LETTER OF AGREEMENT
Minnesota Paid Family and Medical Leave Act

This Letter of Agreement is entered into between the City of Saint Paul (hereafter "Employer") and the International Union of Operating Engineers, Local 70 (hereafter "Union"), collectively the "Parties".

WHEREAS the Employer and the Union are parties to a Collective Bargaining Agreement in effect; and

WHEREAS the parties have met and negotiated over certain issues related to the Minnesota Paid Family and Medical Leave ("PFML") including the premium contribution rate, which are effective January 1, 2026, or such other date as required by Minnesota law; and

WHEREAS, beginning January 1, 2026, Paid Family Leave will be available to covered employees as defined under Minnesota Statute Chapter 268B. Based on the current law, the parties recognize a 50% default split of the total premium in the absence of negotiating otherwise;

NOW THEREFORE, the Employer and the Union agree to the following:

1. In accordance with MN Statute 268B.14, the Employer agrees to pay 50% of the PFML premiums for all employees. The employees agree to pay 50% of the state-run plan or 50% of a qualifying replacement plan maintained by the Employer, whichever is less.
2. If the Employer creates an equivalent plan, it shall meet with labor representatives prior to enacting the plan.
3. Employees are not required to use or exhaust their accrued vacation, sick leave, compensatory time, or other paid leave prior to applying for or receiving PFML benefits.
4. Covered employees with accrued vacation, compensatory time, or sick leave will be allowed to use those balances for supplemental benefit payments during PFML to allow employees the option to receive up to but not to exceed a full salary continuation during their leave.
5. The Paid Parental Leave benefit will run concurrently with Paid Family and Medical Leave. The Employer's Paid Parental Leave shall be considered a paid time off benefit available in lieu of Paid Family and Medical Leave as referenced in Minn. Stat. § 268B.06, subd. 5.
6. Employees may use PFML intermittently. However, intermittent leave shall not exceed 480 hours in a 12-month period. PFML may be taken in increments as small as 15 minutes. An employee requesting leave taken intermittently shall provide the employer with a schedule of needed workdays off as soon as practicable and must make a reasonable effort to schedule the intermittent leave so as not to disrupt unduly the operations of the employer.

During the term of the current Labor Agreement, should the statute have a material change impacting the premium payments, the parties agree to meet and negotiate impact at such time.

The City will create a policy and procedures for the purpose of implementing the provisions of the Minnesota Paid Leave Act.

This Letter of Agreement represents the complete and total agreement of both parties.

This Letter of Agreement shall be in effect for 2026 and will extend annually unless one party gives notice to discontinue.

FOR THE CITY

5/22/26
Jason Schmidt — Date
Deputy Director of HR

5/22/26
Christy Harriman — Date
Labor Relations Specialist

FOR THE UNION

5-15-26
Scott Marsyla — Date
Business Manager

5/15/2026
Travis Aslakson — Date
Business Representative

5-15-26
Steward — Date

5-15-26
Steward — Date

5/15/26
Steward — Date