

JANUARY 1, 2026 – DECEMBER 31, 2028

LABOR AGREEMENT

BETWEEN

THE CITY OF SAINT PAUL

AND

**DISTRICT NO. 77
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND AEROSPACE WORKERS AFL-CIO**

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**AGREEMENT
BETWEEN
THE CITY OF SAINT PAUL
AND
DISTRICT NO. 77,
INTERNATIONAL ASSOCIATION OF MACHINISTS
AND
AEROSPACE WORKERS AFL-CIO**

This AGREEMENT has been entered into between the City of Saint Paul, hereafter referred to as the EMPLOYER, and District No. 77, International Association of Machinists and Aerospace Workers AFL-CIO, hereafter referred to as the UNION. This AGREEMENT has as its purposes, the promotion of harmonious relations between the EMPLOYER and the UNION, the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, benefits, hours of work, and other conditions of employment. The parties hereto pledge that they shall pursue the above objectives in full compliance with the requirements of the Public Employment Labor Relations Act of the State of Minnesota of 1984, as amended.

ARTICLE 1 – RECOGNITION

- 1.1 The EMPLOYER recognizes the UNION as the sole and exclusive bargaining agent for the purposes of establishing wages, benefits, hours, and other conditions of employment for all of its employees as outlined in the certification by the State of Minnesota, Bureau of Mediation Services, dated August 15, 1973, in Case No. 74-PR-77-A, and updated per 23PCL0392 - Unit Clarification Order - City of St. Paul and Machinists District Lodge No. 77 10/27/2022 as set forth below:

All regular, probationary, and provisional vehicle and equipment maintenance personnel who are employed by the City of St. Paul or who have their “terms and conditions of employment” established by the governing body of the City of St. Paul in the classifications of

Communication Equipment Installer	Toolmaker - SPRWS
Equipment Repairer	Traffic Maintenance Worker
Fire Buildings Repairer	Vehicle Maint. Worker (Heavy)
Machinist (Inactivated)	Vehicle Mechanic
Marina-Mechanic (Inactivated)	Vehicle Mechanic Leadworker
Mechanic-Welder	Vehicle Technician (Hvy. Tr. & Equip)
Parts Runner (Inactivated)	Vehicle Technician Trainee Welder
Safety Equipment Servicer I	Welder Leadworker (Inactivated)
Safety Equipment Servicer II	

who are public employees within the meaning of Minn. Stat. 179A.03 subd. 14 excluding supervisory, confidential, temporary, emergency, and employees exclusively represented by other labor or employee organizations.

- 1.2 The parties agree that any new classifications which are an expansion of the above Bargaining Unit or which derive from the classifications set forth in this AGREEMENT shall be recognized as a part of this Bargaining Unit, and the parties shall take all steps required under the Public Employment Relations Act to accomplish said objective.
- 1.3 The Union supports City goals, policies and practices intended to advance race and gender equality, reverse disparity trends and eliminate systematic racism to achieve fair, just and equitable opportunities and outcomes for all people.

ARTICLE 2 – DEFINITIONS

- 2.1 **Collective Bargaining:** The EMPLOYER will bargain collectively with the UNION with respect to rates of pay, hours, and conditions pertaining to employment for all of the employees in the Unit herein before set forth.
- 2.2 **Discrimination:** The EMPLOYER will not interfere with, restrain, or coerce the employees covered by this AGREEMENT because of membership in or activity on behalf of the UNION. The EMPLOYER will not discriminate in respect to

ARTICLE 2 – DEFINITIONS (Continued)

hire, tenure of employment, or any term or condition of employment against any employee covered by this AGREEMENT because of membership in or activity on behalf of the UNION, nor will it discourage or attempt to discourage membership in the UNION, or attempt to encourage membership in another union.

- 2.3 This AGREEMENT shall designate and define benefits with the exception of pension benefits that shall be granted to the employees by the EMPLOYER. If subsequent to this AGREEMENT, any governing body passes a provision which shall create a cost benefit for an employee in this Unit, the cost of such benefit shall be paid by the employee until such time as the responsibility of the cost is subsequently negotiated. This provision shall not compel either party to reopen negotiations during the course of an existing contract.

ARTICLE 3 – MAINTENANCE OF STANDARDS

- 3.1 The parties agree that all conditions of employment relating to wages, hours of work, overtime, differentials, vacations, and all other general working conditions shall be maintained at not less than the highest minimum standard as set forth in the Civil Service Rules of the City of Saint Paul, (Resolution No. 3250) and the Saint Paul Salary Plan and Rates of Compensation at the time of the signing of this AGREEMENT, and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this AGREEMENT.
- 3.2 Notwithstanding Article 3.1 above, Civil Service Rules 6 and 7 shall not apply to employees or classifications represented by this bargaining unit.

ARTICLE 4 – CHECK OFF

- 4.1 **Dues:** The EMPLOYER agrees to deduct the UNION membership dues once each month from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the EMPLOYER by a representative of the UNION and the aggregate deductions of all employees shall be remitted together with an itemized statement to the representative by the first of the succeeding month after such deductions are made or as soon thereafter as is possible.
- 4.2 **Fairshare:** Any present or future employee who is not a UNION member shall be required to contribute a fair share fee for services rendered by the UNION. Upon notification by the UNION, the EMPLOYER shall check off said fee from the earnings of the employee and transmit the same to the UNION. In no instance shall the required contribution exceed a pro rata share of the specific expenses incurred for services rendered by the representative in relationship to negotiations and administration of grievance procedures. This provision shall remain operative only so long as specifically provided by Minnesota law and as otherwise legal.

ARTICLE 4 – CHECK OFF (Continued)

- 4.3 The UNION will indemnify, defend, and hold the EMPLOYER harmless against any claims and all suits, orders, or judgments brought or issued against the EMPLOYER, its officers, or employees, as a result of any action taken or not taken by the EMPLOYER under the provisions of this section.

ARTICLE 5 – UNION RIGHTS

- 5.1 The UNION may designate employees within the Bargaining Unit to serve as Union Stewards.
- 5.2 The UNION shall furnish the EMPLOYER and appropriate department heads with a list of Stewards and alternates, and shall, as soon as possible, notify said appropriate City officials in writing of any changes thereto. Only those who are Stewards shall be recognized by the EMPLOYER for the purpose of meetings.

ARTICLE 6 – MANAGEMENT RIGHTS

- 6.1 The UNION recognizes the right of the EMPLOYER to operate and manage its affairs in all respects in accordance with applicable laws and regulations of appropriate authorities. The rights and authority which the EMPLOYER has not officially abridged, delegated, or modified by this AGREEMENT are retained by the EMPLOYER.
- 6.2 A public employer is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the EMPLOYER, its overall budget, utilization of technology, and organizational structure and selection and direction and number of personnel.
- 6.3 It is the intent of the EMPLOYER to assign work according to the needs of the department, the exigencies of circumstances, and the expertise and availability of employees. Nothing in this Article shall be construed to inhibit the EMPLOYER'S inherent managerial right to assign, select, and/or direct employees in any capacity.

ARTICLE 7 – DISCIPLINE

- 7.1 The EMPLOYER will discipline employees for just cause only. Discipline will be in the form of:
- a) Oral reprimand;
 - b) Written reprimand;
 - c) Suspension;
 - d) Reduction;
 - e) Discharge.
- 7.2 Employees and the UNION will receive copies of written reprimands and notices of suspension and discharge.

