

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 70

This Memorandum of Agreement (hereinafter “MOA”) is entered into by the City of Saint Paul (hereinafter “City”) and the International Union of Operating Engineers Local 70 (hereinafter “Local 70”) for the purpose of ensuring adequate staffing, training and operational continuity during a period of staffing shortages. This agreement is for Local 70 Employees in the SPRWS Production Division only. The terms of this agreement apply only if SPRWS operates with fewer than 10 fully trained operators (Treatment and Production Teams). For the purpose of this agreement, this is referred to as “short staffed”.

The parties agree as follows:

1. Non-Traditional Staffing:

- a.) Operators will be offered opportunities to work overtime when SPRWS is Short Staffed.
- b.) Operators will not be forced to work overtime unless no other viable option for staffing the shift exists.
- c.) In order to ensure that 24/7/365 coverage can be maintained and to limit forced overtime or forced night shifts for Local 70 employees, SPRWS will also train and utilize employees that are currently working in higher titles to fill operational shifts.
- d.) When SPRWS has the choice of staffing a shift with either a fully trained Local 70 employee or a fully-trained employee from a higher title, the shift will be offered first to the Local 70 employee.
- e.) SPRWS will train non-operator Local 70 employees to fill operator positions.
- f.) No employee will be forced to routinely work night shifts against their will unless essential to maintaining 24/7/365 operations. SPRWS will provide an equitable way of ensuring distribution of night shifts to Local 70 employees.
- g.) Local 70 employees will be compensated with “Out of Title Pay” starting day one while training to operate the treatment or pumping process and while working as operators. Article 13.1 shall not apply when SPRWS is considered short staffed for the purposes of this agreement.
- h.) Operator positions cannot be filled with employees until they are fully trained in the relevant positions.
- i.) Traditional operator staffing roles will resume as soon as new operators have been hired and trained to fill solo shifts.

2. SPRWS Obligations:

- a.) SPRWS will take all steps necessary to ensure 24/7/365 operations of treatment and pumping processes.
- b.) SPRWS will make all reasonable efforts to accommodate vacation requests for Local 70 Employees when Short Staffed. In the event that multiple vacation requests are received for the same time period, those requests which were first submitted will be honored first.
- c.) SPRWS will take all steps necessary to expediently fill vacant operator positions and, once filled, to quickly train new operators to fill solo shifts.
- d.) SPRWS will ensure that all employees receive adequate and appropriate training so that no one is left working a solo shift without the requisite training.












MOA Staffing Issues SPRWS Prod Div


Final Audit Report

2026-05-12


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