

**Professional Employees Association and City of St Paul
2023-2025 Contract Negotiations
Tentative Agreement Summary**

Date of TA: April 20, 2023

Duration: January 1, 2023 – December 31, 2025

Wages: See Article 7 below. In summary annual increases are as follows:
Effective 3/1/23(or closest pay period): 3.5%
Effective 1/1/24(or closest pay period): 2.5%
Effective 1/1/25(or closest pay period): 2.5%

Article 1 Recognition

Add Equity Language

1.3 The Union generally supports City goals, policies and practices intended to advance race and gender equity, reverse disparity trends and eliminate systemic racism to achieve fair, just and equitable opportunities for all people.

Article 2 Maintenance of Standards

Remove application of Civil Service Rule 6 & 7

2.2 Notwithstanding Article 2.1 above, Civil Service Rules 6 and 7 in their entirety and Civil Service Rules 8.A.3 and Civil Service Rule 14 relating to promotions shall not apply to applicants and employees who transfer from Independent School District No. 625, effective January 1, 2010, and effective January 1, 2015, shall not apply to classifications represented by this bargaining unit.

Article 7 Wage Schedule/Step Progression/Longevity Pay

Article 7 shall have new 7.2, 7.3 and 7.4 added and remainder of article shall be renumbered as follows:

7.1 Effective ~~January 1, 2021~~ **March 1, 2023** (or closest pay period), all salary rates applicable to titles in this bargaining unit shall be increased by ~~one~~ three and one half percent (3.5%) (1%).

Effective ~~January 1, 2022~~ **January 1, 2024** (or closest pay period), all salary rates applicable to titles in this bargaining unit shall be increased by ~~two percent (2.0%)~~ two and one half percent (2.5%).

Effective ~~July 1, 2022~~ **January 1, 2025** (or closest pay period), all salary rates applicable to titles in this bargaining unit shall be increased by ~~one half percent (0.5%)~~ two and one half percent (2.5%)

7.2 Effective January 1, 2023 (or closest pay period), the wage schedules in Appendix A for all Grades shall be amended from the wage schedules previously in effect as follows:

Effective January 1, 2023 (or closest pay period) Step 1 shall be deleted from all grades. No new employees will be hired into step 1. Any existing employees at Step 1 will be moved to Step 2 after 2080 hours in step 1. Steps will be renumbered in 2024. With the exception of Grades 12T, 20T, 22T and 24T, all Steps shall be annual steps. Employees shall be eligible for step progression in accordance with Section 7.2(b), below.

7.2(a) Effective January 1, 2023 (or closest pay period) The top step in each grade shall be increased by 1%.

7.2(b) Effective January 1, 2023 (or closest pay period), notwithstanding any provision of the City's Salary Plan and Rates of Compensation to the contrary, an employee (other than an employees in job classifications compensated at Grades 12T, 20T, 22T and 24T) shall be eligible to progress to the next step on the wage schedule for their job classification upon completing 2080 hours in paid status in their current classification.

7.2(c) Effective January 1, 2023 (or closest pay period), classifications compensated at Grades 12T, 20T, 22T and 24T shall be eligible to progress to the next step on the wage schedule for their job classification upon completing 1040 hours in paid status in their current classification.

7.3 Effective January 1, 2024 (or closest pay period), employees who are in paid status shall be eligible to receive longevity incentive pay according to the following schedule in addition to other compensation payable under this agreement:

<u>Completed Years of Service</u>	<u>Bi-weekly Amount</u>
<u>10 years</u>	<u>\$24</u>
<u>15 years</u>	<u>\$32</u>
<u>20 years</u>	<u>\$40</u>

Longevity payments will align with employer's regular wage payments pursuant to employer payroll practices. These longevity amounts will increase in 2025 and thereafter by the same percentage and on the same effective date as the across the board wage increases.

7.4 Effective January 1, 2025 (or closest pay period), and continuing thereafter, the maximum compensation payable to employees shall be nine percent (9%) above the top step of the wage schedule for each Grade. An employee's eligibility to be compensated above the top step and the amount of compensation payable to such eligible employees shall be determined in accordance with the Performance-Based Compensation Plan attached hereto as Appendix B.