ARTICLE 7 – DISCIPLINE (Continued)

- 7.3 Non-probationary employees subject to discharge shall be afforded an opportunity to hear the reason(s) for discharge and an opportunity to offer an explanation of the relevant facts and circumstances surrounding the events which preceded the discharge and/or any extenuating or mitigating circumstances which the employee believes are relevant to the discharge decision.
- 7.4 Only discipline specified in Article 7.1 b) Written Reprimand, c) (Suspension), d) (Reduction), and e) (Discharge) will be subject to the terms of Article 17 – Grievance Procedures.

ARTICLE 8 – HOURS, OVERTIME PAY

- 8.1 **Hours of Employment:** The assigned normal work day shall be eight (8) hours excluding one-half (.5) hour for lunch in any twenty-four hour period and forty (40) hours in any seven-day period. (For employees on a shift basis, this shall be construed to mean an average of forty (40) hours a week.) The normal work week shall consist of five (5) consecutive normal work days.
- 8.2 Notwithstanding Article 8.1, a department head and the UNION may mutually agree in writing to establish a normal work day of ten (10) consecutive hours, excluding a thirty (30) minute lunch period, and a normal work week of four (4) consecutive work days in a seven (7) calendar day period.
- A department head may unilaterally cease a ten (10) hour work day, four (4) day work week with five (5) working days notice to the UNION if such a schedule does not meet the operating needs of the affected department.
- 8.3 Notwithstanding Articles 8.1 and 8.2 employees may, through mutual agreement with the EMPLOYER, work schedules other than schedules limited by the normal work day and work week as set forth in Articles 8.1 and 8.2. Overtime compensation for employees working under such agreements shall be subject to the provisions, for same, as set forth by the Fair Labor Standards Act. The EMPLOYER and the UNION agree that any refusal to mutually agree to an alternative work schedule referenced in this Article shall not form the basis for reprisals against the EMPLOYER and/or employee.
- 8.4 **Call-in-Pay:** When an employee is called to work they shall receive two (2) hours' pay if not put to work. If an employee is called to work and commences work, they shall be guaranteed four (4) straight time hours pay, or one and one-half (1.5) times the employee's normal hourly rate for the actual number of hours worked, whichever is greater. These provisions, however, shall not be effective when work is unable to proceed because of adverse weather conditions.
- 8.5 **Overtime:** Time on the payroll in excess of the normal hours set forth above shall be "overtime work" and shall be done only by order of the division manager.

Overtime will be assigned based on a rotating opportunity preset by class seniority among all available personnel in the affected division having the skills necessary for the job. In the

ARTICLE 8 – HOURS, OVERTIME PAY (Continued)

beginning of each calendar year, the rotation for overtime opportunities will begin with the most senior employees. The individual may accept or decline. The next opportunity for overtime will go to the next person on the list who may accept or decline. This will continue until the end of the list is reached and will again start over with the most senior person. Employees that have been approved to work overtime may work a maximum of twelve (12) consecutive hours unless otherwise approved by the division manager.

The EMPLOYER reserves the right to deviate from the aforementioned process in emergencies or in such situations where following such process would be detrimental to the operation of the affected unit. Class seniority shall be the determining factor in shift assignment, however, the EMPLOYER will not be required to accept the most senior bidder or to assign the least senior employee when considering such factors as the duration of assignment and the productivity needs of the affected unit. Qualifications will be determined by the EMPLOYER based on requirements of the job, actual job performance, and Civil Service certification.

- 8.6 An employee shall be recompensed for work done in excess of the normal hours by being granted compensatory time on a time and one half (1.5) basis or by being paid on a time-and-one half basis for such overtime work. The basis on which such overtime shall be paid shall be determined solely by the EMPLOYER.
- 8.7 Night Differential: To any employee who works between the hours of 6:00 p.m. and 6:00 a.m., there shall be a night differential of six-and-one-half percent (6.5%) for such hours. Temporary employees are eligible for Night Differential.

ARTICLE 9 – TOOL INSURANCE AND CLOTHING

- 9.1 The EMPLOYER will provide eleven (11) shirts (combination of long/short sleeve), pants, and two (2) jackets (lightweight) every two (2) weeks.
- 9.2 Employees in the following classifications: Vehicle Maintenance Worker (Heavy), Marina-Mechanic (Inactive), Welder, Mechanic-Welder, Equipment Repairer, Vehicle Mechanic, Auto Body Repairer (abolished 4/28/04), Vehicle Mechanic Leadworker, Safety Equipment Servicer II, and Vehicle Mechanic (Heavy Truck & Equipment), shall receive a Tool and Shoe Allowance in the following manner.
 - 9.2 (1) For each year of the contract, employees designated in section 9.2 must be on the payroll as of January 1 of each year in order to receive a Tool and Shoe allowance of \$524.67. Employees not on the payroll as of January 1 of each year will receive no allowance until the following January 1. Effective **January 1, 2026**, the amount shall be \$545.00. Effective **January 1, 2027**, the amount shall be \$570.00. Effective **January 1, 2028**, the amount shall be \$600.00
 - 9.2 (2) Employees need to keep an accurate, up-to-date inventory of tools kept at the worksite. In the event that the entire tool set is stolen or if the worksite itself is damaged and the tools are not salvageable, the EMPLOYER agrees to replace the tools, in excess of

ARTICLE 9 – TOOL INSURANCE AND CLOTHING (Continued)

\$475.00, that are listed on the inventory previous to the date of the event. Initiating and updating the inventory is to be done on the employee's own time.

9.3 Article 9.3 shall only apply to those employees not holding a designated title in 9.2 above.

9.3 (1) For each year of the contract the EMPLOYER agrees to pay \$135.73 toward a safety shoe allowance for each employee who is a member of this Unit as of January 1 of each year. Employees not on the payroll as of January 1 of each year will receive no allowance until the following January 1. Effective **January 1, 2027**, the amount shall be \$160.00.

9.3 (2) Employees will receive an allowance of \$100.00 per year on January 1 to purchase clothing for working in the outside elements. Employees not on the payroll as of January 1 of each year will receive no allowance until the following January 1.

9.4 The department will reimburse employees annually with appropriate documentation up to \$150 for a basic pair of prescription safety glasses for those employees who need to wear prescription glasses. To be eligible for reimbursement, the prescription safety glasses must be ANSI Z87 certified.

9.5 Effective **January 1, 2028**, all employees will be provided with a one-time purchase of a heavyweight coat. The coat is not eligible for laundry services and current employees that have been provided one will not receive a second coat.

ARTICLE 10 – JURY DUTY

10.1 Any employee who is required during their regular working hours to appear in court as a juror or witness except as a witness in their own behalf against the City, shall be paid their regular pay while they are so engaged, provided however, that any fees that the employee may receive from the court for such service shall be paid to the City and be deposited with the City. Any employee who is scheduled to work a shift, other than the normal daytime shift, shall be rescheduled to work the normal daytime shift during such time as they are required to appear in court as a juror or witness.

