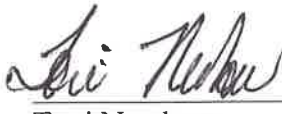


MEMORANDUM OF AGREEMENT
Between
THE CITY OF SAINT PAUL
and
AFSCME CLERICAL, LOCAL 2508

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul (hereinafter "City") and AFSCME Clerical, Local 2508 (hereinafter "Union") for the purpose of establishing structure for formation of a Labor Management Committee on Safety (hereinafter "Safety LMC").

1. The City and the Union support a cooperative relationship between the parties in which the City and the Union move toward a relationship of greater trust and respect without interfering with the collective bargaining process. In order to promote and foster such a cooperative relationship, the parties agree to establish a Labor-Management Committee on Safety (Safety LMC) to provide a structured platform to meet and confer on mutually identified issues through a cooperative problem-solving approach rather than in an adversarial climate.
2. The Safety LMC shall meet and confer regarding mutually identified safety issues and potential solutions.
3. The parties agree to establish by-laws for the committee that will address committee structure, including but not limited to the following:
 - Composition of the Safety LMC consisting of a mutually agreed upon number of representatives from the City and the Union;
 - Establish the duration and frequency of meetings;
 - Establish procedures with respect to Safety LMC operations, such as, communication practices, record keeping, sub-committees, and agenda items. This list is for illustrative purposes and is not intended to establish minimum requirements or to be all inclusive.
 - Establish pay status for time required to participate in the Safety LMC meetings.
4. The City and Union agree to meet and establish Safety LMC by-laws within one hundred eighty (180) days of the signing of the collective bargaining agreement currently in negotiations as successor to the 2021-2022 collective bargaining agreement between the parties.
5. This MOA shall set no precedent.
6. This MOA shall be in effect through the earlier of December 31, 2025, or until the Safety LMC by-laws have been finalized and the first Safety LMC meeting is scheduled.

FOR THE CITY:

 7/20/23

Toni Newborn Date
Human Resources Director

FOR THE UNION:

 7.17.23

Jennifer Guertin, President Date
AFSCME Clerical, Local 2508

 7/25/23

Dane Ryan, Field Representative Date
AFSCME Council 5