

**City of St. Paul and Classified Confidential Employee Association  
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 Classified Confidential Employee Association.

**Date of TA: June 28, 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 3 - Hours of Work**

3.7 – For employees in the Professional Group above Grade 12 may select to receive overtime compensation based on an 8 hour work day, a 40 hour work week or an 80 hour pay period.

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

**Article 9 - Vacation**

9.6 - Reduce the sick day threshold of accumulated sick days required for the conversion to vacation from 180 days to 140 days.

**Article 10 – Insurance**

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

10.3 & 10.4 - Eliminate health insurance for part time employees.

**Article 16 - Leaves of Absence**

16.5 – Modify funeral leave to allow department head to determine the appropriate length of time for grandparent and grandchild.

**Article 19 – Discipline**

19.5 – 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 24 - Sick Leave Usage**

24.7 - Effective January 1, 2019 - lower the sick leave reduction at the end of a calendar year to four (4) hours for employees with over seven hundred (700) hours or more.

**Article 26 - Deferred Compensation**

26.2 – Update eligibility and implementation language to reflect current process.

**Notice 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 all Clerical and Technical titles to maintain equity with AFSCME.