ARTICLE 11 – LEGAL SERVICES

11.1 Except in cases of malfeasance in office or willful or wanton neglect of duty, or indifference to rights of others, the EMPLOYER shall defend, save harmless and indemnify an employee against tort claim or demand whether groundless or otherwise arising out of alleged acts or omission occurring in the performance or scope of the employee's duties.

11.2 Notwithstanding the provisions of Section 11.1, the EMPLOYER shall not be required to defend or indemnify any employee against personal liability, or damages, costs or expense (a) resulting from a claim, suit, verdict, finding, determination, or judgment that the employee has committed an intentional tort or torts, including but not limited to slander,

ARTICLE 11 – LEGAL SERVICES (Continued)

libel, and/or other defamatory harms; or (b) arising out of cross claims, counterclaims, affirmative defenses, and/or separate actions brought against such employee in response to or resulting from claims, allegations, demands, or actions (whether or not litigation was actually commenced) brought, made, or instituted by such employee.

- 11.3 Notwithstanding the provisions of Section 11.1 or 11.2, the EMPLOYER may at its sole discretion defend an employee against allegations, claims, demands, or actions wholly or in part based on or arising out of claimed intentional torts, and in such cases, the employee consents to the extent lawfully permitted to such representation without regard to actual or potential conflicts of interest.
- 11.4 Each employee, within twenty (20) days after receiving notice of (1) a tort claim or demand, action, suit, or proceeding against him/her, and (2) a judgment, verdict, finding, or determination, either of which arises out of alleged or found acts or omissions occurring in the performance or scope of the employee's duties, shall notify the City by giving written notice thereof to the City Clerk.

ARTICLE 12 – CITY MILEAGE

- 12.1 **Automobile Reimbursement Authorized:** Pursuant to Chapter 33 of the Saint Paul Administrative Code, as amended, pertaining to reimbursement of City officers and employees for the use of their automobiles in the performance of their duties, the following provisions are adopted.
- 12.2 **Method of Computation:** To be eligible for such reimbursement, all officers and employees must receive written authorization from the department head. When an employee is required to use their personal automobile to conduct authorized City business, the City shall reimburse the employee at the then current Federal IRS mileage reimbursement rate on the most direct route.
- 12.3 The City will provide parking at a location and manner of the EMPLOYER'S choice within a reasonable distance of the work site for City employees who are required to have their personal car available for City business. Such parking will be provided only for the days the employee is required to have their own personal car available.
- 12.4 The Mayor shall adopt rules and regulations governing the procedures for automobile reimbursement, which regulations and rules shall contain the requirement that employees maintain automobile liability insurance in amounts of at least the minimums required by the State of Minnesota.

ARTICLE 13 – ACTIVE EMPLOYEE INSURANCE

- 13.1 The insurance plans, premiums for coverages, and benefits contained in the insurance plans offered by the EMPLOYER shall be solely controlled by the contracts negotiated by the EMPLOYER and the benefit providers. The EMPLOYER will attempt to prevent any changes in the benefits offered by the benefit providers. However, the employees

ARTICLE 13 – ACTIVE EMPLOYEE INSURANCE (Continued)

selecting the offered plans agree to accept any changes in benefits which a specific provider implements. The EMPLOYER'S Cafeteria Plan Document and IRS rules and regulations shall govern the EMPLOYER provided health and welfare benefit program.

- 13.2 For the purpose of this Article, full-time employment is defined as appearing on the payroll an average of at least 30 hours per week for the twelve (12) month period preceding the annual open enrollment or special enrollments or the period preceding initial enrollment.

Effective **January 2026**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2025 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2026, after any plan design changes; employees shall be responsible for the 2025 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2026, after any plan design changes.

Based on the proposed Medica RFP quotes, this results in the following Employer contributions:

Single: \$833.04, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$51.10/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$306.12/month.

Elect Plan/Vantage Plus ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$796.30, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,002.34 plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$77.42/month.

ARTICLE 13 – ACTIVE EMPLOYEE INSURANCE (Continued)

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2026; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on the proposed Medica RFP quotes for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$791.46, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,002.34, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2025 Wellness Program).
Employee share: \$64.82/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$731.28/month)
Family: \$748.22 (Employee share: \$2,216.32/month)

If the actual premiums for 2026 differ from the estimate upon which these contributions are based, the employer and employee contributions will be adjusted to reflect the negotiated cost sharing percentages as applied to the actual premiums for all plan options other than the Passport Copay Plan.

Effective **January 2027**, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the following amounts per month:

Choice Passport Plan:

2026 contributions plus eighty-two and one-half percent (82.5%) of the premium increase for 2027, after any plan design changes; employees shall be responsible for the 2026 employee contribution, plus seventeen and one-half percent (17.5%) of the premium increase for 2027, after any plan design changes.

Based on a 9.5% premium increase, this results in the following Employer contributions:

Single: \$902.30, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$65.78/month.

Family: \$2,183.22, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$344.48/month.

ARTICLE 13 – ACTIVE EMPLOYEE INSURANCE (Continued)

Elect Plan/Vantage Plus ACO:

The lesser of the Employer's contribution for the Choice Passport Plan for 2027; or the actual cost of the Elect Plan/Vantage Plus ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 9.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$871.94, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,183.22, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$94.10/month.

Park Nicollet ACO Plan:

The lesser of the Employer's contribution for the Choice Passport Plan for 2027; or the actual cost of the Park Nicollet ACO Plan premium. Employees shall be responsible for the difference between the monthly premium and the Employer's monthly contribution.

Based on a 9.5% premium increase for the Choice Passport Plan, this results in the following Employer contributions:

Single: \$866.64, plus \$225 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$0.00/month.

Family: \$2,183.22, plus \$135 per quarter to be deposited in a VEBA account (plus an additional \$225 per quarter in a VEBA for completion of 2026 Wellness Program).
Employee share: \$80.32/month.

Passport Copay Plan:

Single: \$398.88 (Employee share: \$838.64/month)
Family: \$748.22 (Employee share: \$2,497.94/month)

If the actual premiums for 2027 differ from the estimate upon which these contributions are based, the employer and employee contributions will be adjusted to reflect the negotiated cost sharing percentages as applied to the actual premiums for all plan options other than the Passport Copay Plan.

Effective January 2028, for each eligible employee covered by this Agreement who is employed full-time and who selects City-provided employee health insurance coverage, the Employer agrees to contribute the amount provided to other City employees represented by labor unions as established by the consensus of the LMCHI.

ARTICLE 13 – ACTIVE EMPLOYEE INSURANCE (Continued)

- 13.4 All benefit eligible employees will be provided with life insurance in an amount of \$5000. The City agrees to contribute the cost of \$5,000.00 life insurance for each eligible employee.
- 13.5 The insurance benefits provided under this Article shall not apply to temporary employees.

ARTICLE 14 – RETIREE INSURANCE

- 14.1 Full-time eligible employees must meet the following conditions at the time of retirement in order to be eligible for the EMPLOYER contribution toward the hospital-medical insurance program offered by the EMPLOYER.

14.1 (1) Have completed at least twenty (20) years of full time consecutive service with the City of Saint Paul or after fifteen (15) years of consecutive service for employees who become disabled and are eligible for a disability pension from a retirement fund to which the City of Saint Paul has contributed. Employment with Independent School District No. 625 will not be counted toward the service requirement for employees hired after July 1, 1997 toward years of service for retiree health eligibility.

