

**City of St. Paul and the Tri-Council  
2018-2020 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 Tri-Council.

**Date of TA: January 24 , 2018**

**Duration: January 1, 2018 – December 31, 2020**

**Wages:**       **Effective January 1, 2018 (closest payroll period): 1.5%**  
                  **Effective July 1, 2018 (closest payroll period): 1%**  
                  **Effective January 1, 2019 (closest payroll period): 1.5%**  
                  **Effective April 1, 2019 (closest payroll period): 1.25%**  
                  **Effective January 1, 2020 (closest payroll period): 2.75%**

**Article 2 – Maintenance of Standards**

2.2 – Add Civil Service Rule 7 to exemption related to promotions

**Article 4 – Payroll Deduction**

4.4 - Incorporate the March 23, 2017 LIUNA Pension Fund MOA and update pension fund rates for each year of the contract

**Article 6 – Safety**

6.4 – Effective January 1, 2018, increase boot/shoe allowance to \$200 per year

6.6 – Effective January 1, 2018, increase Water Utility uniform reimbursement to \$250 per year

**Article 7 – Discipline**

7.4 – Eliminate Article 7.4

7.5 – Add new a section eliminating the right to grieve Oral Reprimands under Article 10 (Employee Rights)

**Article 8 – Hours, Overtime and Snowplowing**

8.4 – Eliminate eligibility for call-in pay for operating the showmobile; Effective January 1, 2019 Parks employees (excluding Forestry) who resolve issues over the phone shall receive one hour of call in pay. Sunsets on December 31, 2020

8.10 – Effective January 1, 2019, change night shift differential to pay 6.5% of the employee's base rate for hours worked between 6:00 pm and 6:00 am

8.11 – New Section - Employees who are absent without leave for five consecutive work shifts are considered to have resigned their position

8.12 – New Section – Employees forced to work a shift because of the title they hold will be compensated at the rate of pay for the forced title. Trial during the 2018-2020 contract. Not subject to Article 10.5 – Arbitration

**Article 9 - Insurance**

Implement the rates from the August 2017 LMCHI agreement for 2018-2020

**Article 12 – Vacation**

12.1 – Effective January 2, 2018, increase vacation accrual rate for employees at Start thru 4<sup>th</sup> year to 12 days per year

12.4 – Effective January 1, 2018, reduce required sick leave credits for sick to vacation conversion to 140 days

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**Article 19 – Sick Leave**

19.3 – Effective January 1, 2018, eliminate current article 19.3 and replace with paid bereavement leave of 3 days per payroll year

**Article 23 – Deferred Compensation**

Effective January 1, 2018

23.1 – Increase deferred compensation for employees with 10-19 years of service to \$825

23.2 – Increase deferred compensation for employees with 20 or more years of service to \$1025

23.3 – Increase deferred compensation for employees with 5-9 years of service to \$225

**Article 24 – Terms of Agreement**

24.2 - Three year contract (2018 - 2020)

**Appendix A - Wages and Classifications**

Wage Increase – See above

Effective January 1, 2018, the 20 year step will be set at \$0.45 over the starting rate and will follow that cost of living increase thereafter.

Effective January 1, 2018, any hourly rate not at or above \$15.00 will receive an additional \$0.50 market adjustment; Effective January 1, 2019, any hourly rate in this title not at or above \$15.00 will receive an additional \$1.00 market adjustment; Effective January 1, 2020, any hourly rate in this title not at or above \$15.00 will receive an additional \$1.00 market adjustment; Effective July 1, 2020, any hourly rates not at or above \$15.00 will be increased to \$15.00.

***Premiums***

E. Add language stating “If it is determined that a Raker is necessary, the duty will be offered to the most senior employee on the crew.”

I. Add employees in the sewer department (Sewer Services Worker and Sewer Crew Leader) to the eligibility to receive the Tandem premium

***Titles***

Add a new title - Operations and Laborer Trainee

**Appendix B – Temporary Employee Wage Schedule**

Add rates for May 1, 2018

**Appendix C – General Policies Regarding Seniority**

Add language that employees represented by Teamsters Local 120 must hold a Commercial Driver’s License

New section – Effective January 1, 2018, employees required to load and scrape their own truck will be paid one hour of HEO pay; rounded to the nearest quarter hour for overtime hours.

**Notices Given:**

- Infor Rounding Rules – all pay rates will be calculated using Infor’s normal rounding rules. The City will increase the base rate of all titles by \$0.02/hr to eliminate impact to any particular title.
- Street Maintenance is discontinuing the practice of offering emergency vacation days.
- The City is exploring new technology for an automated calling system for overtime calls. If technology is utilized the City will meet and confer.

**Other items were non-substantive, housekeeping agreements.**