MEMORANDUM OF AGREEMENT
Between
THE CITY OF SAINT PAUL
and
PROFESSIONAL EMPLOYEE ASSOCIATION

This Memorandum of Agreement (hereinafter "MOA"), is entered into by the City of Saint Paul (hereinafter "City"), Professional Employee Association (hereinafter "Union") for the purposes 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 bylaws 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 Safety LMC will meet and confer regarding safety concerns including but not limited to the following:
   - Facility Safety
   - Safety Training
   - Hazardous material exposure and crisis intervention

5. 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 agreements currently in negotiations as successor to the 2023-2025 Collective bargaining agreements between the parties.

6. This MOA shall set no precedent.

7. This MOA shall be in effect through the earlier of expiration of the current collective bargaining agreement on December 31, 2025 or until the Safety LMC by-laws have been finalized and the first Safety LMC meeting scheduled.

FOR THE CITY:

6/9/23

Toni Newborn — Date
Director of Human Resources

FOR THE UNION:

6/6/23

Joseph Musolf, President — Date
Professional Employee Association