MEMORANDUM OF AGREEMENT Between THE CITY OF SAINT PAUL and IAFF Local 3939

This Memorandum of Agreement (hereinafter "MOA"), is entered into by the City of Saint Paul (hereinafter "City") and IAFF Local 3939 (hereinafter "Union") for the purposes of establishing a Union Release Bank as defined below.

The parties agree to the amendment of **Article 13 – VACATION/HOLIDAY** to add section 13.7 as follows:

13.7 Union Activity/Release Bank

Effective on the first payroll following execution of this agreement in 2020 and on the first payroll of each year thereafter, each member of the Union will have his/her vacation balance reduced by three (3) hours to establish a Union Release Bank. The total number of hours shall be based on the employee count as of the first pay period of the year. Union officers shall be allowed to use this release time or allocate time to union members to fill in for union officers on official business. Union officers will notify the department in writing of use of this provision three days prior to use. Should use of this provision result in overtime, the union bank will be reduced accordingly.

The terms of this MOA will be incorporated into the Collective Bargaining Agreement following the current 2018 - 2020 agreement.

FOR THE CITY:

FOR THE UNION:

Jason Schmidt

Labor Relations Manager

te Mike Smit

Date

IAFF Local 3939 Representative