AND

Be receiving a pension from a retirement fund to which the City of Saint Paul has contributed.

- 14.2 Employees who were hired on or after July 1, 1975, and who, at the time of retirement, meet the eligibility requirements set forth in Article 14.1 (1), or after fifteen (15) years of consecutive service for employees who become disabled and are eligible for a disability pension from a retirement fund to which the City of Saint Paul has contributed, the EMPLOYER will provide, for the life of the retiree, the full premium cost of the least expensive single health insurance coverage provided by the EMPLOYER at the time the employee retires. The City's contribution level shall remain constant, except that such contribution level shall be refigured at the full cost of the least expensive premium offered by the EMPLOYER at the time the retiree reaches age 65, if such date is after the date of retirement.

For employees hired on or after January 1, 2004, and who, at the time of retirement, meet the eligibility requirements set forth in Article 14.1 (1), or after fifteen (15) years of consecutive service for employees who become disabled and are eligible for a disability pension from a retirement fund to which the City of Saint Paul has contributed, the EMPLOYER will provide, a maximum of \$350.00 per month for retiree health insurance.

For employees who retire and do not meet the requirements in 14.1 through 14.3 above at the time of their retirement, the EMPLOYER will discontinue providing any health insurance contributions upon their retirement.

- 14.3 Employees who retire, but who do not meet the eligibility requirements set forth in 14.1 (1), may purchase single or family health insurance coverage through the EMPLOYER's insurance program. The total cost of such insurance coverage shall be paid by the retiree.

ARTICLE 14 – RETIREE INSURANCE (Continued)

- 14.4 A retiree's participation in the City's health insurance plan must be continuous. The retiree must be participating in a City health insurance plan at the time of retirement. If a retiree chooses not to participate at the time of their retirement or if a retiree discontinues their participation at a later date, such retiree will not be eligible for any future participation or for any EMPLOYER contribution.
- 14.5 In the event of the death of a retiree who is participating in the City's health insurance program, the surviving spouse or dependent of the deceased may continue to participate in the City's health insurance plan at their own cost. Eligibility to continue to participate shall terminate when such spouse or dependent remarries or becomes eligible for group health insurance through any employer.

ARTICLE 15 – HOLIDAYS

- 15.1 Holidays recognized and observed. The following days shall be recognized and observed as paid holidays:

New Year's Day	Labor Day
Martin Luther King Day	Veteran's Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth Day	Christmas Day
Independence Day	One Floating Holiday (Effective January 1, 2027)

Eligible employees shall receive pay for each of the holidays listed above, on which they perform no work. On holidays that the employee does perform work, the employee will be compensated at time and one-half for the hours worked, in addition to the holiday pay. Whenever any of the holidays listed above shall fall on Saturday, the preceding Friday shall be observed as the holiday. Whenever any of the holidays listed above shall fall on Sunday, the succeeding Monday shall be observed as the holiday.

- 15.2 **Eligibility Requirements:** In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. The amount of holiday time earned shall be based upon the number of non-holiday hours paid to the employee during that pay period. Paid hours shall include hours actually worked, vacation time, compensatory time, paid leave, and sick leave.
- 15.3 **Effective January 1, 2027**, one floating holiday is added to the schedule in Article 15.1 above. The floating holiday set forth in Section 15.1 above may be taken at any time during the calendar year, subject to the approval of the Department Director of any employee.

ARTICLE 16 – VACATION

- 16.1 In each calendar year, each full-time employee shall be granted vacation according to the following schedule. “Years of service” may include, at the discretion of the Department Director, the amount of time worked by an employee at any previous public sector agency or private entity as in the relevant professional field. This “years of service” credit, if granted, may only be applied to affect vacation accrual and will have no impact on the employee's seniority or other rights and benefits of employment based on years of service either to the Employee or in the employee's job classification. Current employees covered by this Agreement may submit a request for prior service credit and supporting documentation to their Department Director for consideration. Application of additional years of service credit is not subject to Article 17 (Grievance Procedure) of the Collective Bargaining Agreement. This shall apply to both part-time and full-time employees:

<u>Years of Service</u>	<u>Vacation Granted</u>
Start through 7 th year	17 days
8 th year through 14 th year	22 days
15 years through 23 rd	27 days
24 th year and thereafter	28 days

- 16.2 Employees who work less than full-time shall be granted vacation on a pro rata basis.
- 16.3 The head of the department may permit an employee to carry over into the following vacation year up to one hundred twenty (120) hours of vacation.
- 16.4 The above provisions of vacation shall be subject to the Saint Paul Salary Plan and Rates of Compensation, Section I, Subdivision G (Vacation), unless the Contract provisions directly conflict with the Salary Plan. In such cases, the language of the Contract shall supersede/replace the conflicting language of the Salary Plan.
- 16.5 If an employee has an accumulation of sick leave credits in excess of one hundred eighty (180) days, they may convert any part of such excess to vacation at the rate of one-half days' vacation for each day of sick leave credit.
- 16.6 The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five (5) days in any one (1) year so that the maximum vacation time which may be taken in any one (1) year shall be forty seven (47) days including the regular vacation period.

ARTICLE 17 – GRIEVANCE PROCEDURES

- 17.1 The EMPLOYER shall recognize stewards selected in accordance with UNION rules and regulations as the grievance representative of the Bargaining Unit. The UNION shall notify the EMPLOYER in writing of the names of the Stewards and of their successors when so named.

ARTICLE 17 – GRIEVANCE PROCEDURES (Continued)

- 17.2 It is recognized and accepted by the EMPLOYER and the UNION that the processing of grievances as hereinafter provided is limited by the job duties and responsibilities of the employees and shall therefore be accomplished during working hours only when consistent with such employee duties and responsibilities. The steward involved and a grieving employee shall suffer no loss in pay when a grievance is processed during working hours, provided the steward and the employee have notified and received the approval of their supervisor to be absent to process a grievance and that such absence would not be detrimental to the work programs of the EMPLOYER.
- 17.3 The procedure established by this Article shall be the sole and exclusive procedure for the processing of grievances, which are defined as an alleged violation of the terms and conditions of this AGREEMENT.

Grievances shall be resolved in conformance with the following procedure:

- Step 1 Upon the occurrence of an alleged violation of this AGREEMENT, the employee involved shall attempt to resolve the matter on an informal basis with the employee's supervisor. If the matter is not resolved to the employee's satisfaction by the informal discussion it may be reduced to writing and referred to Step 2 by the UNION. The written grievance shall set forth the nature of the grievance, the facts on which it is based, the alleged section(s) of the AGREEMENT violated, and the relief requested. Any alleged violation of the AGREEMENT not reduced to writing by the UNION within seven (7) calendar days of the first occurrence of the event giving rise to the grievance or within the use of reasonable diligence should have had knowledge of the first occurrence of the event giving rise to the grievance, shall be considered waived.
- Step 2 Within seven (7) calendar days after receiving the written grievance a designated EMPLOYER Supervisor shall meet with the Union Steward and attempt to resolve the grievance. If, as a result of this meeting, the grievance remains unresolved, the EMPLOYER shall reply in writing to the UNION within seven (7) calendar days following this meeting. The UNION may refer the grievance in writing to Step 3 within seven (7) calendar days following receipt of the EMPLOYER'S written answer. Any grievance not referred in writing by the UNION within seven (7) calendar days following receipt of the EMPLOYER'S answer shall be considered waived.
- Step 3 Within seven (7) calendar days following receipt of a grievance referred from Step 2 a designated Employer supervisor shall meet with the Union Business Manager or their designated representative and attempt to resolve the grievance. Within seven (7) calendar days following this meeting the EMPLOYER shall reply in writing to the UNION stating the EMPLOYER'S answer concerning the grievance. If, as a result of the written response the grievance remains unresolved, the UNION may refer the grievance to Step 4.

