



CONTRACT 2023-2025

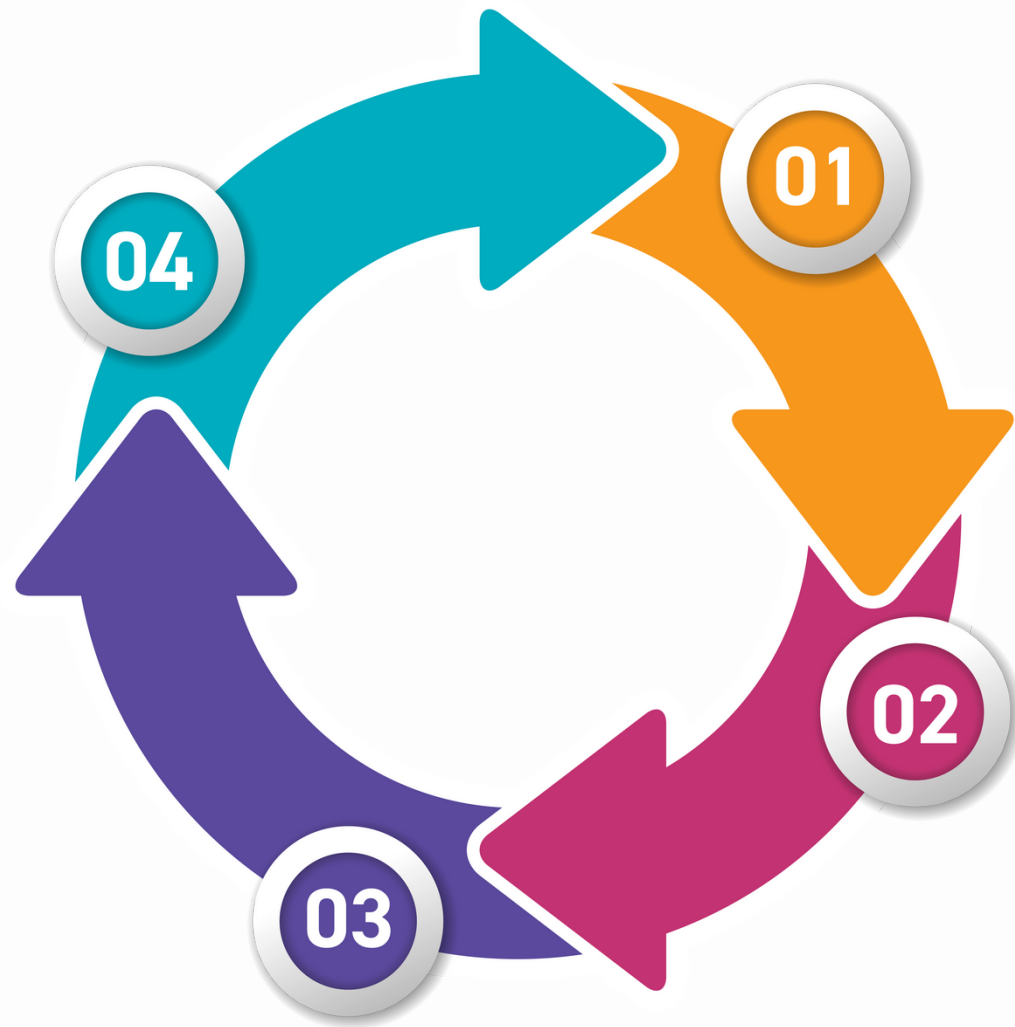
TENTATIVE AGREEMENT REACHED APRIL 20TH, 2023

Our Goals

- Increase across board in COLA
- Add 7 year step
- Increase Deferred Comp
- Remote Work
- Workplace Safety



The Process



February 24th, PEA Presents Opening Proposal

March, 9th, City 1st Response

March 31st, Full day of negotiations

April 12th, Full day of negotiations

April 17th-TA reached

Voting for Tentative Agreement

Voting will take place on-line

May 16th and May 17th.

Only full members can vote and will receive an email invitation to vote.



The Tentative Agreement

New Benefits

2 days of bereavement leave

Details

Bereavement Leave

Any employee shall be granted up to 2 days 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.



The Tentative Agreement

New Benefits

8 Weeks Paid Parental leave



Details

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 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

The Tentative Agreement

New Benefits

Paid Leave for dangerous conditions

Details

- 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.



