

SUMMARY AGREEMENT SHEET FIREFIGHTERS LOCAL 21

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and the Firefighters Local 21.

Date of TA

October 25, 2011

Duration

January 1, 2011 - December 31, 2012

Wages

No wage increases during the term of the agreement.

Health Insurance

The insurance contribution increases follow the Memorandum of Agreement reached with the various bargaining units for 2011-2012.

City will send letter to Local 21 stating that Health Insurance eligibility is a term and condition of employment and the City will follow the 2001 Council Resolution regarding health insurance eligibility. Labor Relations will send a letter to the Fire Chief recommending suspensions be served in a manner that does not affect the City's contribution to health insurance.

A third party expert in coordination of benefits will present the topic at an LMCHI meeting.

Definitions

Added language to define the following terms: Assigned, Detailed, Regular Rate, and Base Rate

Working out of Classification

Agreed to language confirming the employers right to detail employees. Agreed that premiums are covered by the Working out of Class Article, and agreed that employees who are detailed as paramedics will be eligible for Out of Title pay after four hours.

Overtime

Clarified when overtime will be paid for early reports or for extensions of regular tours.

Call Back

Clarified that overtime is paid on the base rate plus any applicable premiums.

Premiums

Agreed to eliminate the Maintenance of EMT 1% premium and combine it with other premiums. Agreed to eliminate the EMT-I/D premium effective 12/31/12.

Seniority

Adopted language from the April 10, 2009 MOA clarifying layoff is by class title and allowing employees to bump back to previously held titles. The language also covers employees who have promoted out of the union and who are subsequently laid off and wish to return to the bargaining unit.

Retiree Health Insurance

Agreed to eliminate the \$100/mth RHI contribution for employee hired after 12/31/07. Agreed to contribute \$375/yr to a VEBA for these employees.

Uniform Allowance

Adopted language from the 4/10/09 MOA regarding payment for uniforms and expectations of dress code.

Severance

Clarified that employees who are eligible for severance will have it contributed to a Post Employment Health Plan.

Drug & Alcohol Testing

Agreed to use new DOT testing standards and protocols.

Volunteerism &/or Outside Employment

Agreed to extend the November 18, 2009 MOA which allows employees to serve as firefighters for certain other jurisdictions.

Other Language Changes:

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