

**City of St. Paul and AFSCME-Technical, Local 1842**  
**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 Technical 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 “1<sup>st</sup> year” with “Start” to provide clarity and increase Start thru 4<sup>th</sup> 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 Housekeeping, Technical had previously agreed to remove part-time coverage in exchange for reducing eligibility down to 30 hours per week.

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 91<sup>st</sup> 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.

28.5 (new) – Public Works Techs I-II-III who regularly work in the field who are not required to wear OSHA equipment who request a City vest for identification will be issued one.

**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.**