leave. The employee must notify City of Saint Paul benefits staff if they wish to utilize their ESST accruals during their time off.
6. The city provided Paid Parental Leave benefit will run concurrently with MPL. The Employer's Paid Parental Leave shall be considered a paid time off benefit available in lieu of MPL as referenced in Minn. Stat. § 268B.06, subd. 5.
7. The MPL program requires the City to maintain health insurance coverage during an employee's eligible leave under the program.
8. The City currently contributes to the Pipe Trades Services MN Health and Welfare Fund for each employee's health insurance and insurance must be allowed to continue through Minnesota Paid leave absences, the City shall contribute an additional sixteen ($0.14) per hour worked on all employees covered under the above-mentioned labor agreement. This contribution shall be labeled "MNPFMLA" (Minnesota Paid Family Medical Leave Act) on the wage sheet and shall be accounted for under the Pipe Trades Services MN Health and Welfare Fund.

9. Beginning May 1, 2027, the contribution amount for MNPFML shall be trued up to reflect the actual cost experienced between January 1st and December 31st of the previous year, and the contribution amount reflected on the wage sheet. An example of how this would occur is as follows:
   a.) If the contribution rate is set at $0.14/hour and the actual cost is $0.16/hour, employers would contribute an additional $0.04/hour in the following year to reconcile the shortfall ($.02/hour for the year of underpayment and $0.02/hour for the actual cost experienced).
   b.) Conversely, if the contribution is $0.14/hour and the actual cost is $0.12/hour, the contribution for the next year would be reduced by $0.04/hour. ($.02/hour for the year of overpayment and $0.02/hour for the actual cost experienced)
10. Pursuant to MN Statute 268B.09, Subd. 5(b), the parties hereby unambiguously and expressly waive the requirements of MN Statute 268.09, Subd. 5. The Employer shall not be required to make contributions to the Health Fund during any leave for which an employee is entitled to benefits or leave under MN Statute 268B (Family and Medical Benefits).
11. During the period of any leave under MPL, the employee must provide notice to the Health Fund of their approved MNPFML leave.
12. If at any time the Act is amended, or a governmental agency or court determines that continuation of healthcare would not be required for union employees under the Act the contributions would cease, and the amount would be dropped off the total package.
13. This MOA shall be in effect as of January 1, 2026, congruent with the implementation of Minnesota Statute 268B covering MPL and shall renew automatically unless one party provides written notice of the desire to end the MOA prior to its renewal for a subsequent year.

WITNESSES:

CITY OF SAINT PAUL

Jason Schmidt
Jason Schmidt (Aug 18, 2026 11:13:27 CDT) Aug 18, 2026

Jason Schmidt Date
Deputy Director Human Resources

Christy Harriman (Aug 17, 2026 13:06:12 CDT) Aug 17, 2026

Christy Harriman Date
Labor Relations Specialist

PLUMBERS, LOCAL 34

Dean W Gale (Aug 17, 2026 11:05:06 PDT) Aug 17, 2026

Dean Gale Date
Business Manager