

MEMORANDUM OF AGREEMENT
Between
CITY OF SAINT PAUL
And
Tri-Council
(LIUNA Laborers, Local 363, General Drivers, Local 120,
and Operating Engineers, Local 49)

This Memorandum of Agreement (hereinafter "MOA") is entered into by the City of Saint Paul Saint Paul (hereinafter the "City") and Tri-Council (hereinafter the "Union") for the purposes of establishing and clarifying requirements for the newly created Utility Trainee job classification (hereinafter "Trainee") assigned to LIUNA Laborers Local 363 of the Tri-Council bargaining unit.

The parties mutually agree to the following:

1. The Utility Trainee job classification is considered non-permanent and limited in duration. Trainees will be on probation for the duration of their employment in this title. An extension of the standard 1-year probation may be agreed upon between the City and Union for candidates who may need additional time to successfully complete the program. No employee will remain in in the Trainee job classification for longer than two (2) years.
2. For overtime, trainees will be placed at the end of the Water Utility Worker I (WUWI) overtime list for the division in which they are working.
3. The Utility Trainee position will be placed in positions that had historically been filled by Utility Aides. The Utility Trainee position will not be used as a replacement for any Water Utility Worker I positions.
4. Trainees who successfully obtain their Class D driver's license and complete the trainee program based upon a competency-based evaluation will be placed on a competency eligible list and considered for promotion to WUWI when vacancies occur.
5. Time spent in the Trainee job classification will count for up to a total of four (4) months of WUWI probationary time for any Trainees promoted into the WUWI classification. No more than four (4) months may be used toward the probationary period in the WUWI title.
6. Trainees who are promoted to WUWI shall be given higher seniority than WUWIs hired from the outside the same year without directly applicable prior experience.
7. Trainees may be discharged without the right of grievance or appeal while in the training program.

The MOA shall become effective May 1, 2023 and shall renew annually thereafter unless one party provides written notice of the desire to end the MOA prior to its renewal for a subsequent year.

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This MOA sets no precedent.

FOR THE CITY OF SAINT PAUL:


Toni Newborn
Human Resources Director
4/9/2023
Date

FOR TRI-COUNCIL:


AJ Lange
Business Manager
LIUNA City Employees, Local 363
6/8/23
Date


Jonathan Turner
Business Representative
Operating Engineers Local 49
6-8-2023
Date


Troy Gustafson
Business Representative
General Drivers Local 120
Date