ARTICLE 17 – GRIEVANCE PROCEDURES (Continued)

Any grievance not referred to in writing by the UNION to Step 4 within seven (7) calendar days following receipt of the EMPLOYER'S answer shall be considered waived.

Optional Mediation Step

1. If the grievance has not been satisfactorily resolved at Step 3, either the UNION or the EMPLOYER may, within ten (10) calendar days, request mediation. If the parties agree that the grievance is suitable for mediation, the parties shall submit a joint request to the Minnesota Bureau of Mediation Services for the assignment of a mediator. Grievance mediation shall be completed within thirty (30) days of the assignment.
2. Grievance mediation is an optional and voluntary part of the grievance resolution process. It is a supplement to, not a substitute for, grievance arbitration. When grievance mediation is invoked, the contractual time limit for moving the grievance to arbitration shall be delayed for the period of mediation.
3. The grievance mediation process shall be informal. Rules of evidence shall not apply, and no record shall be made of the proceeding. Both sides shall be provided ample opportunity to present the evidence and argument to support their case. The mediator may meet with the parties in joint session or in separate caucuses.
4. At the request of both parties, the mediator may issue an oral recommendation for settlement. Either party may request that the mediator assess how an arbitrator might rule in this case.
5. The grievant shall be present at the grievance mediation proceeding. If the grievance is resolved, the grievant shall sign a statement agreeing to accept the outcome. Unless the parties agree otherwise, the outcome shall not be precedential.
6. If the grievance is not resolved and is subsequently moved to arbitration, such proceeding shall be de novo. Nothing said or done by the parties or the mediator during grievance mediation with respect to their positions concerning resolution or offers of settlement may be used or referred to during arbitration.

Step 4 If the grievance remains unresolved, the UNION may within seven (7) calendar days after the response of the EMPLOYER in Step 3, by written notice to the EMPLOYER, request arbitration of the grievance. Any grievance referred to arbitration but not scheduled within ninety (90) calendar days of the referral shall be considered waived. This timeline only applies to scheduling the arbitration hearing, not when the arbitration hearing occurs. The arbitration proceedings shall be conducted by an arbitrator to be selected by mutual agreement of the EMPLOYER and the UNION within seven (7) calendar days after notice has been given. If the parties fail to mutually agree upon an arbitrator within the said seven (7) day period, either party may request the Bureau of Mediation Services to submit a panel of seven (7) arbitrators. Both the EMPLOYER and the UNION shall have the right to

ARTICLE 17 – GRIEVANCE PROCEDURES (Continued)

strike three (3) names from the panel. The UNION shall strike the first name; the EMPLOYER shall then strike one (1) name. The process will be repeated and the remaining person shall be the arbitrator.

- 17.4 The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this AGREEMENT. The arbitrator shall consider and decide only the specific issue submitted in writing by the EMPLOYER and the UNION and shall have no authority to make a decision on any other issue not so submitted. The arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. The arbitrator's decision shall be submitted in writing within thirty (30) days following close of the hearing or the submission of briefs by the parties, whichever be later, unless the parties agree to an extension. The decision shall be based solely on the arbitrator's interpretation or application of the express terms of this AGREEMENT and to the facts of the grievance presented. The decision of the arbitrator shall be final and binding on the EMPLOYER, the UNION, and the employees.
- 17.5 The fees and expenses for the arbitrator's services and proceedings shall be borne equally by the EMPLOYER and the UNION, provided that each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record.
- 17.6 The time limits in each step of this procedure may be extended by mutual agreement of the EMPLOYER and the UNION.

ARTICLE 18 – SAVINGS CLAUSE

- 18.1 This AGREEMENT is subject to the laws of the United States, the State of Minnesota, and the City of Saint Paul. In the event any provision of this AGREEMENT shall hold to be contrary to law by a court of competent jurisdiction from whose final judgment or decree no appeal has been taken within the time provided, such provision shall be voided. All other provisions shall continue in full force and effect.

ARTICLE 19 – SEVERANCE PAY

- 19.1 **General:** The EMPLOYER shall provide a severance pay plans as set forth in this Article. The manner of payment of such severance pay shall be made in accordance with the provisions of City Ordinance No. 11490. This severance pay program shall be subject to and governed by the provisions of City Ordinance No. 11490 except in those cases where the specific provisions of this Article conflict with said ordinance and in such cases, the provisions of this Article shall control.
- 19.2 **Eligibility:** An employee may, in any event, and upon meeting the qualifications of this Article or City Ordinance No. 11490, as amended by City Ordinance No. 16303, Section 1, Section 6,

ARTICLE 19 – SEVERANCE PAY (Continued)

draw severance pay. However, an election by an employee to draw severance pay under either this article or the ordinance shall constitute a bar to receiving severance pay from the other. Employees hired on or after July 1, 1989 shall be covered by the provisions of this Plan. To be eligible for the severance pay program, an employee must meet the following requirements:

- 19.2 (1) The employee must be voluntarily separated from City employment or have been subject to separation, lay-off, or compulsory retirement. Those employees who are discharged for cause, misconduct, inefficiency, incompetency, or any other disciplinary reason are not eligible for the City severance pay program. For the purpose of this severance program, the death of an employee shall be considered as separation of employment, and if the employee would have met all of the requirements set forth above, at the time of their death, payment of the severance pay may be made to the employee's estate or spouse.
- 19.2 (2) The employee must have an accumulated balance of at least 640 hours of sick leave credits at the time of their separation from service.
- 19.2 (3) If an employee requests severance pay and if the employee meets the eligibility requirements set forth above, they will be granted severance pay subject to a maximum of as shown below based on the number of years of service with the City.

Years of Service with the City <u>At Least</u>	<u>Maximum Severance Pay</u>
14	\$ 5,000
16	\$ 5,500
18	\$ 6,000
20	\$ 6,500
22	\$ 7,000
24	\$10,000

- 19.3 For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a Post Employment Health Plan (PEHP) in lieu of any cash payment to the employee.
- 19.4 Employees who intend to voluntarily leave City employment must provide two (2) weeks' notice of their intent to leave employment to be eligible for severance under this Article.

