

City of St. Paul and AFSCME Technical, Local 1842
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 AFSCME Technical, Local 1842.

Date of TA: December 19, 2017

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 1 – Recognition

1.2 – Merge Library Associate and Library Associate (Part Time) titles

Article 3 – Hours of Work

3.13 – 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

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

Article 9 – Vacation

9.6 – New Section – Employees with 180 days of sick leave may convert 2 days of sick leave for one day of vacation up to a maximum of 5 days of vacation.

9.7 – New Section – Employees may sell up to 5 days of vacation at department's discretion.

Article 10 - Insurance

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

10.16 – New Section - Early retirees who otherwise qualify per Article 10.13 to select a health insurance plan on the exchange. The City contributes \$350.00 per month into PEHP.

10.17 – New Section – Early retirees may waive the City's contribution in order to qualify for the Federal premium subsidy.

Article 17 – Leaves of Absence

17.3 – Add grandparent and grandchild to family members for whom and employee may use sick leave for bereavement.

17.6 – Eliminate section

Article 21 – Discipline

21.5 – Strike language and replace with language eliminating the suspension preceding the termination decision and allowing employees to have a meeting to explain relevant facts and circumstances surrounding the events preceding a discharge decision and/or any mitigating circumstances.

Article 22 – Vacancies

Eliminate Article

City of St. Paul and AFSCME Technical, Local 1842
2018-2020 Contract Negotiations
Summary Agreement Sheet
Page Two

Article 29 – Uniform Reimbursement

Update rates by the general wage increase per article 29.1 for Fire Inspectors (29.2), Water Meter Technicians and Water Utility Technician I, II and III (29.4), Community Liaison Officers (29.6, and Communication Technician and Lead Communication Technician (29.7).

New Section – DSI Inspector I, II and III - \$300 in 2018 and increased by the general wage increase in future years.

New Section – Horticulturalist I and II and Life Support Operators - \$250 in 2018 and increased by the general wage increase in future years.

New Section – Fire Medic Cadet - \$500 in their first year; \$200 in subsequent years

29.4 – Add Laboratory Technician II title (Same allowance as Water Meter Technicians and Water Utility Technician I, II and III

Article 32 – Terms of Agreement

32.3 - Three year contract (2018 - 2020)

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.
- Snow tagging – Employees who perform snow tagging duties will be paid at their regular rate of pay for their subsequent shift.

Other items were non-substantive, housekeeping agreements.