MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
TRI-COUNCIL
(OPERATING ENGINEERS LOCAL 49, TEAMSTERS-DRIVERS LOCAL 120, AND LIUNA-LABORERS LOCAL 363)

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and Tri-Council (hereinafter "Union") for the purpose of changing the applicability of "promotion rights" following the Commissioner of Veteran's Affairs order in case # 68-3100-31036.

The parties agree to the following:

1) The order in case #68-3100-31036 identifies a conflict between "Promotion Rights" as established by the Civil Service Rules (7, 8, and 14) and the Minnesota Veteran's Preference Act.
2) The Civil Service Rules cannot be in conflict with a State law.
3) Effective with the signing of this MOA by all parties, classifications represented by this bargaining unit shall not be subject to promotion rights as established by the Civil Service Rules.
4) Effective on the first pay period after January 1, 2015, all classifications represented by the Union will receive a 1% pay increase. This increase applies to all steps in all classifications.
5) If the City is unable to adjust the step rates prior to payroll processing, backpay will be issued as soon as possible.
6) The parties will incorporate this change into the next Collective Bargaining Agreement.
7) The City values its workers and will continue its emphasis on promoting from within.
8) This agreement does not affect any other term or condition of the Collective Bargaining Agreement.

CITY OF SAINT PAUL

2/20/15

Jason Schmidt — Date
Labor Relations Manager

TRI-COUNCIL

2-20-15

Mark Pothen, Business Representative — Date
Operating Engineers – Local 49

2-20-15

Troy Gustafson, Business Representative — Date
General Drivers – Local 120

2-20-15

Tom Fox, Business Representative — Date
LIUNA Laborers Local 363