

**City of St. Paul and the Machinists  
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 the Machinists.

**Date of TA: January 27, 2016**

**Duration: January 1, 2016 – December 31, 2017**

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

**Article 9 (Tool Insurance and Clothing)**

9.1 – add one jacket per week

9.3 – add section allowing department to reimburse employees up to \$150 for prescription safety glasses

9.4 – modify language to increase tool allowance and safety shoe reimbursement equal to the same percentage as the negotiated wage increase for each year of the agreement

**Article 13 (Active Employee Insurance)**

Agreed to implement the rates from the 8/25/15 LMCHI agreement.

13.2 - 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.

13.5 – clarified language that the City will contribute \$5,000 life insurance for all benefit eligible employees

**Article 16 (Vacation)**

16.1 - Clarified that accrual of vacation starts with employment, not after one year and clarified that all certified employment is included in vacation accrual.

**Article 22 (Sick Leave)**

22.1 – Effective July 1, 2016, reduce sick leave accrual by one day per year (from 0.0539 per working hour to 0.05005 per working hour).

**Article 26 (Duration and Effective Date)**

26.2 - Two year contract (2016 & 2017)

**Appendix A (Wages and Classifications)**

Effective January 1<sup>st</sup> of each year increase wages in all classifications by 2.5%

**Notices Given:**

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.**