The Tentative Agreement

Increased Benefits

Deferred Comp Match increase by 50%



Details

- Current Contract : Employee receives up to \$600 per year match
- New Contract: Employee receives \$700 in 2023
- \$800 in 2024
- \$900 in 2025

The Tentative Agreement

Increased Benefits

1 Day vacation Increase for longest serving employees

Details

- Current Contract : Employees of 20 or more years received 28 days of vacation
- New Contract: Employees of 20 or more years receive 29 days of vacation



The Tentative Agreement

New Supports

PEA Support Equity

Details

- Article 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.

EMBRACE
EQUITY

The Tentative Agreement

New Supports

Labor Management Committee-Safety



Details

- MOA created to create an LMC to address PEA members safety issues.
- Created within 180 days
- Representatives from City and Union

The Tentative Agreement

The Financial Package

Show me the Money!!

Cola increases by over 3 years

Details

- March 1st-3.5%
- 2024 -2.5%
- 2025-2.5%

Total Over 3 years: 8.5%



The Tentative Agreement

The Financial Package

Moving on Up

Steps Restructure



Details

- Current steps 1-6 are annualized, then step 7 at 10 years of service, then step 8 at 15 years.
- New: All steps are annualized, no more getting stuck. You would receive step 7- five years early and step 8-nine years earlier based on 2080 hours of service .
- Step 8-1% is added to step increase
- New-Step 1 is eliminated

The Tentative Agreement

The Financial Package

Example of Annualized Steps

Details

Employee Grade 11 Example. Currently, employee has started 6th year of service and is on step 6 until 2027. Making \$37.43/hr

New Employee moves to Step 7 in 2023 to \$38.46 and step 8 in 2024 to \$40.13/hr.

Salary Step increase by 2024 = \$2.60 /hr or 7%



The Tentative Agreement

The Financial Package

NEW BENEFIT- Longevity Pay

Details -Cola added each year starting 2025

2024

- 10 years of service-\$24/pay period-Annual-\$624
- 15 years of service-\$32 /pay period-\$832
- 20 years or more-\$40/pay period-\$1040

2025-Cola Increase

- 10 years of service-\$24.60/pay period-Annual-\$639.60
- 15 years of service-\$32.80 /pay period-\$852.80
- 20 years or more-\$41/pay period-\$1066



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The Financial Package

NEW BENEFIT- Performance Pay

Details

- Starting 2025, but workplans established in 2024
- Employees can receive up 3% increase on base wage!
- Increases would be included in your high 5!
- Increases would be 1%, 2%, 3% for satisfactory review. (unsatisfactory earns 0%)
- Max out at 9% above Step 8



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The Financial Package

NEW BENEFIT- Performance Pay

Details

Lump sum: If the merit increase would result in an increase above the salary range maximum, the employee's base salary will be adjusted to the range maximum and fifty percent (50%) of the balance of the increase will be paid to the employee in a lump sum. Similarly, if an employee is at the maximum of their salary range, they shall be paid a lump sum equal to fifty percent (50%) of the value of the increase that would have been payable but for being at the maximum of their salary range.



The Tentative Agreement

The Financial Package

NEW BENEFIT- Performance Pay

Details

Added Employee Protections

- PEA can request met and confer or if the city proposes material changes to the process
- City commits to process that provides equal opportunity to earn performance pay with regard for budgetary considerations
- If an evaluation is not completed on or before eligibility date, the performance pay will be retro active
- Reviews can be appealed to department head or their designee



The Tentative Agreement

The Financial Package

Total Financial Benefit Increases

Details

Employees at steps 1-3	23%
Employees at step 4	21.5%
Employees at step 5	22.5%
Employees at step 6	18.5%
Employees at step 7	15.5%
Employees at step 8	10.5 %

Does not include longevity pay and sets performance at min of 1%

The Tentative Agreement



Eliminated

Civil Service Rule 6-Examination Procedures
Civil Service Rule 7- Eligibility Lists

The Tentative Agreement

Thank You to Committee Members

Members

- Kathleen Conger
- Jean Filipkowski
- Brian Balfanz
- Liz Carey-Linskey

THANK YOU!

The Tentative Agreement

Questions!!!

Patricia Lammers

City Negotiations Chair

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May 16th and May 17th.

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receive an email invitation to vote.