ARTICLE 20 – WAGE SCHEDULE

- 20.1 The wage schedule for purposes of this Contract shall be Appendix A, attached hereto.
- 20.2 Employer shall avoid, whenever possible, working an employee on an out-of-class assignment for a prolonged period of time. Any employee working an out-of-class assignment for a period in excess of fifteen (15) consecutive working days during a year shall receive the rate of pay for the out-of-class assignment in a higher classification not later than the sixteenth (16th) day of such assignment. For purposes of this Article, an out-of-class assignment is defined as an assignment of an employee to perform, on a full-time basis, all of the significant duties and responsibilities of a position different from the employee's regular position, and which is in a classification higher than the classification held by such employee. The rate of pay for an approved out-of-class assignment shall be the same rate the employee would receive if such employee received a regular appointment to the higher classification.
- 20.3 Effective January 1, 2007, newly hired employees of this Bargaining Unit shall serve a one (1) year probation period for all classifications within the Bargaining Unit. This article shall supersede any conflicting language found in the Civil Service Rules and/or Saint Paul Salary Plan and Rates of Compensation. Probation periods relating to layoffs, bumping, and promotions shall be six (6) months in duration.

ARTICLE 21 – STRIKES, LOCKOUTS, WORK INTERFERENCE

- 21.1 The UNION and the EMPLOYER agree that there shall be no strikes, work stoppages, slow-downs, sitdown, stay-in, or other concerted interference with the EMPLOYER'S business or affairs by any of the said UNION and/or the members thereof, and there shall be no bannering during the existence of this AGREEMENT without first using all possible means of peaceful settlement or any controversy which may arise. Employees engaging in same shall be liable for disciplinary action.

ARTICLE 22 – SICK LEAVE

- 22.1 **Sick Leave With Pay:** During any period in which an employee is absent from work on sick leave with pay, the employee shall not be employed or engaged in any occupation for compensation outside of his regular City employment. Violation of the provision of this paragraph by any employee shall be grounds for suspension or discharge. Sick leave shall accumulate at the rate of .05005 of a working hour for each full hour on the payroll, excluding overtime.
- 22.2 In the case of a serious illness or disability of an employee's child, the EMPLOYER shall grant leave of absence in accordance with State Legislation. Such leave shall be deducted from the employee's accumulated sick leave credits. If the employee has no accumulated sick leave credits, such leave shall be granted without pay.

ARTICLE 22 – SICK LEAVE (Continued)

- 22.3 In the case of a serious illness or disability of an employee's dependent, parent, or household member, other than a child, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such disabled persons. Such leave shall be drawn from the employee's accumulated sick leave credits. Use of such sick leave shall be limited to forty (40) hours per incident.
- 22.4 **BEREAVEMENT LEAVE:** Effective **January 1, 2027**, Paid bereavement leave may be used by an employee in the case of death for the relationships referenced in Minn. Stat. § 181.9447 (Earned Sick and Safe Time). A total of one (1) day per calendar year may be used as Bereavement Leave. Such leave shall not carry over from year to year.

ARTICLE 23 – PAID PARENTAL LEAVE

- 23.1 **Maternity Leave:** Maternity is defined as the physical state of pregnancy of an employee, commencing eight (8) months before the estimated date of childbirth, as determined by a physician, and ending six (6) months after the date of such birth. In the event of an employee's pregnancy, the employee may apply for leave without pay at any time during the period stated above and the EMPLOYER may approve such leave at its option, and such leave may be no longer than one (1) year.
- 23.2 **Paid Parental Leave:** The City may provide up to eight (8) weeks of Paid Parental Leave to eligible employees following the birth, placement for adoption or adoption of a child. The Paid Parental Leave must be used in a continuous eight-week block of time and will run concurrently with any other leaves available under existing federal and state laws. The Paid Parental Leave must be requested, approved and used within 6 months of the qualifying event or the opportunity to request and/or use the leave will be forfeited.

To be eligible for this leave, the employee must:

1. be the biological parent or the adoptive parent or the spouse of the biological or adoptive parent of the child; and,
2. must have worked for the City for at least one year preceding the first date of the leave; and,
3. have 1,250 hours of worked time in the twelve months immediately before the leave.

The eligible employee using Paid Parental Leave will be paid at their assigned rate of pay for the average number of hours worked per week in the previous twelve (12) months. Vacation will accrue during the Leave as if the employee were working. If a regularly scheduled holiday falls during the employee's use of Paid Parental Leave it will not be considered Paid Parental Leave but will be Holiday leave. Use of holiday pay during a Paid Parental Leave will not extend the length of the leave.

The City will continue to pay its share of the cost of an eligible employee's group health insurance during a Paid Parental Leave. The eligible employee's share of the premium will be deducted from the eligible employee's pay in accordance with normal practices

ARTICLE 24 – LAYOFF AND BUMPING

- 24.1 As of the effective date of this AGREEMENT, all Vehicle Mechanics and Vehicle Mechanics (Heavy Truck & Equipment) in all departments other than Fire and Police shall be considered Vehicle Mechanics (Heavy Truck & Equipment). Further, Vehicle Mechanic (Heavy Truck & Equipment) class seniority shall be based on all continuous time served in regular or probationary status as a Vehicle Mechanic and Vehicle Mechanic (Heavy Truck & Equipment) since the last date of appointment to either class.
- 24.2 For purposes of layoff the EMPLOYER shall determine the location and number of employees to layoff. Upon the effective date of layoff, a Vehicle Mechanic (Heavy Truck & Equipment), Vehicle Maintenance Worker (Heavy), and Welder may bump the least senior Vehicle Mechanic (Heavy Truck & Equipment), Vehicle Maintenance Worker (Heavy), and Welder, respectively, Citywide, excluding the Police and Fire Departments and Independent School District No. 625.
- An employee exercising a bump across department lines shall serve up to six (6) months probation in the department to which they bumped. An employee who does not pass probation shall be laid off. The provisions of this section shall not be subject to Article 17 (Grievance Procedure).
- 24.3 In the event that the EMPLOYER merges garage operations, the seniority lists of the affected classes for those merged operations only shall be merged.

ARTICLE 25 – PENSION

- 25.1 Effective January 1, 2007, the EMPLOYER agrees to become a contributing employer to the I.A.M. National Pension Fund on behalf of all Bargaining Unit members, subject to the following conditions:
- 25.1 (1) The EMPLOYER shall contribute to the I.A.M. National Pension Fund, National Pension Plan for each hour or portion thereof for which employees in all job classifications covered by this AGREEMENT are entitled to receive pay under this AGREEMENT as follows:
- \$1.35 per hour, effective January 1, 2020
- If the employee is paid only for a portion of an hour, contributions will be made by the EMPLOYER for the full hour.
- 25.1 (2) The EMPLOYER shall continue contributions based on a forty (40) hour work week while an employee is off work due to vacation, holiday, compensatory time, and/or sick leave. The EMPLOYER contribution shall also be paid for non-work periods when an employee is receiving Workers Compensation for a maximum of ninety (90) days. The EMPLOYER shall

ARTICLE 25 – PENSION (Continued)

also make contributions whenever an employee receives severance pay, vacation pay at termination, or vacation pay in lieu of time off.

