MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
INTERNATIONAL UNION OF ELEVATOR CONSTRUCTORS, LOCAL 9
2020 WAGE & FRINGE ADJUSTMENT

A. The basic hourly wage for temporary employees (not subject to PERA) appointed to the following class shall be:

Elevator Inspector	Effective 1/1/2018 (or closest pay period)	Effective 1/1/2019 (or closest pay period)	Effective 1/1/2020 (or closest pay period)
1st Step	$52.36	$53.68	$55.01
Sr. Premium	$58.90	$60.38	$62.46

* This rate includes an 8% taxable outside Vacation Contribution.

B. The basic hourly wage for temporary employees working in the following class whose length of employment and earnings require that they be subject to Public Employees Retirement Association (PERA) contributions and the basic hourly rate for provisional, regular, and probationary employees appointed to the following class shall be:

Elevator Inspector	Effective 1/1/2018 (or closest pay period)	Effective 1/1/2019 (or closest pay period)	Effective 1/1/2020 (or closest pay period)
1st Step	$48.43	$49.65	$51.35
Sr. Premium	$54.48	$55.85	$57.78

* This rate includes an 8% taxable outside Vacation Contribution.

The Employer shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The wage rate for the title of Elevator Inspector shall consist of one step.

If the Union elects to have the contributions listed in Appendix D increased or decreased, the Employer may adjust the above applicable rates for participating employees in such a way that the total cost of the package (wage rate plus contributions) remains constant.

Effective **January 1, 2018** (or closest pay period), there will be an additional $2.70 per hour increase added to the Mechanic total package. Effective **January 1, 2019** (or closest pay period), there will be an additional $2.79 per hour increase added to the Mechanic total package. Effective **January 1, 2020** (or closest pay period), there will be an additional $2.88 per hour increase added to the Mechanic total package. The parties will agree prior to that date regarding the distribution of the increase between wages and fringes. This amount will be decreased by any increase to the Industry Fund.

The current Public Employees Retirement Association (PERA) contribution rate is 7.5%. This rate is subject to change by the State of Minnesota.

APPENDIX D

Effective **January 1, 2018** (or closest pay period), the Employer shall:

(1) contribute to a Welfare Fund $15.46 per hour for all hours worked by participating employees as defined in this Agreement.
(2) contribute to a Pension Fund $9.71 per hour for all hours worked by participating employees, as defined above.
(3) contribute to the Educational Fund $0.61 per hour for all hours worked by participating employees, as defined above.
(4) contribute to a 401(K) annuity fund $6.90 per hour for all hours worked by participating employees, as defined above.
(5) deduct $0.36 per hour for all hours paid to a Union designated Industry Benefit Plan for all years of the Agreement.

Effective **January 1, 2019** (or closest pay period), the Employer shall:

(1) contribute to a Welfare Fund $15.61 per hour for all hours worked by participating employees as defined in this Agreement.
(2) contribute to a Pension Fund $9.96 per hour for all hours worked by participating employees, as defined above.
(3) contribute to the Educational Fund $0.62 per hour for all hours worked by participating employees, as defined above.
(4) contribute to a 401(K) annuity fund $7.55 per hour for all hours worked by participating employees, as defined above.
(5) deduct $0.42 per hour for all hours paid to a Union designated Industry Benefit Plan for all years of the Agreement.

Effective **January 1, 2020** (or closest pay period), the Employer shall:

(1) contribute to a Welfare Fund $15.76 per hour for all hours worked by participating employees as defined in this Agreement.
(2) contribute to a Pension Fund $10.21 per hour for all hours worked by participating employees, as defined above.
(3) contribute to the Educational Fund $0.63 per hour for all hours worked by participating employees, as defined above.
(4) contribute to a 401(K) annuity fund $8.20 per hour for all hours worked by participating employees, as defined above.
(5) deduct $0.48 per hour for all hours paid to a Union designated Industry Benefit Plan (Work Preservation) for all years of the Agreement.

The Employer will not make these contributions in 1 – 4 above for Holidays.

The above contributions may be increased or decreased as long as the applicable hourly rates in Appendix C for participating employees are decreased or increased by the same total amount.

All contributions and deductions made in accordance with this Appendix shall be forwarded to depositories as directed by the Union.

The Employer shall establish Workers' Compensation and Unemployment Compensation programs as required by Minnesota Statutes.

The Employer's fringe benefit obligation to employees is limited to the contributions and/or deductions established by this Agreement. The actual level of benefits provided to employees shall be the responsibility of the Trustees of the various funds to which the Employer has forwarded contributions and/or deductions.

APPENDIX D (Continued)

Agreed to and attested to as the full and complete understanding of the parties for the period of time herein specified by the signature of the following representative(s) for the Employer and the Union:

WITNESSES:

City of Saint Paul

11/7/19

Leota Johnson Rivera — Date
Labor Relations Specialist

11/7/19

Jason Schmidt — Date
Labor Relations Manager

International Union of Elevator Constructors, Local 9

11-7-19

Dave Griefenhagen — Date
Business Manager