

**City of St. Paul and AFSCME Clerical, Local 2508
2023 - 2025 Contract Negotiations
Summary Agreement**

Date of TA: May 9, 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%

Appendix A Salary Schedules:

- a. Add 1% to the 20 year step each year of the contract on January 1st or closest pay period (1/1/2023, 1/1/2024 & 1/1/2025)
- b. Effective 1/1/2024, lift floor of wages to \$17.00 except Aquatics titles

Article 1 – Recognition

- a. Update recognition clause
- b. Remove fair share language

Article 5 – Holidays

Add Juneteenth as a paid Holiday

Article 9 – Vacation

Eliminate prohibition on applying additional vacation credit

Article 10 – Insurance

Implement rates from 2023-2025 LMCHI agreement.

Article 11 – Working out of Classification

Reduce number of days for Out of Class assignments from 15 to 10 days

Article 14 – Bulletin Boards

Rename Bulletin to Union Notification Boards and remove the term bulletin from the article

Article 17 – Leave of Absence

Provide 8 weeks of paid parental leave for eligible employees

Article 21 – Discipline

Allow Oral reprimands to be removed from employee's file after one year with no same/similar

Article 28 – Safety

Increase Safety shoes/boots

Safety Committee

City agrees to establish of a Citywide Safety Labor Management Committee

MOAs

Competency Testing at SPRWS MOA

RHI (Update for ACA compliance) MOA

On-Call pay for DSI Animal Service Officers and Fire Inspectors MOA

Fair Share inclusion language MOA

Other changes were of a housekeeping nature