

City of St. Paul and Machinists District Lodge 77
2026-2028 Contract Negotiations
Summary Agreement

Below is a summary of the changes in the collective bargaining agreement between the City of Saint Paul and the Machinists District Lodge 77.

Date of TA: July 30, 2026

Duration: January 1, 2026 – December 31, 2028

Wages: Effective **January 1, 2026** (or closest pay period): **1.5%**
Effective **July 1, 2026** (or closest pay period): **1.5%**
Effective **January 1, 2027** (or closest pay period): **3.0%**
Effective **January 1, 2028** (or closest pay period): **3.5%**

Effective **January 1, 2027**, City agrees to \$0.50 increase to base wage for all classifications represented by this bargaining unit.

Effective **January 1, 2028**, the City agrees to \$1.00 increase to base wage for all classifications represented by this bargaining unit.

Article 1 – Recognition

- a.) Update recognition clause
- b.) Replace pronouns with gender neutral pronouns

Article 8 – Hours, Overtime Pay

Language changes to the article

Article 9 – Tool Insurance and Clothing

- a.) Increase tool allowance for 2026, 2027 and 2028
- b.) Increase safety shoe in 2027
- c.) Effective **January 1, 2028**, provide a onetime purchase of a heavy weight coat for employees, exclude current employees that have already been provided with one.

Article 13 – Active Employee Insurance

- a.) Update rates and contributions per the new joint Health Insurance MOA for 2026 & 2027
- b.) Add language that the LMCHI rates will be implemented once negotiated in 2028

Article 15 – Holidays

Effective **January 1, 2027**, add one (1) floating holiday

Article 16 – Vacation

- a.) Adjust vacation schedule
- b.) Add one (1) day of vacation at 24th year with city
- c.) Add language that allows credit for past public or job-related service for vacation accruals

Article 17 – Grievance Procedures

Add a 90-day timeline to schedule pending arbitrations

Article 19 – Severance Pay

Update language to reflect pay out practice and severance calculations

Article 22 – Sick Leave

Effective **January 1, 2027**, add one (1) day of paid Bereavement leave

Article 23 – Paid Parental Leave

Provide clarification that holiday pay does not extend the paid parental leave

Article 26 – Deferred Compensation

Increase Deferred Compensation match in 2027 & 2028

Other items were non-substantive, housekeeping agreements.