

City of St. Paul International Union Operating Engineers Local 70
2023 - 2025 Contract Negotiations
Tentative Agreement Summary

Date of TA: April 19, 2023

Duration: January 1, 2023 – December 31, 2025

Wages: **Effective 1/1/2023 (or closest pay period): 1.5%**
 Effective 7/1/2023 (or closest pay period): 1.5%
 Effective 1/1/2024 (or closest pay period): 1.5%
 Effective 7/1/2024 (or closest pay period): 1.5%
 Effective 1/1/2025 (or closest pay period): 1.5%
 Effective 7/1/2025 (or closest pay period): 1.5%

Article 18 – Wage Schedule

Effective 1/1/2023 (or closest pay period):

- A one (1) year step will be added at 3% above the start step for all classifications.
- Twenty (20) year step increased to 1.5% above the one (1) year step or created for those classifications that didn't have a twenty (20) year step.

Effective 1/1/2024 (or closest pay period):

- Creation of a three (3) year step at 3% above the one (1) year step for all classifications
- Twenty (20) year step increased to 1.5% above the three (3) year step for all classifications.

Effective 1/1/2025 (or closest pay period):

- Creation of a six (6) year step that will be 3% above the three (3) year step for all classifications.
- Increase 20 year step by 1.5% above the 6 year step for all classifications.

Article 9-Leave of Absence

Added 8 weeks of Paid Parental Leave for eligible employees

Article 14 – Discipline

Added ability to remove discipline after one year of no same/similar conduct

Article 15 – Insurance

Implement rates from 2023-2025 LMCHI agreement.

Article 16 – Holidays

Add Juneteenth as a paid Holiday

Article 17- Vacation

Removed requirement that “years of service” credit must be done at the time of appointment into the bargaining unit.

Article 22 – Deferred Comp

Removed the incremental levels of deferred compensation match and increased the ER match for all employees to \$1300.00 per year

MOAs

Premium Incentive Pay MOA

IUOE Training and Education Center MOA

All other TAs are of a housekeeping nature.