- 25.1 (3) The EMPLOYER contribution shall not be paid for hours attributed to leave no pay, or any other type of leave not specifically identified in Article 25.1 (2) above.
- 25.1 (4) Contributions for new, probationary, part-time, and full-time employees shall be payable from the first day of employment. No contributions shall be made for temporary employees.
- 25.1 (5) The UNION and the EMPLOYER adopt and agree to be bound by, and hereby assent to, the Trust Agreement, dated May 1, 1960, as amended, creating the I.A.M. National Pension Fund and the Plan rules adopted by the Trustees of the I.A.M. National Pension Fund in establishing and administering the foregoing Plan pursuant to the said Trust Agreement, as currently in effect and as the Trust and Plan may be amended from time to time.
- 25.1 (6) The UNION and the EMPLOYER acknowledge that the Trustees of the I.A.M. National Pension Fund may terminate the participation of the employees and the EMPLOYER in the Plan if the successor Collective Bargaining AGREEMENT fails to renew the provisions of this pension Article, or reduces the Contribution Rate. The parties may increase the Contribution Rate and/or add job classifications or categories of hours for which contributions are payable.
- 25.1 (7) This Article contains the entire AGREEMENT between the UNION and the EMPLOYER regarding pension contributions under this Plan and any contrary provisions of this AGREEMENT shall be void. No oral or written modification of this AGREEMENT shall be binding upon the Trustees of the I.A.M. National Pension Fund. No grievance procedure, settlement, or arbitration decision with respect to the obligation to contribute shall be binding upon the Trustees of the said Pension Fund.
- 25.1(8) Effective January 1, 2011, any future increase to the EMPLOYER contribution to the I.A.M. National Pension Fund shall result in an equivalent reduction to the wages or fringe benefits of all bargaining unit members, or other negotiable source. In the event that the pension plan fails to meet the minimum contribution and/or funding requirements of ERISA, or the Internal Revenue code, and that failure results in the imposition of an excise tax, or the plan requires any additional amount, either party may request that negotiations commence to determine where said reduction in wages and/or fringe benefits shall occur. All other provisions of this contract shall remain in full force and effect during such negotiations.

ARTICLE 26 – DEFERRED COMPENSATION

- 26.1 Employees with at least one (1) year of service will be eligible for a \$400.00 per year Deferred Compensation match by the Employer subject to the criteria listed below:

Effective **January 1, 2027**, the amount will be \$750.00.

Effective **January 1, 2028**, the amount will be \$1050.00.

Eligibility and Implementation:

1. For initial match, employees must have been employed by the City of Saint Paul for a minimum of one (1) calendar year.
 2. Employees must be on the payroll as of the date of deferred compensation match.
 3. If an employee takes a leave of absence to serve as a full-time union official, time served in such capacity, up to six (6) years, will be counted toward the years of service requirement.
- 26.2 The City will match employee contributions on a bi-weekly basis until the dollar limit prescribed by each individual Collective Bargaining Agreement is reached.

ARTICLE 27 – DURATION AND EFFECTIVE DATE

- 27.1 The EMPLOYER and the UNION acknowledge that during the meeting and negotiating which resulted in this AGREEMENT, each had the right and opportunity to make proposals with respect to any subject concerning the terms and conditions of employment. The agreements and understandings reached by the parties after the exercise of this right are fully and completely set forth in this AGREEMENT. Any and all prior agreements, resolutions, practices, policies, or rules or regulations regarding the terms and conditions of employment to the extent they are inconsistent with this AGREEMENT are hereby superseded. In those areas where Civil Service Rules are not inconsistent with this AGREEMENT the Civil Service Rules shall continue to be in effect.
- 27.2 Except as herein provided, this AGREEMENT shall be effective as of the date it is executed by the parties and shall continue in full force and effect through December 31, 2028. Either party desiring to amend, or modify this AGREEMENT shall notify the other in writing so as to comply with the provisions of the Public Employment Labor Relations Act of 1984.

Any retroactivity shall be owed only to employees who continue to be employed by the City at the time this Collective Bargaining Agreement is signed by the UNION.

27.3 This constitutes a tentative agreement between the parties which will be recommended by the Director of Human Resources, but is subject to the approval of the Administration of the City, the City Council, and is also subject to ratification by the UNION.

**DISTRICT NO. 77,
INTERNATIONAL ASSOCIATION
OF MACHINISTS AND
AEROSPACE WORKERS AFL-CIO**

 Aug 31, 2026

Nicholas Bernardy Date
Business Representative

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APPENDIX A

The Wage increases agreed to by the UNION and EMPLOYER are:

January 1, 2026 (or closest pay period): \$0.75/hr. increase to base wage for Vehicle Mechanic Leadworker (Grade 012)

January 1, 2026 (or closest pay period): 1.5%

June 1, 2026 (or closest pay period) - WAGE REDUCTION DUE TO IAM PENSION: \$0.04/hr.

July 1, 2026 (or closest pay period): 1.5%

January 1, 2027 (or closest pay period): 3.0%

June 1, 2027 (or closest pay period) - WAGE REDUCTION DUE TO IAM PENSION: \$0.05/hr.

January 1, 2028 (or closest pay period): 3.5%

June 1, 2028 (or closest pay period) – WAGE REDUCTION DUE TO IAM PENSION: \$0.04/hr.

January 1, 2027 (or closest pay period): \$0.50/hr. increase to base wage for all classifications represented by this bargaining unit.

January 1, 2028 (or closest pay period): \$1.00/hr. increase to base wage for all classifications represented by this bargaining unit.

Once an employee reaches the hours listed in the salary schedule in Appendix A, the employee becomes eligible for salary advancement. Implementation of the increase in salary will become effective on the first day of the first payroll period immediately following eligibility for advancement. For eligibility of longevity steps (five years = 10,400 hours and twenty years = 41,600 hours) the employee must have the hours listed in Appendix A and years of service from hire date.

Effective **January 1, 2027**, the city will create a five (5) year step. The six (6) year step will become a seven (7) year step. The twenty (20) year step will be reduced to an eighteen (18) year step.

The wage rates and salary ranges for classifications in this unit are shown below:

GRADE 03U

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	30.38	30.34	30.80	32.24	32.19	34.35	34.31
2080 Hours	31.30	31.26	31.73	33.21	33.16	35.39	35.35
6240 Hours	32.24	32.20	32.68	34.21	34.16	36.45	36.41
10,400 Hours	--	--	--	34.72	34.67	37.00	36.96
12,480 Hours	33.20	33.16	33.66	--	--	--	--
14,560 Hours	--	--	--	35.25	35.20	37.56	37.52
18-yr (37,440)	--	--	--	35.77	35.72	38.12	38.08
20-yr (41,600)	33.71	33.67	34.18	--	--	--	--

APPENDIX A (Continued)

GRADE 04U

830201 EQUIPMENT REPAIRER

811101 FIRE BUILDINGS REPAIRER

830310 SAFETY EQUIPMENT SERVICER I

830110 VEHICLE MAINTENANCE WORKER – HVY

(Apptd Prior to 7/1/1991)

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	32.43	32.39	32.88	34.38	34.33	36.57	36.53
2080 Hours	33.40	33.36	33.86	35.41	35.36	37.66	37.62
6240 Hours	34.40	34.36	34.88	36.47	36.42	38.79	38.75
10,400 Hours	--	--	--	37.02	36.97	39.37	39.33
12,480 Hours	35.44	35.40	35.93	--	--	--	--
14,560 Hours	--	--	--	37.57	37.52	39.96	39.92
18-yr (37,440)	--	--	--	38.14	38.09	40.56	40.52
20-yr (41,600)	35.96	35.92	36.46	--	--	--	--

