

City of St. Paul and AFSCME Legal Local 3757
2026-2028 Contract Negotiations
Summary Agreement Sheet

Below is a summary of the changes in the collective bargaining agreement between the
City of Saint Paul and AFSCME Legal, Local 3757.

Date of TA: February 2, 2026

Duration: January 1, 2026 – December 31, 2028

Wages:

Effective **May 1, 2026** (closest payroll period): 2.75% for Associate & Attorney; 3.25% for Senior Attorney

Effective **January 1, 2027** (closest payroll period): 2.75% for Associate & Attorney; 3.25% for Senior Attorney

Effective **January 1, 2028** (closest payroll period): 3.5% for All Titles

Article 1 Recognition and throughout

Removal of “Senior Prosecutor” title, no longer in use

Article 2 Severance

Addition of 14 days’ notice of separation for severance eligibility

Article 10 Wages/Merit Pay/Longevity

NEW LANGUAGE Adding Longevity Pay

Article 12 Insurance

Adding 1-year work requirement for Employer contribution to Post-Employment Health Plan
AND

NEW LANGUAGE that Employer will pay active employee insurance in the amounts set by the Labor Management Committee on Health Insurance for 2026-2027 and 2028.

Article 13 Vacation

Increased vacation carryover from 120 to 160 hours annually

AND

Clarifying “years of service credit” experience as licensed attorney or judicial law clerk for awarding vacation rate

Article 14 Holidays

Effective January 1, 2027, adding one floating holiday to the holiday schedule

Article 15 Leaves of Absence

Adjusting sick leave language to reflect allowable purposes under state and federal law

AND

Adding one paid bereavement day per year effective January 1, 2027

AND

Adjusting school conference leave to reflect statutory interpretation (16 hours per child per rolling calendar year)

Article 16 Non-Discrimination

Adding sexual orientation and gender identity to non-discrimination article.

Article 17 Legal Services/Fees

Removing obsolete language that employees provide license renewal form to the Union president.

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Article 20 Deferred Compensation

Increasing current annual match (\$800) to \$900 in 2027 and \$1000 in 2028.

MOAs:

- Renew Appendix C, Merit Pay System

Other items were non-substantive, housekeeping agreements, including updating gendered language and years of the agreement where applicable.

