

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

Date of TA: February 12, 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 7 – Discipline

7.3 – Replace 7.3 removing the requirement for a 5 day preliminary suspension and retaining the right to a meeting to offer an explanation of the relevant facts and circumstances surrounding the events preceding the discharge decision.

Article 9 - Tool Insurance and Clothing

All sections - Updated annual reimbursement rates equal to the same percentage as the negotiated wage increase for each year of the agreement.

9.4 – modify language to allow annual safety glasses reimbursement and to require safety glasses to be ANSI Z87 certified.

Article 13 - Active Employee Insurance

Agreed to implement the rates from the August 2017 LMCHI agreement.

Article 20 – Wage Schedule

20.2 & 20.3 – Eliminate articles and incorporate rates for Vehicle Mechanic Leadworker and Welder Leadworker and apply the negotiated wage increase to these titles.

Article 25 - Pension

25.1 – Increase contributions to the I.A.M. National Pension Fund by 10 cents on January 1 in each year of the agreement - \$1.15 per hour on January 1, 2018; \$1.25 per hour on January 1, 2019; and \$1.35 per hour on January 1, 2020.

Article 26 - Duration and Effective Date

26.2 - Three year contract (2018 - 2020)

Notices Given:

Snow-tagging – Employees will be paid at their regular rate of pay during their next regular shift.

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/hour to eliminate impact to any particular title.

Other items were non-substantive, housekeeping agreements.