# Memorandum of Agreement
## between
## The City of Saint Paul
## and the
## International Union Painters and Allied Trades
## 2015 Wage and Fringe Adjustment

## APPENDIX C

The basic hourly wage rate for regular employees appointed to the following classes who participate in PERA shall be:

| | Effective 05/01/2013 (Or closest pay period) | Effective 05/01/2014 (Or closest pay period) | Effective 05/01/2015 (Or closest pay period) |
|---|---|---|---|
| Painter | $30.21 | $30.88 | $31.42 |
| Lead Painter | $31.14 | $31.81 | $32.35 |

The basic hourly wage rate for regular and probationary employees appointed to the following classes who are not participating in PERA shall be:

| | Effective 05/01/2013 (Or closest pay period) | Effective 05/01/2014 (Or closest pay period) | Effective 05/01/2015 (Or closest pay period) |
|---|---|---|---|
| Painter | $32.40 | $33.09 | $33.78 |
| Lead Painter | $33.40 | $34.09 | $34.78 |

The basic hourly wage rate for temporary employees appointed to the following classes who are not participating in PERA shall be:

| | Effective 05/01/2013 (Or closest pay period) | Effective 05/01/2014 (Or closest pay period) | Effective 05/01/2015 (Or closest pay period) |
|---|---|---|---|
| Painter | $32.48 | $33.17 | $33.86 |
| Lead Painter | $33.48 | $34.17 | $34.86 |

## APPENDIX C (Continued)

In the event that the Union elects to have the fringe benefit contributions made by the Employer increased during the contract period, the basic hourly wage rates shall be reduced by the amount of such increase.

When performing the following types of work, the rate of pay shall be seventy-five cents ($.75) per hour over the basic hourly wage rate for any class covered by this Agreement:

> Sandblasting, swing-stage work, erected structural steel skeleton work, all bridge work, all exterior work where safety belt or window jacks are used, spray painting, for application of materials over 50% creosote, and for application of all two component epoxy materials.

Effective: January 1, 2010: The Employer agrees to pay $75.00 toward the cost of a pair of safety shoes purchased by an employee who is a member of this unit. The Employer shall contribute toward the cost of one pair of shoes per contract year and shall not be responsible for any additional cost for any additional shoes thereafter. The reimbursement of $75.00 shall be made only after investigation and approval by the immediate supervisor of that employee. This $75.00 Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes.

## APPENDIX D

Effective **May 1, 2015** (or closest pay period), for regular and probationary employees, the Employer shall:

(1) contribute to a designated **Health and Welfare/Dental Fund** $7.75 per hour for all hours worked by employees covered by this Agreement.

(2) contribute to a **Pension Fund** $10.40 per hour for all hours worked by employees covered by this Agreement.

(3) deduct $1.50 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Vacation Fund.**

(4) contribute to an **Apprenticeship Training Fund** $0.72 per hour for all hours worked by employees covered by this Agreement.

(5) deduct $2.05 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Dues Fund.**

(6) contribute to a **Safety Training Awards Recognition Program (STAR)** $0.10 per hour for all hours worked by employees covered by this Agreement.

Effective **May 1, 2015** (or closest pay period), for all temporary employees, the Employer shall:

(1) contribute to a designated **Health and Welfare/Dental Fund** $7.75 per hour for all hours worked by employees covered by this Agreement.

(2) contribute to a **Pension Fund** $10.35 per hour for all hours worked by employees covered by this Agreement.

(3) deduct $1.50 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Vacation Fund.**

(4) contribute to an **Apprenticeship Training Fund** $0.69 per hour for all hours worked by employees covered by this Agreement.

(5) deduct $2.05 per hour from which payroll deductions have been made for all hours worked by employees covered by this Agreement, to a **Dues Fund.**

(6) contribute to a **Safety Training Awards Recognition Program (STAR)** $0.10 per hour for all hours worked by employees covered by this Agreement.

The EMPLOYER shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

Employees covered by this Agreement shall not be governed by nor be eligible for, the accumulation of vacation, sick leave, holiday, funeral leave, jury duty, or insurance fringe benefits that are or may be established by Civil Service Rules, Council Ordinance or Council Resolution.

The Employer's fringe benefit obligation to employees is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

## APPENDIX E

### APPRENTICE PAINTERS RATES – MAY 1, 2015 INDENTURED ON/BEFORE SEPTEMBER 1, 2013

Journeyman Rate: $33.17

| Hours | Base | Health & Welfare | 61 Pension | IUPAT Pension | Appr. Train. | STAR | TOTAL | Vac* | Dues* |
|---|---|---|---|---|---|---|---|---|---|
| **0-2000 (50%)** | $16.93 | $7.75 | $3.68 | $1.53 | $0.88 | $0.10 | $30.88 | $1.50 | $1.28 |
| **2001-4000 (65%)** | $22.01 | $7.75 | $3.68 | $1.53 | $0.88 | $0.10 | $35.96 | $1.50 | $1.46 |
| **4001-5000 (80%)** | $27.09 | $7.75 | $3.68 | $1.53 | $0.88 | $0.10 | $41.04 | $1.50 | $1.64 |
| **5001-6000 (90%)** | $30.47 | $7.75 | $3.68 | $1.53 | $0.88 | $0.10 | $44.42 | $1.50 | $1.75 |

*Vacation at $1.50 and check-off dues are included in the Base Rate.

PREMIUM RATE: $0.75 applies to Apprentice

### APPRENTICE PAINTERS RATES – MAY 1, 2015 INDENTURED AFTER TO SEPTEMBER 1, 2013

Journeyman Rate: $33.17

| Hours | Base | Health & Welfare | 61 Pension | IUPAT Pension | Appr. Train. | STAR | TOTAL | Vac* | Dues* |
|---|---|---|---|---|---|---|---|---|---|
| **0-2000 (50%)** | $16.43 | $7.75 | $3.68 | $1.53 | $1.38 | $0.10 | $30.88 | $1.50 | $1.28 |
| **2001-4000 (65%)** | $21.51 | $7.75 | $3.68 | $1.53 | $1.38 | $0.10 | $35.96 | $1.50 | $1.46 |
| **4001-5000 (80%)** | $26.59 | $7.75 | $3.68 | $1.53 | $1.38 | $0.10 | $41.04 | $1.50 | $1.64 |
| **5001-6000 (90%)** | $29.97 | $7.75 | $3.68 | $1.53 | $1.38 | $0.10 | $44.42 | $1.50 | $1.75 |

*Vacation at $1.50 and check-off dues are included in the Base Rate.

PREMIUM RATE: $0.75 applies to Apprentice

### WITNESSES:

CITY OF SAINT PAUL

7/22/15

Chara Blanch Date
Labor Relations Specialist

7/22/2015

Jason Schmidt Date
Labor Relations Manager

INTERNATIONAL UNION PAINTERS
AND ALLIED TRADES, LOCAL 61

Scott Thompson 7/22/2015

Scott Thompson Date
Business Representative