7.25 The wage schedule, for purposes of this contract, shall be Appendix A, attached hereto. Both parties agree that the inclusion of the classifications and salary ranges in Appendix A does not preclude the Employer from the following:

1. Reorganizing
2. Abolishing

3. Establishing new classifications
4. Regrading classifications
5. Reclassifying positions

7.36 Retroactive wage adjustments shall only apply to employees who were employed by the City as of the date of signing this Agreement.

7.47 The language of this Article and Appendix A shall supersede any conflicting language found in the Civil Service Rules and/or Salary Plan and Rates of Compensation.

Article 8 Vacation

Increase vacation accrual by one (1) day for 20+ year employees

8.1 The following schedule will apply to all employees.

<u>Years of Service</u>	<u>Vacation Granted Per</u>
1-4 yrs	17 days
5-7 yrs	20 days
8-15 yrs	24 days
16-19 yrs	27 days
20+ yrs	<u>29 days</u>

Article 10 Sick leave

Provide 2 days of annual bereavement leave for all employees

10.3 Bereavement Leave

Any employee shall be granted up to 2 days annually for funeral leave of an immediate family member (see definition below). Funeral leave is separate from sick and vacation time. Sick time would be used for any additional time requested, as the appointing authority deems necessary, for bereavement beyond the funeral leave if an employee has accumulated sick time.

Immediate Relative: An individual with any of the following relationships to the employee

1. Spouse and parents, thereof;
2. Children and spouses thereof;
3. Parents, and spouses, thereof;
4. Siblings and spouses, thereof;
5. Grandparents and grandchildren, and spouses thereof;
6. Domestic partners and parents thereof, including domestic partners of any individual in 1 through 5 of this definition; and
7. Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.

Article 11 Leave of Absence

Provide 8 weeks of paid parental leave for all employees

11.1 Paid Parental Leave: The City may provide up to eight (8) weeks (320 hours) 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 be not considered Paid Parental Leave but will be Holiday 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 12 Insurance

- a. Implement rates from 2023-2025 LMCHI agreement.
 - b. Change eligibility for employer contribution for retiree health insurance plan offered by the Employer.
- 12.6 Employees who retire must meet the following conditions at the time of retirement in order to be eligible for the Employer contributions, listed in Sections 12.7 through 12.18 below, toward a health insurance plan offered by the Employer:
- (1) Be receiving Eligible to receive benefits from a Public Employee Retirement Act even if the retiree chooses to defer taking the pension at the time of separation at the time of retirement, and
 - (2) Have severed his/her relationship with the City of Saint Paul for reasons other than misconduct.
 - (3) Employment with Independent School District No. 625 will not be counted toward the service requirement for employees hired after October 1, 1997, toward years of service for retiree health eligibility.
 - (4) If an employee does not meet the years of service requirements in sections 12.7 through 12.15 but does satisfy the conditions in 12.6 (1), (2), and (3) he/she 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 24 Deferred Compensation

Increase Employer match per year for all employees

24.1 Employees with at least one (1) year of service will be eligible for a \$600 per year Deferred Compensation match by the Employer subject to the criteria listed below. ~~Effective January 1, 2022, this amount is increased to \$600 per year.~~ Effective January 1, 2023 this amount will be increased to \$700 per year. Effective January 1, 2024 this amount will be increased to \$800 per year. Effective January 1, 2025 this amount will be increased to \$900 per year.

Article 17 Safety

New Article 17.4 regarding safety related building closures

17.4 In the event the employer closes a facility due to non-weather-related health and safety concerns/imminent threat of danger, employees who are sent home will be paid for the remainder of their shift.

Library Notice

The 45 day notice period when change of library management from Librarian II to Librarian I has been removed

MOAs

On Call OTC MOA

Other changes were of a housekeeping nature.

For the City:

For the Union:

Megan Spriggs, Labor Relations Manager

Mike Wilde, PEA Attorney

Date: _____

Date: _____