

City of St. Paul and AFSCME Clerical - Local 2508
2016-2017 Contract Negotiations
Summary Agreement Sheet

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and AFSCME Clerical Unit.

Date of TA: December 17, 2015

Duration: January 1, 2013 – December 31, 2015

Wages: Effective January 1, 2016 (closest payroll period): 2.5%
Effective January 1, 2017 (closest payroll period): 2.5%

Article 3 (Hours of Work)

3.2 – Remove the word “consecutive”

3.13 – Temporary employees are now eligible for Night Differential

3.14 – Eliminate section, employees already paid based on their self-selected overtime profile

Article 6 – Grievance Procedures

6.11 – Remove “Assistant Director”

Article 9 – Vacation

9.1 – Replace “1st year” with “Start” to provide clarity and increase Start thru 4th year to 14 days (+2 days)

9.2 – Clean up: in the 2005/2006 negotiations “fiscal year” was changed to calendar year. This allows two more weeks of usage, the change was missed when originally negotiated.

9.5 (new) – Years of service may include time worked at other entities in similar field.

Current employees will be given 90 days from the date of ratification of contract to apply for increased vacation level.

Article 10 – Insurance

10.2 – Implement the rates from the 8/25/15 LMCHI agreement.

2016 Single: \$577.05/month (employee pays \$0) plus \$80/month VEBA and additional \$75/month VEBA for Wellness completion.

2016 Family: \$1,351.86/month (employee pays \$156.74) plus \$45/month VEBA and additional \$75/month for Wellness completion.

2017 Single: \$611.67/month (employee pays \$0) plus \$75/month VEBA and additional \$75/month VEBA for Wellness completion.

2017 Family: \$1,426.52/month (employee pays \$172.60) plus \$45/month VEBA and additional \$75/month for Wellness completion.

10.5 Revise eligibility for health insurance down to 30 hours per week for full time contribution, eliminate part time insurance eligibility (Affordable Care Act offers coverage).

10.8 – Increase the level of City provided life insurance from \$20,000 to \$30,000 for each eligible employee. Effective 1/1/16.

Article 15 (Wages)

15.2(1) (new) – If the City does not complete an individual reclassification study within the 90 day window, back pay issued starting on the 91st day.

Article 17 (Leaves of Absence) and Article 18 (Sick Leave for Dependent Care)

Add language to comply with Women's Economic Security Act (WESA). Revising Article 17 to comply means Article 18 is redundant and can be removed as it is already covered.

Article 28 (Safety)

28.2 – Increase safety shoe allowance from \$75 to \$150 per calendar year.

Appendix A

Biweekly rates will be changed to hourly rates

Labor Management Issues

Article 3.11 & 3.12 (Hours of Work) – Work location and senior employee getting overtime

Article 10.3 (Insurance) – Other options for RHI contributions

Article 12.8 (Seniority) – PW's shift assignments

Travel time (new)

MOAs – Agree to re-sign the following MOAs

Critical Incident Resolution Pay

Commitment to LMCHI

Notices Given:

Compensatory time is at management's discretion.

Night Differential will be paid on an employee's regular rate of pay.

Call in Pay – if an employee is called back within 4 hours it is considered the same original Call in.

Other items were non-substantive, housekeeping agreements.