

# MEMORANDUM OF AGREEMENT

**Between**  
**The City of Saint Paul**  
**And**  
**AFSCME Council 5 Local 3757**

This MOA is entered into by the City of Saint Paul and AFSCME Legal for the purpose of adjusting eligibility for Retiree Health Insurance (RHI) for long term employees who previously worked in non-appointed roles but were subsequently hired for appointed roles. The parties agree to the following:

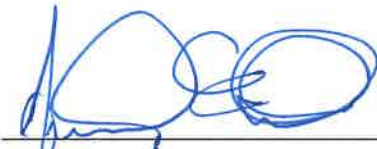
- 1) Per Article 12.4 of the collective bargaining agreement (CBA), employees must have been appointed on or before December 31, 1995 to be eligible for the \$550 per month Regular retiree contribution.
- 2) Certain employees were hired in non-appointed long-term roles prior to December 31, 1995.
- 3) Employees who worked for the City prior to December 31, 1995 but were subsequently appointed after this date would normally not be eligible for the \$550 contribution.
- 4) The parties agree to recognize the work contribution of such employees by accepting any work prior to the December 31, 1995 cut-off date as equivalent to an appointment.
- 5) Employees must satisfy all other criteria under Article 12.4 to be eligible for the \$550 per month contribution.
- 6) This agreement is based solely on the changes implemented in 1996 and sets no precedent for future eligibility and will not be referenced by the parties in any future proceedings.

**FOR THE CITY:**

 6/2/2023  
\_\_\_\_\_  
Toni Newborn Date  
Human Resources Director

**FOR THE UNION:**

 6/1/23  
\_\_\_\_\_  
David Palm, President Date

 6/1/23  
\_\_\_\_\_  
Anthony Edwards, Vice President Date

 6/2/23  
\_\_\_\_\_  
Dane Ryan, Field Representative Date  
AFSCME District Council 5