MEMORANDUM OF AGREEMENT

2015-2016 TERMS AND CONDITIONS OF EMPLOYMENT FOR

ROOFERS

This Memorandum of Agreement is by and between Independent School District No. 625 ("District"), Employer, and the United Union of Roofers, Waterproofers and Allied Workers, Local No. 96, exclusive representative for roofers. The purpose of this agreement is to establish terms and conditions of employment for the period May 1, 2015, through April 30, 2016.

PERTINENT FACTS:

The employment agreement with School District roofers requires a wage reopener for the third year, May 1, 2015 through April 30, 2016. The terms and conditions in the 2013-2016 contract, except for Appendices C and D, will remain in force through April 30, 2016. Revised Appendices C and D attached to this Memorandum of Agreement constitute the annual wage/benefit changes for this group for the period May 1, 2015, through April 30, 2016. The actual effective date for the wage increase will be May 2, 2015, the first pay period closest to May 1, 2015 (see the attached Appendices C and D for actual rates). All other terms and conditions of employment remain unchanged and in force through April 30, 2016.

INDEPENDENT SCHOOL DISTRICT, NO. 625

Chair, Board of Education

Assistant Director Employee/ Labor Relations Manager

5-19-2015

Date

UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS, LOCAL NO. 96

Business Representative

6-24-15

Date

Attachments: 20015-2016 Appendix C and Appendix D

APPENDIX C

C1 The total hourly cost to the Employer for wages plus any and all contributions or deductions stated in Appendix D of this Agreement shall not exceed the following amounts:

	Effective 5/4/13	Effective 5/3/14	Effective 5/2/15
Roofer	$48.76	$49.76	$50.76
Lead Roofer	$50.76	$51.76	$52.76

C2 The total taxable hourly rate including wages and the vacation contribution in Appendix D and excluding all other benefit costs and obligations in Appendix D for regular and probationary employees appointed to the following classes of positions shall be as follows:

	Effective 5/4/13	Effective 5/3/14	Effective 5/2/15
Roofer	$31.81	$32.69	$32.94
Lead Roofer	$32.98	$33.86	$34.10

C2A **The basic hourly wage rates in this Appendix (C2A) are for compensation analysis purposes only. These figures represent the portion of the Appendix C1 rates above specifically allocated to wages. These rates do NOT include taxable contributions and therefore should NOT be used for taxable payroll calculations. See Appendix C2 above for total taxable payroll information.**

	Effective 5/4/13	Effective 5/3/14	Effective 5/2/15
Roofer	$28.98	$29.72	$29.97
Lead Roofer	$30.15	$30.89	$31.13

C3 The total taxable hourly rate including wages and the vacation contribution in Appendix D for temporary employees appointed to the following classes of positions shall be:

	Effective 5/4/13	Effective 5/3/14	Effective 5/2/15
Roofer	$34.12	$35.06	$35.41
Lead Roofer	$35.37	$36.31	$36.66

If a temporary employee working in a title listed in this Appendix C3 becomes subject to the requirements of the Public Employees Retirement Act (PERA), that thereby requires the Employer to make contributions to PERA, the calculated hourly rate may change so the Employer's cost does not exceed the amounts listed in Appendix C1 above.

C4 The basic hourly wage rates for the Apprentice class of positions:

Apprentice			Percent of Roofer Rate
0	-	600 hours	50% of Roofer rate
501	-	1200 hours	52% of Roofer rate
1001	-	1800 hours	54% of Roofer rate
1501	-	2300 hours	56% of Roofer rate
2001	-	2500 hours	58% of Roofer rate
2501	-	3000 hours	60% of Roofer rate
3001	-	3500 hours	65% of Roofer rate
3501	-	4000 hours	70% of Roofer rate
4001	-	4500 hours	75% of Roofer rate
4501	-	5000 hours	80% of Roofer rate
5001	-	5500 hours	85% of Roofer rate
5501	-	6000 hours	95% of Roofer rate

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the rates in Appendix C, Sections C2 through C4 in such a way that the total cost of the package (wage rate plus contributions) remains constant and does not exceed the amounts shown in Appendix C, Section C1.

APPENDIX D

Appropriate payroll deductions have been or will be made to the following Union-designated funds per the following schedule:

Fund	Effective 5/4/13	Effective 5/3/14	Effective 5/2/15
Vacation/Assessment	$2.83	$2.97	$2.97
Health and Welfare	$7.10	$7.10	$7.35
Pension (Roofer)	$3.62	$3.68	$3.88
Pension (Lead Roofer)	$3.97	$4.03	$4.23
Annuity (Roofer)	$2.70	$2.70	$2.90
Annuity (Lead Roofer)	$3.10	$3.10	$3.30
Apprenticeship	$ .45	$ .45	$ .45
LMCC	$ .02	$ .02	$ .02

The Employer shall make legally-established non-negotiated pension contributions to PERA. Changes in the mandated PERA rate may change the calculated hourly base rate of pay so the employer's cost does not exceed the amounts listed in Appendix C1 above.

All contributions made in accordance with this Appendix D shall be deducted from and are not in addition to the amounts shown in Appendix C1. The Appendix D amounts shall be forwarded to depositories as directed by the Union and agreed to by the Employer.

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

Employees covered by this Agreement shall not be eligible for, governed by or accumulate vacation, sick leave, holiday, funeral leave, jury duty or insurance fringe benefits that are or may be established by Personnel Rules Council Ordinance or Council Resolutions.

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.