GRADE 06U

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	31.72	31.68	32.16	33.64	33.59	35.80	35.76
2080 Hours	32.67	32.63	33.12	34.65	34.60	36.88	36.84
6240 Hours	33.65	33.61	34.11	35.69	35.64	37.98	37.94
10,400 Hours	--	--	--	36.23	36.18	38.55	38.51
12,480 Hours	34.65	34.61	35.13	--	--	--	--
14,560 Hours	--	--	--	36.77	36.72	39.13	39.09
18-yr (37,440)	--	--	--	37.33	37.28	39.72	39.68
20-yr (41,600)	35.18	35.14	35.67	--	--	--	--

APPENDIX A (Continued)

GRADE 07U

830610 MECHANIC WELDER
 830311 SAFETY EQUIPMENT SERVICER II
 830010 VEHICLE MECHANIC
 840501 WELDER

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	36.58	36.54	37.09	38.72	38.67	41.06	41.02
2080 Hours	37.68	37.64	38.20	39.88	39.83	42.29	42.25
6240 Hours	38.81	38.77	39.35	41.08	41.03	43.56	43.52
10,400 Hours	--	--	--	41.69	41.64	44.22	44.18
12,480 Hours	39.97	39.93	40.53	--	--	--	--
14,560 Hours	--	--	--	42.32	42.27	44.88	44.84
18-yr (37,440)	--	--	--	42.96	42.91	45.55	45.51
20-yr (41,600)	40.57	40.53	41.14	--	--	--	--

GRADE 08U

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	36.94	36.90	37.45	39.09	39.04	41.44	41.40
2080 Hours	38.04	38.00	38.57	40.26	40.21	42.68	42.64
6240 Hours	39.18	39.14	39.73	41.47	41.42	43.97	43.93
10,400 Hours	--	--	--	42.09	42.04	44.63	44.59
12,480 Hours	40.36	40.32	40.92	--	--	--	--
14,560 Hours	--	--	--	42.71	42.66	45.30	45.26
18-yr (37,440)	--	--	--	43.35	43.30	45.99	45.95
20-yr (41,600)	40.97	40.93	41.54	--	--	--	--

GRADE 09U

830000 VEHICLE TECHNICIAN TRAINEE

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	22.09	22.05	22.38	23.57	23.52	25.38	25.34
2080 Hours	25.03	24.99	25.36	26.71	26.66	28.76	28.72
4160 Hours	27.98	27.94	28.36	29.87	29.82	32.17	32.13

APPENDIX A (Continued)

GRADE 10U

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	16.74	16.70	16.95	17.97	17.92	19.58	19.54
2080 Hours	17.72	17.68	17.95	19.03	18.98	20.74	20.70
4160 Hours	19.26	19.22	19.51	20.69	20.64	22.54	22.50

GRADE 12U

830020 VEHICLE MECHANIC LEADWORKER

	\$0.75/hr. Premium 01/01/2026	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	38.56	39.14	39.10	39.69	41.40	41.35	43.83	43.79
2080 Hours	39.70	40.30	40.26	40.86	42.64	42.59	45.15	45.11
6240 Hours	40.86	41.47	41.43	42.05	43.92	43.87	46.50	46.46
10,400 Hours	--	--	--	--	44.58	44.53	47.20	47.16
12,480 Hours	42.07	42.70	42.66	43.30	--	--	--	--
14,560 Hours	--	--	--	--	45.25	45.20	47.90	47.86
18-yr (37,440)	--	--	--	--	45.93	45.88	48.61	48.57
20-yr (41,600)	42.69	43.33	43.29	43.94	--	--	--	--

GRADE 13U

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	22.85	22.81	23.15	24.36	24.31	26.20	26.16
2080 Hours	23.96	23.92	24.28	25.09	25.04	26.98	26.94
6240 Hours	24.68	24.64	25.01	25.84	25.79	27.79	27.75
10,400 Hours	--	--	--	26.23	26.18	28.20	28.16
12,480 Hours	25.43	25.39	25.77	--	--	--	--
14,560 Hours	--	--	--	26.63	26.58	28.63	28.59
18-yr (37,440)	--	--	--	27.03	26.98	29.05	29.01
20-yr (41,600)	25.82	25.78	26.17	--	--	--	--

APPENDIX A (Continued)**GRADE 14U**

830120 VEHICLE TECHNICIAN (HVY TR&EQUIP)

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	36.58	36.54	37.09	38.72	38.67	41.06	41.02
2080 Hours	37.68	37.64	38.20	39.88	39.83	42.29	42.25
6240 Hours	38.81	38.77	39.35	41.08	41.03	43.56	43.52
10,400 Hours	--	--	--	41.69	41.64	44.22	44.18
12,480 Hours	39.97	39.93	40.53	--	--	--	--
14,560 Hours	--	--	--	42.32	42.27	44.88	44.84
18-yr (37,440)	--	--	--	42.96	42.91	45.55	45.51
20-yr (41,600)	40.57	40.53	41.14	--	--	--	--

GRADE 15U

830801 TOOLMAKER - SPRWS

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	39.48	39.44	40.03	41.75	41.70	44.19	44.15
2080 Hours	40.67	40.63	41.24	43.00	42.95	45.52	45.48
6240 Hours	41.89	41.85	42.48	44.29	44.24	46.89	46.85
10,400 Hours	--	--	--	44.96	44.91	47.59	47.55
12,480 Hours	43.15	43.11	43.76	--	--	--	--
14,560 Hours	--	--	--	45.63	45.58	48.30	48.26
18-yr (37,440)	--	--	--	46.31	46.26	49.03	48.99
20-yr (41,600)	43.80	43.76	44.42	--	--	--	--

GRADE 16U

850000 COMMUNICATION EQUIPMENT INSTALLER

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	28.54	28.50	28.93	30.31	30.26	32.35	32.31
2080 Hours	29.39	29.35	29.79	31.22	31.17	33.33	33.29
6240 Hours	30.27	30.23	30.68	32.16	32.11	34.33	34.29
10,400 Hours	--	--	--	32.64	32.59	34.85	34.81
12,480 Hours	31.18	31.14	31.61	--	--	--	--
14,560 Hours	--	--	--	33.14	33.09	35.38	35.34
18-yr (37,440)	--	--	--	33.63	33.58	35.90	35.86
20-yr (41,600)	31.65	31.61	32.08	--	--	--	--

APPENDIX A (Continued)**GRADE 17U**

810410 TRAFFIC MAINTENANCE WORKER

	COLA 01/01/2026	Pension Change 06/01/2026	COLA 07/01/2026	COLA 01/01/2027	Pension Change 06/01/2027	COLA 01/01/2028	Pension Change 06/01/2028
Start	29.54	29.50	29.94	31.35	31.30	33.43	33.39
2080 Hours	30.42	30.38	30.84	32.29	32.24	34.43	34.39
6240 Hours	31.34	31.30	31.77	33.26	33.21	35.47	35.43
10,400 Hours	--	--	--	33.75	33.70	36.00	35.96
12,480 Hours	32.28	32.24	32.72	--	--	--	--
14,560 Hours	--	--	--	34.26	34.21	36.54	36.50
18-yr (37,440)	--	--	--	34.77	34.72	37.08	37.04
20-yr (41,600)	32.76	32.72	33.21	--	--	--	--